

# University of Kentucky Office of **Work-Life**

2009-2010 Report

The Office of Work-Life was established in 2004 to provide an integrated, systematic approach to addressing work-life issues at the university. Activities include the identification and implementation of initiatives, programs and services to address the work-life needs of UK employees.



## Message from the Director

In 2010, the Office of Work-Life staff provided over 1,000 consultations, presented on work-life to over 100 groups and administered a full-campus Work-Life survey that resulted in a 55% response rate for faculty and 58% response rate for staff. New programming in 2010 included an all-campus memorial service, a retirement planning conference and a financial emergency program for staff.

As we enter 2011, the Work-Life Advisory Council will be examining and reporting on the results from the Work-Life survey. As with the 2005-06 Work-Life survey, salient issues emerging from the data will be identified and examined, in efforts to further enhance the work-life culture at the University of Kentucky. Employees who utilize our services report fewer absences, less stress and increased commitment to the university – a clear demonstration that supporting Work-Life works!

Sincerely,  
Robynn Pease, *Director*



2010 Work-Life Supervisor of the Year David Adams (left) with Jimmy Henning, Associate Dean of the Cooperative Extension.

## Work-Life Supervisor of the Year Program Receives Record Number of Nominations

The 2010 Work-Life Supervisor of the Year Luncheon took place on October 27, 2010. Over 80 nominees were recognized at this year's event.

This year's winner, David Adams, is the Cooperative Extension Director for District 1. He graduated from the University of Kentucky in 1973 with a degree in Agricultural Economics; he returned to UK in 1994 and received a Masters Degree in Agronomy. Congratulations to all nominees!

## 2010 Supervisor of the Year Award Winners & Finalists

(full nominee listing inside)

### Winner

#### David Adams

Director, Cooperative Extension, District 1

### Special Recognitions

#### Lori Gonzalez

Dean, College of Health Sciences and Chair, Work-Life Advisory Council

#### Jennifer Swanberg

Faculty, College of Social Work and Director, Institute for Workplace Innovation (iWin)

### Finalists

#### Patricia Bond

Assistant Dean of Records and Registration, Graduate School

#### Judy Niblett

Patient Care Manager, Ground CDU/ACTU

#### Gayle Plank

Patient Care Manager, Nursing

#### Barbara Ramlow

Director of Targeted Assessment, Center on Drug and Alcohol Research

## Message from the Outgoing Work-Life Advisory Council Chair

I hope you enjoy the 2009-2010 report. This past year has been one of accomplishment with the completion of the second Work-Life survey. So many wonderful initiatives resulted from input given by faculty and staff after the first



Lori Gonzalez, PhD

Work-Life Survey administration and I expect other initiatives will begin after analysis of the current survey results. The campus community stepped up and responded to the survey so the Work-Life Advisory Council will be able to move forward with confidence that they are acting on behalf of their constituents.

I stepped down as co-chair at the end of the fall term but wanted to offer my sincere thanks and best wishes to the current Council. These dedicated individuals devote considerable time and effort to making the University of Kentucky a welcoming and supportive workplace. I leave the Council in wonderful hands, with Robynn Pease as director and Dr. Dan O'Hair, Dean of Communications and Information Studies as incoming Chair. I enjoyed my time on the Council and look forward to hearing about the survey results.

