

Staff Senate Attendance Sheet

Meeting Specifics				
Purpose		Frequency		Senate Chair
Regularly Scheduled		2 nd Thursday of every month		Courtney Chafin
Date		Time		Location POT Room 1835
04/10/2025		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 - excused	<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"/>	<input checked="" type="checkbox"/> Tiara Ball	<input checked="" type="checkbox"/> Mandi 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 type="checkbox"/> John Blaine - excused	<input type="checkbox"/> Kenneth Blair	<input checked="" type="checkbox"/> Elliot Bloomer
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Jennifer Bridge - unexcused	<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 type="checkbox"/> Destiny Carter - excused	<input checked="" type="checkbox"/> Melissa Claar	<input type="checkbox"/> Christy Coffman - unexcused	<input type="checkbox"/>	<input checked="" type="checkbox"/> Alexandra Curtis
<input checked="" type="checkbox"/> Dale Davis	<input type="checkbox"/> Kevin Duncan - unexcused	<input checked="" type="checkbox"/> Rebecca Earls	<input type="checkbox"/> Olivia Ellis - excused	<input checked="" type="checkbox"/> Ryan Farley
<input checked="" type="checkbox"/> David Faulconer	<input type="checkbox"/> Alexis Fellows - unexcused	<input checked="" type="checkbox"/> Jonnisa Ferguson	<input checked="" type="checkbox"/> Sarah Fitzgerald	<input checked="" type="checkbox"/> Kevin Fleming
<input checked="" type="checkbox"/> Sandra Frey	<input type="checkbox"/> Julien Galyon - excused	<input type="checkbox"/>	<input type="checkbox"/> Samantha Gauthier - excused	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/> Sheneda Goforth - unexcused	<input checked="" type="checkbox"/> Beth Goins	<input checked="" type="checkbox"/> Aaron Gosper	<input type="checkbox"/>
<input type="checkbox"/> Joseph Hacker - unexcused	<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"/>	<input checked="" type="checkbox"/> Kyle Hardesty	<input checked="" type="checkbox"/> Catherine Hayden	<input type="checkbox"/>
<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 - excused
<input checked="" type="checkbox"/> Curtis Hudson	<input checked="" type="checkbox"/> Audrie Johnson	<input type="checkbox"/>	<input checked="" type="checkbox"/> Terry Keys	<input type="checkbox"/>
<input type="checkbox"/>	<input checked="" type="checkbox"/> Brittany Lawrence	<input checked="" type="checkbox"/> Kristen Lawson	<input checked="" type="checkbox"/> Sheena Lee	<input type="checkbox"/>
<input checked="" type="checkbox"/> Lisa Lockman	<input checked="" type="checkbox"/> Amy Lorenzo	<input checked="" type="checkbox"/> Fadyia Lowe	<input type="checkbox"/> Troy Martin - excused	<input checked="" type="checkbox"/> Heather McAtee
<input checked="" type="checkbox"/> Courtney McCalla	<input checked="" type="checkbox"/> Karen McCann	<input checked="" type="checkbox"/> Pamela McFarland	<input type="checkbox"/>	<input type="checkbox"/> Glenn Means - excused
<input checked="" type="checkbox"/> Blazan Mijatovic	<input checked="" type="checkbox"/> Tiffany Miller	<input type="checkbox"/>	<input type="checkbox"/> Michael Millett - unexcused	<input type="checkbox"/>
<input checked="" type="checkbox"/> Addison Zane Mills	<input type="checkbox"/>	<input checked="" type="checkbox"/> Krystle Moore	<input checked="" type="checkbox"/> Daniel Naas	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> Cary Osborne	<input type="checkbox"/> Komal Pandya - unexcused	<input type="checkbox"/> Scott Pappas - unexcused
<input checked="" type="checkbox"/> Stephanie Peeples	<input checked="" type="checkbox"/> Aaron Pepper	<input checked="" type="checkbox"/> Monica Perez	<input type="checkbox"/>	<input checked="" type="checkbox"/> Tessa Pinkerton
<input type="checkbox"/> Brooke Poe - unexcused	<input checked="" type="checkbox"/> Kayla Powell	<input type="checkbox"/> Cory Qualls - unexcused	<input checked="" type="checkbox"/> Covetta Ramey	<input checked="" type="checkbox"/> Tiffany Randolph