## 2010 Work-Life Supervisor of the Year Nominees

Frank Abraham, CNS Business Services  
Brenda Adams, Medical Records  
Debra Armstrong, Markey Cancer Center  
Tim Armstrong, Physical Plant Division, Medical Center  
Paul Bachner, Department of Pathology and Lab Medicine  
Paula Bargo, Medical Staff Affairs Office  
Karen Benson, UK Sports Physical Therapy  
Carolyn Bratcher, Laboratory Animal Research  
Bonnie Brown, Acute Care Renal  
Gail Carbol, Human Resources  
Gwen Conley, General Accounting  
Vickie Crawford, Rehabilitation Medicine  
John Cruse, Physical Plant Division, Medical Center  
Sheila Cummins, Radiology  
Andrea Dee, Kenton County Extension  
Rainer Dittert, IT, University Computing Systems  
Richard Domek, School of Music  
Karen Douglas, Mason County Cooperative Extension Service  
Lonnie Driscoll, Physical Plant Division  
Kathy Farah, Office of Development  
Trish Freeman, Pharmacy Practice and Science  
Paulette Frost, ITS  
Timothy Gentry, Postal Services  
Kim Griswold-Dotson, Center on Drug and Alcohol Research  
Lynne Hall, College of Nursing  
Regina Heiser, ICIS  
Gary Hibbits, Radiology  
Patricia Howard, Emergency Department  
Jeffrey Howe, Center on Aging  
Monica Johnson, Perioperative Services, Good Samaritan  
Kim Judd, College of Public Health  
Debbie Kelley, Patient Accounts  
Crystal Kendrick, Comprehensive Breast Care Clinic  
Lela Kettenring, Patient Accounts  
Neysa Kiser, Pathology, Cytogenetic Lab  
Cynthia Lamberth, College of Public Health  
Catie Lasley, Human Resources  
Tammy Lyons, Center for Advanced Surgery

Patrick McNamara, College of Pharmacy  
John Bart Miller, Employee Benefits  
Belinda Sue Mills, Center for Biomedical Engineering  
Gina Noe, FCS  
Hatim Omar, Pediatrics  
Sue Overman, Clinical Microbiology  
Ryan Pennington, Radiology  
Lee Poore, Environmental Health and Safety  
Simon Ratliff, CT Gill Imaging  
Danny Reid, Regulatory Services  
Rich Rice, Audio Visual Services  
Angela Rogers, Rehabilitation Services  
Greg Rose, Sports Medicine  
Pam Ryan, Utilization Management  
Kathryn Saatman, Department of Physiology  
Missy Segress, College of Social Work  
Marcia Shrouf, Residence Life  
Susan Skees, College of Agriculture, Academic Programs  
Jackie Silvers, Kentucky Geological Survey  
Becky Smith, Otolaryngology  
John Smith, Kentucky Neuroscience Institute  
Tracy Steele, Rehabilitation Services  
Charles Stewart, CNS, Communications  
Lisa Strong, UK North Fork Valley - Hazard  
Dana Thornton, Pediatric Cardiology  
Galen Tolliver, Physical Plant Division  
Julie Tolliver, Biosystems and Agricultural Engineering  
Mary Vore, Graduate Center for Toxicology  
Jennifer Walton, English Department  
Nancy Webb, Internal Medicine  
Jerry Weisenfluh, Kentucky Geological Survey  
Robin Wilson-Neeley, Center for Advanced Surgery  
Ed Winkle, Anthropology  
Marilyn Wooten, Kentucky Cancer Registry  
Anna Wright, Pharmacy Practice and Science  
Mary Wright, Orthodontics  
David Zaitlin, Kentucky Tobacco Research and Development Center

# What's New in Work-Life

## UK Workplace Flexibility Supervisor Study (March 2009)

How successful has the implementation of the Flexible Work Arrangement Guidelines been since they were endorsed by President Todd in 2008? To find out, the Office of Work-Life commissioned the UK Institute of Workplace Innovation (iWin) to survey supervisors about the use of flexibility in their units. Forty-seven percent of the 1,398 supervisors invited to participate responded.



Among the findings were that 54% of respondents provide some form of flexible work arrangements to their direct reports. They use flexibility to help their staff manage their work-life needs (83%); in response to employees' requests (78%); to increase job satisfaction (77%); improve morale (77%); and to increase commitment and engagement. Reported barriers to implementation of flexible work arrangements include hours of operation (25%), concern of abuse (25%), and concern about treating all employees equally (23%). The full report can be found at [http://www.uky.edu/HR/WorkLife/documents/Workplace\\_Flexibility\\_Final\\_Report.pdf](http://www.uky.edu/HR/WorkLife/documents/Workplace_Flexibility_Final_Report.pdf).

## UK Remembers Campus Memorial Service (April 2010)

The Office of Work-Life organized the first annual campus memorial service, which was a *Make the Difference* submission from Nathaniel Hopkins, a psychologist from UK's Counseling and Testing Center. Representatives from Student Government, Staff Senate, the Alumni Association and the community at-large served on the planning committee. The event was held on April 13 in the Botanical Gardens near the UK Student Center. Speakers honored students, faculty, staff and alumni who had passed away during the 2009-2010 school year. A Facebook wall and mural were available for writing memories of those who had died. Seventy-five people attended the service while people across campus watched the live stream.

## LotsaHelpingHands (August 2010)



Lotsa Helping Hands  
create community

The UK Office of Work-Life contracted with LotsaHelpingHands for a second year to provide access to an online tool to help employees organize their caregiving and volunteer activities. During the past year, nearly 1,000 employees logged into the site and approximately 25 caring communities were created. The site is now offered to UK Alumni through a partnership with the UK Office of Work-Life. For more information about LotsaHelpingHands, visit <http://www.uky.edu/HR/WorkLife/lotsahelpinghands.html>.

## CRISIS Program (May 2010)

The UK Office of Work-Life provides support for the newly launched CRISIS (Crisis Relief In Situations Involving Staff) program. Created by a recent Staff Senate initiative, this program enables UK employees to help fellow staff who are experiencing temporary personal hardship. The program was created to help employees facing emergency situations, such as unexpected expenses, domestic conflict and extended periods of personal injury. The program is funded



entirely from staff and faculty donations. Information about the program is housed on the Work-Life web site. Work+Life Connections collects the applications, which are reviewed by a committee comprised of representatives from the Staff Senate and the campus community. More information about the CRISIS Program can be found at [http://www.uky.edu/HR/WLC/crisis\\_program.html](http://www.uky.edu/HR/WLC/crisis_program.html).

# Office of Work-Life Services

The Office of Work-Life consulted with employees on a wide range of issues during the past year. Popular issues were flexible work arrangements, the reduced seasonal hours program, financial counseling, emergency resources, and lactation guidelines. The staff is prepared to help employees find the resources they need.

## What parents are saying about the Woodland Early Learning Center:

*"I appreciate the involvement by the staff with my children—every staff member knows each child in each room. I appreciate their enthusiasm and professionalism."*

*"All the teachers in the center know your children by name and really seem to love their jobs. Our kids love being at the center and learn so much."*

*"As working parents, we are comforted knowing that our daughter is cared for, loved, and having a blast with the fantastic teachers at the center. When we pick her up at the end of the day, she is relaxed and happy—she adores the center!"*

*"The staff here is the best. We've had between one and three children at this center for seven years now, and Brandy and the people she hires make all difference. I never worry while I'm at work or class."*

## Child Care Services



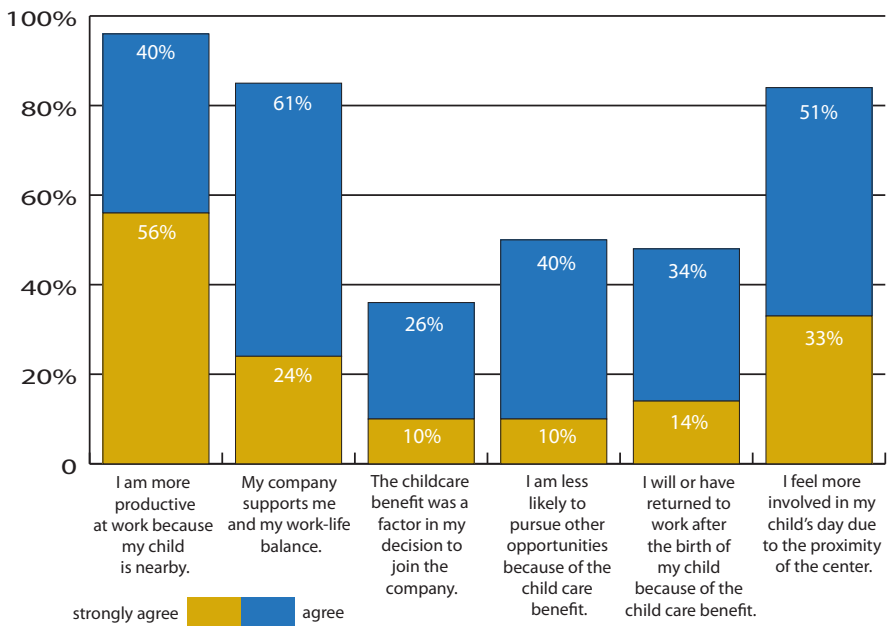
Brandy Southard

The Woodland Early Learning Center, operated by CCLC (Children's Creative Learning Center), continues to be the primary on-site childcare vendor for the University of Kentucky. Over two thirds of the clients sending their children to the center rated their experience as very satisfactory in the 2010 client survey.