<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"/>	<input checked="" type="checkbox"/> Stefan Schagane	<input type="checkbox"/> Sydney Shields - excused	<input checked="" type="checkbox"/> Carol Simpson	<input type="checkbox"/> Scott Sorrell - unexcused
<input checked="" type="checkbox"/> Tymory Stanton	<input checked="" type="checkbox"/> Hardin Stevens	<input checked="" type="checkbox"/> Andrea Strassburg	x Justin Sumner	
<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 checked="" type="checkbox"/> Keisha Wells
<input checked="" type="checkbox"/> Hailey White	<input type="checkbox"/>	<input checked="" type="checkbox"/> Alice Williams	<input checked="" type="checkbox"/> Stephen Williams	<input type="checkbox"/> Kendria Willis - unexcused
<input checked="" type="checkbox"/> Elijah Wilson	<input type="checkbox"/> Laurel Wood - excused	<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 checked="" type="checkbox"/> Catie Lasley, UKHR	<input type="checkbox"/> SGA President:	<input type="checkbox"/> Faculty Senate Chair:	<input checked="" type="checkbox"/> Steve Ivey, UKHR	<input checked="" type="checkbox"/> Coleman Simpson
<input checked="" type="checkbox"/> Penny Cox	<input checked="" type="checkbox"/> Lynn Hiler	X Katie Hardwock	X Tammy Akin - Wellness	X Jennifer Strange
X Brenda Heeter	X Jody Ensman	X Angie Martin		

Agenda Topics Covered		
Task ID	Agenda Item	Presenter/Facilitator
1	Call to Order/Approve Minutes	C. Chafin
2	President's Report	Dr. Eric Monday
3	Guest Speaker	Steve Ivey – UKHR Benefits
4	Staff Trustee Report	D. Melanson
5	Officer Reports	Chair, Vice Chair, Secretary, Treasurer, Parliamentarian
6	Items from the Floor	

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 1:10 PM. The March meeting minutes were approved.
2. President's Report	<ul style="list-style-type: none"> The University of Kentucky addressed concerns about revoked F-1 visas for a small number of UK graduate and undergraduate students, stating that privacy prevents sharing individual details. The university is providing support and resources to affected students and remains committed to transparency via regular policy updates. Additionally, the University is under federal investigation related to its Ph.D. project and is coordinating all responses through the President's office.

	<ul style="list-style-type: none"> • Work has begun on the FY26 budget, including addressing \$9 million in increased healthcare costs. The April Board of Trustees meeting will cover new capital projects and updates on athletics planning. • Several construction projects are underway, including the Health Education Building, the cancer and ambulatory care center, residence halls, parking expansion, and major developments in the College of Agriculture. Lastly, the university announced a partnership with Transylvania University through the Advancing Kentucky Together Network, reinforcing its mission to make the state healthier, wealthier, and wiser.
3. Staff Trustee Report	<p><input type="checkbox"/> Athletics Changes: Student-athlete compensation legislation is still pending; details expected by future board meetings.</p> <p><input type="checkbox"/> Budget Challenges: FY26 budget will be difficult, with significant cost pressures; full details not yet available.</p> <p><input type="checkbox"/> Board Schedule: April board meetings scheduled for Thursday (committees) and Friday (full board), likely in Harris Ballroom.</p> <p><input type="checkbox"/> Spring Semester Context: Leadership acknowledged the busy end-of-semester period and upcoming graduation season.</p> <p><input type="checkbox"/> Federal Uncertainty: Ongoing federal issues, including investigations and policy changes, are causing uncertainty across campus.</p> <p><input type="checkbox"/> Financial Health: University expects a positive margin, but revenue has been affected by the rise in Medicare Advantage patients, prompting operational reviews.</p> <p><input type="checkbox"/> Ongoing Focus: Leadership remains committed to finding efficiencies and reinvesting in university priorities.</p>
4. Guest Speaker:	<p>Catie Lasley, AVP for HR Operations, has been with the institution for several years and has collaborated closely with the Staff Senate, especially during her current 10-year role, on initiatives such as open enrollment. She highlighted the importance of HR and Staff Senate working together to manage rising healthcare costs and improve communication with employees about benefits. The current session aims to provide an overview of open enrollment, share the communication and engagement plan, and gather feedback to help employees make informed decisions.</p> <p>Steve Ivey, HR Communications Director, outlined the University's strategy and updates for the upcoming benefits open enrollment. Due to rising healthcare costs that have outpaced funding from both the university and employees, changes were necessary to maintain sustainability. Key goals included offering a lower-cost plan, increasing flexibility in provider choice, and ensuring distinct plan options.</p> <p>Key Changes for This Year:</p> <ul style="list-style-type: none"> • Increased premiums, deductibles, and out-of-pocket costs for HMO and PPO plans. • Regional Health Plan (RHP) and EPO plans are being eliminated due to high cost and low sustainability.