Congratulations to the center director, Brandy Southard, who was nationally honored as one of the top five center directors among all CCLC centers in 2010. Brandy, who has been the Center's director for the past nine years, enjoys the diversity there and the ability to build relationships with her families.

The following data from the Center's 2010 Client Survey shows that on-site childcare is a valuable benefit to employees.

### WORK AND LIFE BENEFITS



## Elder Care Services

### A Message from Terri Kanatzar, Coordinator

The Elder Care staff provides quality, professional services to help employees and their families to help balance work and elder care responsibilities. We also provide services to the Behavioral Medicine Network and Eastern Kentucky University. Our core services consist of:



Terri Kanatzar, MSW

#### 1) Consultation and Referral

Consultation, referral services and family counseling

#### 2) Educational Programs, Presentations and Other Support

Elder Care offered seminars on various topics throughout the year. Staff provided the following support to employees:

- Nine on-campus seminars;
- Two seminars for ECU employees per contract agreement;
- During November (National Family Caregivers Month), over 200 Caregiver Kits were distributed to employee caregivers;
- Monthly e-newsletters covering important topics in aging and caregiving were distributed to 1377 employees;
- Staff facilitated a monthly Caregiver Support Group for UK employees. Currently 63 employees receive invitations to participate.

#### 3) Community Outreach

Elder Care staff provided a variety of services to the community. Community outreach activities included:

- Presented four seminars/workshops at the Bluegrass Area Development District training for home care employees;
- Updated and edited sections of *Pathways 2009*, a directory of elder care resources for older adults and caregivers in Fayette County;
- Worked with UK Graduate Center for Gerontology and Bluegrass Area Development District to publish an online Senior Housing Directory;
- Continued to partner with AARP Kentucky and updated the *Prepare to Care* insert that covers statewide and national web sites for caregivers and older adults;
- Staff, as well as the Director of Work-Life, contributed to a workforce article about caregiving authored by iWin director Jennifer Swanberg published in September 2009;
- Maintained the Aging Consortium listserv and Lex-Care listserv.

Elder Care clients have the opportunity to complete an evaluation after receiving services. Elder Care user satisfaction surveys showed that 100% found their experience with Elder Care to be excellent. When asked if the Elder Care Specialist responded to their needs in a timely manner, 100% strongly agreed with this statement.

## Elder Care Survey Findings

- 100% of clients contacted the referrals and found them helpful
- 100% thought their personal stress decreased after using Elder Care
- 57% reported Elder Care saved them 3 or more days of missed work time
- 31% reported that using Elder Care resulted in fewer days away from work
- 23% reported fewer work-day disruptions
- 15% reported a reduction in expenses with travel, long distance or other bills

### What people are saying about UK Elder Care:

*"While I never planned on needing the type of information your office provides, I will say that you have been great at informing me as to the various issues and realities of caring for a parent. While every day is a new and challenging day for my mom and dad, and hence for us, at least now we have plans and ideas on how the next few years will be managed. I know that when I have questions, I can utilize your office to get perspectives and answers."*

*"I have used the services of Elder Care to help with three different family members. My most recent contact was to gain access to comprehensive information on assisted living and nursing facilities here, in Connecticut, and in California. This was tremendously helpful to me and my family. Elder Care services helped us to make important decisions and reduced the stress associated with those decisions. It would have been extremely difficult for me to find this information on my own. This is a wonderful service and we are very fortunate to have it here at UK. My sister in California was amazed at the help we were given by Elder Care."*  
-Lee Blonder, Faculty, UK Sanders-Brown Center on Aging

## Work+Life Connections Counseling Program

A Message from Ann Bassoni, Coordinator

It has been an exhilarating first full year of service for me at the Work+Life Connections (WLC) program. Over the last twelve months I had the



Ann Bassoni, MSW

opportunity to work with employees, faculty, sponsored dependents, children and retirees from all walks of life and at least eight different countries! During the past year I also had the opportunity to visit with and present to several departments and colleges across campus.

### 1) Counseling and Referral Services

WLC offers voluntary, confidential individual counseling for employees, their family members and sponsored dependents. The overwhelming

majority of people were seeking assistance for issues related to stress, both at home and work. Their stress related to financial matters, conflict with a co-worker or supervisor, parenting and relationships. Other reasons people sought assistance were anxiety, depression and drug and/or alcohol use by family members or self. I also spoke with people about grief and managing mental illness.

### 2) Group Support

WLC provides counseling for groups of employees experiencing the loss of a co-worker, downsizing or other collective trauma. I also facilitate support groups for specific issues. The most popular group in 2010 was *Parenting Teens and Tweens* where parents met to share experiences, develop additional parenting strategies and learn to “live with the alien that has invaded” the teen or pre-teen in their life. *Grandparents Raising Grandchildren* was introduced for those parenting the “second time around.”

### 3) Educational Programs, Presentations and Other Support

Five supervisors invited me to present the “Reframing Stress” workshop to their department or unit. Each department leader noticed different manifestations of stress in his/her group and wanted to help in some way. I tailored each presentation and as a result, several people requested personal consultations.

The office developed some good partnerships as some of these groups have referred people to WLC’s services. I’d like to thank on-campus programs including the Office of International Affairs, Outpatient Psychiatry, REFER, the VIP Center, Health and Wellness, Disability Connect, Elder Care and the Benefits group for assisting as needed and accepting referrals. Off-campus services were offered by Cathedral of Christ the King, Black Church Coalition, God’s Pantry, Catholic Social Services and Southland Church as well as The Ridge and different 12-step programs.

I also met many employees while participating in the following campus events: New Employee Orientation, Staff Appreciation Day, Benefits Open Enrollment, Women’s Forum and various events during National Work and Family Month and National Family Caregivers Month.

## What people are saying about Work+Life Connections:

*“I want to thank you for a great session with our staff yesterday. I talked with several people today and received very positive feedback. Obviously, to really make a change each individual must put forth the effort, but you gave us some very helpful information and techniques.”*  
-Deborah Davis, Administrative Director

*“It had been far too long since my life was interrupted with monsters in the night, potty training for a three year old and undone homework and the trials of being in the first grade from his older brother. It only took me a couple of months to know that I needed help. I needed someone to listen to my frustrations, my anger, and to offer suggestions about my new, unsolicited responsibilities. Although the boys are the light of my life, their batteries never wear down nearly as quickly as mine do. I was thrilled when I happened to find that Work Life offered the Connections program. Not only did Ann listen to me, she offered excellent resources and I found I was not the only grandmother in the world raising grandchildren. I found there are many support services to deal with the added expenses (both everyday and legal) in addition to the emotional drama that life-changing situations create. Support is critical when life throws you a curve and UK Work-Life hit a home run with providing this invaluable service to its employees.”*

- UK employee caring for grandchildren

# Work-Life Education and Outreach

## National Family Caregiver Month (November 2010)

For the second year, Elder Care organized a series of events focusing on caregiving. Events were attended by approximately 100 employees.

Events included:

- Lessons Learned from Thirty Plus Years of Care-Giving Opportunities – Strategies for Keeping Your Sanity and a Sense of Humor!
- Forgetfulness: Recognizing Age Related Changes vs. A More Serious Problem

## New Work-Life Video Library

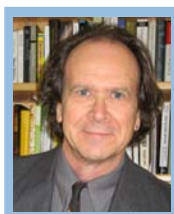
Work-Life Events are now archived for online streaming.

Available events include:

- 2010 Supervisor of the Year Award Luncheon
- Keynote Addresses by Betsy Kyte Newman and Jeffrey Fawcett
- Dr. Jicha's presentation about early signs of Alzheimer's Disease

To view events, visit:

<http://www.uky.edu/HR/WorkLife>



*Speakers (clockwise) Jeffrey Fawcett, PhD; Greg Jicha, MD, PhD; and Betsy Newman*

## National Work and Family Month (October 2010)

The events of this year's National Work and Family Month were attended by 450 employees. There were three main events: a retirement planning conference, a keynote presentation on wellness, and the Work-Life Supervisor of the Year Award luncheon. For the first time, these events were web streamed and archived on the Work-Life web site. Additional workshop topics included sustainability efforts at home and in the workplace.