	<ul style="list-style-type: none"> • Introduction of the Health Saver Plan as the lowest-cost option, with flexibility through Anthem’s national network and access to a Health Savings Account (HSA). • Premiums and rates were adjusted by plan type and coverage level, not uniformly across the board. • Emphasis on rebuilding reserve funds and aligning plans with peer institutions. <p>Enrollment & Communication:</p> <ul style="list-style-type: none"> • Open enrollment runs April 28–May 16, extended from 2 to 3 weeks due to the number of changes. • A robust communication strategy includes postcards, newsletters, Thrive emails, webinars, and in-person/virtual open houses. • A new tool, Naya, will help employees choose the best plan based on personal healthcare usage. <p>Additional Info:</p> <ul style="list-style-type: none"> • Preventive care remains free on all plans. • GLP-1 medications are covered for diabetes only; broader coverage not currently planned. • The HMO pharmacy network is now limited to UK retail pharmacies for ongoing prescriptions. • The combined credit for employees married to other UK employees is still offered. • Plans will continue to support pre-existing conditions and aim to protect lower-income employees via affordable options like the Saver Plan.
5. Officer Reports	<p>Chair:</p> <p><input type="checkbox"/> President’s Council: The President’s Council is now being formed; invitation emails have been sent to selected members, though the full roster is not yet known.</p> <p><input type="checkbox"/> Absence Review & Removals:</p> <ul style="list-style-type: none"> • Per the bylaws, senators with 3 unexcused or 5 total absences (excused/unexcused) in a fiscal year are subject to removal. • Two senators (Josh Henry and Whitney Arvin) met or exceeded this threshold with multiple unexcused absences and no committee participation. • Both were contacted multiple times to speak on their own behalf and did not respond or attend. • Neither senator was found to be on FMLA or workers’ comp. • A motion for removal was brought forward by the Executive Committee. • Vote results: 61 total votes in favor, 0 opposed; motion passed. • Senators Henry and Arvin will be officially removed, and appropriate supervisors will be notified.

Vice Chair:

Next month, there is no Guest Speaker. May is our **election** month. So if you're interested in running for an officer position, now's the time to be thinking about it and preparing that statement.

Treasurer:

Budget Update:

- Approximately \$7,900 remains in the overall budget after recent recharge expenses (~\$700).
- The general office budget line has \$1,015.80 remaining.
- A new laptop for the program coordinator is needed, totaling \$2,165.41.
- This leaves a shortfall of \$1,149.61, which the chair suggested be taken from the strategic initiatives line (which has \$1,433 available).

Discussion Points:

- Use of Strategic Initiative Funds: These are typically for items like apparel, center setup fees, and name badges—all already covered this year.
- Tech Lifecycle Planning:
 - No formal lifecycle or replacement schedule currently exists.
 - Suggestion made (by Senator Sumner) to have a standard replacement cadence (e.g., every 4 years) for Senate laptops.
 - This will be charged to the Tech Committee to develop a formal plan.
- Laptop Details:
 - Model selected: Dell Latitude 7450.
 - Chosen based on specs reviewed by the university's Dell rep to ensure suitability for the program coordinator's duties.

Motions and Results:

1. Motion to Approve Laptop Purchase:
 - Passed unanimously.
2. Motion to Move \$1,149.61 from Strategic Initiatives to General Office Budget:
 - Also passed unanimously.

Action Items:

- A laptop for the program coordinator will be purchased.
- The Tech Committee will be tasked with creating a technology replacement schedule to support future budgeting and planning.

	<p>Secretary:</p> <p>We have one new resignation, Charla Hamilton, who was the Chair of the Employee Engagement Committee. This brings our total to 25 for this year. There was a question as to why we have such a large number this year. Vice Chair Marefat and others were asking the same questions, and she came up with the following:</p> <ul style="list-style-type: none"> <input type="checkbox"/> An exit survey was sent to all former Staff Senate members from the past three years, provided they are still reachable within the UK system. <input type="checkbox"/> The survey aims to collect feedback on: <ul style="list-style-type: none"> • Reasons for leaving the Staff Senate. • Suggestions for improvement, including factors that might encourage their return. <input type="checkbox"/> Attendance enforcement is a renewed focus this year: <ul style="list-style-type: none"> • A stricter adherence to the Staff Senate bylaws has been implemented under the current leadership. • Previous years did not enforce attendance rules as closely. • The feedback gathered will help inform efforts to strengthen engagement and retention within the Staff Senate. <p>Parliamentarian with Elections Committee Chair:</p> <p>Officer Elections Update</p> <p>Standard Operating Procedures (SOPs) originally required officer nominations to be submitted by the March Executive Committee (EC) meeting.</p> <ul style="list-style-type: none"> • Due to timing, a motion was introduced and passed to amend the SOPs for this year only, moving the nomination deadline to the April EC meeting (April 24). • This amendment is a temporary suspension of the SOPs for the current election cycle and does not constitute a permanent change. • The motion to amend the date was seconded and unanimously approved by the voting body.
6. Committee Reports	<p>Bylaws/ARs:</p> <p>Discussion on the Staff Senate Administrative Regulations (ARs):</p> <p>Overview:</p> <ul style="list-style-type: none"> • AR Review Work: Recent updates to the Staff Senate ARs were shared, following a feedback window that closed on March 31. The work aims to make the ARs

flexible while placing detailed guidance in the ORs (standard operating procedures) for easier future changes.

Key Updates:

- Flexibility Priority: Due to the high threshold for AR changes ($\frac{3}{4}$ of voting members and presidential veto power), specific procedural items are moved to the ORs.
- Staff Senate Membership:
 - Senator count and constituency definitions remain in the ORs due to the changing university structure.
 - Clarified ineligibility of upper-level administrators (e.g., President, Deans, Chairs, Cabinet members, faculty).
- Senator Duties Clarified:
 - Senators represent all staff and "other employment types" (e.g., grad student employees, postdocs).
 - Duties now include participation in events like DanceBlue and mini-marathons as valid Senate work, not just extracurriculars.
 - Special sessions do not count against attendance requirements.
 - Serving as Chair is part of a senator's 3-year term.
- Procedural Changes:
 - Removal recommendations now notify both the Chair and all officers.
 - Supervisor approval language updated to ensure Senators can perform duties during paid time without using leave or making up hours.
 - Any urgent Executive Committee decisions must be explained at the next regular Senate session.

Supervisor Support Discussion:

- Clarified that while supervisor approval is required for Senate duties, job duties take precedence. Supervisors may revoke approval if roles change.
- The new language provides senators with leverage in discussions with supervisors regarding time for Senate-related volunteer activities.

Outcome:

- Motion Passed Unanimously: The current version of the ARs will be forwarded to President Capilouto and Dr. Monday for review and feedback.
- Next Steps: If the regulations are not finalized, they will return to the Senate for final vote after executive review.
- Note of Caution: The President may revise the ARs significantly, and the Senate must be prepared for that possibility.

University Benefits and Compensation:

- ☐ The Shared Leave Donation policy has been submitted by the committee.
 - They are currently addressing questions regarding the shared leave pool, engaging in internal discussions, and consulting with UK administration.
- ☐ A new item under review:

	<ul style="list-style-type: none"> • The committee is seeking feedback on whether employees want access to AI-driven mental health support. • Melissa Barger and Jessica Howard will meet with Catie Lasley to explore possible implementation and ways to streamline access to mental health resources. <p><input type="checkbox"/> There has been growing interest from staff regarding additional holiday time off.</p> <ul style="list-style-type: none"> • The committee is evaluating this request but notes that benchmarks from other institutions often do not include attached healthcare systems, which complicates direct comparisons. • Due to the healthcare component at UK, holiday time policies require additional consideration <p>Employee Engagement Committee Report:</p> <ul style="list-style-type: none"> • Committee Chair Charles Hamilton has resigned from the Staff Senate. • The remaining members of the Employee Engagement Committee, all junior senators, have expressed interest in joining forces with the Community Outreach Committee. <ul style="list-style-type: none"> ○ This proposal will be brought to the Executive Committee (EC) at the end of April for formal consideration and reassignment. • The Employee Engagement Committee will remain vacant moving forward, as the Senate anticipates restructuring committees under the upcoming Operating Regulations (ORs).
7. Items from the Floor	N/A
8. Adjournment	3:00 pm, motion to adjourn.