Events included:

- Work-Life Supervisor of the Year Award Luncheon
- Health: Do The Simplest Things First
- Making the Most of Your Retirement: Socially, Financially and Beyond

## What people are saying about the 2010 Retirement planning conference:

*"The conference is an excellent idea – planned and organized well. Full day with half day format great idea. Presenters all quite good and informative."*

*"The entire conference was terrific! I came away with a wealth of information and very positive outlook about retirement. Please know that I appreciate the efforts of all involved. Thank you!"*

*"The conference was excellent. Especially the noon luncheon and the panel discussion. Thanks for doing this."*

## Office of Work-Life Volume Measures

January 2010 – December 2010

Elder Care	583
Work+Life Connections	486
Work-Life	221
Support Group Attendance	140
Work-Life Seminars, Presentations, Exhibits	116
Child/Parent Care	48

Note: Each consultation is defined as a new contact via phone, email or face-to-face interviews and/or counseling sessions. Consultations do not include subsequent calls made on behalf of individuals for community resources but do include each appointment.

# UK@Work: 2010 Work-Life Survey



## 2010 Work-Life Survey Achieves Response Rate Goal

Faculty Response Rate: 55%

Staff Response Rate: 58%

were an iPad, vacation days, UK football and basketball tickets, and a 6-month parking pass. The following employees were recipients of survey incentives:

Ben Collins	Melissa Graham	Ella Martin	Cecilia Schader
Lisa Coulter	Lee Anne Hadden	Steve Musen	David Trainor
Shaunesia Davis	Bridgette Hager	Hatim Omar	John Walker
David Erem	Elizabeth Hill	Brea Perry	Amy Wright
Diane Follingstad	Debbie Kozik	Julia Pike	Jenny Yarborough
Kim Gabbard	Sarah Magargee	Julie Poole	Judy Zaitlin

The 2010 Work-Life Survey was administered during the month of October. Staff and Faculty were encouraged to speak out about Work-Life culture at the university. The office of Work-Life held a randomized drawing for several incentives for those who participated in the survey. Among the prizes



*Work-Life Director Robynn Pease and Al Pruitt (of Trustmark, the iPad donor) with PPD employee and iPad winner Jeff Reynolds (center). Trustmark administers UK's voluntary short-term disability benefit.*

## Community Engagement

Our staff continued their service outside the UK campus community by participating in the following activities:

- Ann Bassoni presented “**Reasonable Suspicion**” at the Community Action Council in Lexington, Kentucky.
- Terri Kanatzar and her staff provided leadership to the Bluegrass Aging Consortium, Commission for Persons with Disabilities, Challenges of Aging Conference Planning Committee, Liberty Ridge Advisory Council, Next Best Year’s Conference, UK Sanders-Brown Center on Aging Advisory Council, and UK College of Social Work Field Advisory Council.
- Elder Care staff also presented “**Employer Sponsored Elder Care Programs**” at the UK Institute for Workplace Innovation (iWin) Roundtable and “**Best Kept Secrets for Elder Care**” at the Challenges of Aging conference, both in Lexington, Kentucky.
- Robynn Pease continued her service on the **Nursing Home Ombudsman Agency of the Bluegrass** Executive Committee and Public Relations subcommittee. She was nominated as vice-chair for 2011-12.
- Robynn presented with Doraine Bailey on “**Lactation Guidelines in the Workplace**” at the College/University Professional Association/Human Resources (CUPA-HR) Conference in Berea, Kentucky.
- Robynn presented with Arleen Johnson, Barbara Gordon, Karen Hinkle, Ken Urlage, Harry R. Moody and Cynthia Jo Wright on “**Are We Ready? Special Issues for Older Adults Before, During and After a Disaster**” during the Summer Series on Aging Conference in Lexington, Kentucky.
- Robynn presented with owner and founder of Children’s Creative Learning Centers, Fran Durekas on “**Childcare Programs Help Institutions Attract and Retain Key Faculty, Staff and Students**” at the CUPA-HR Southern Region Conference in Tampa, Florida.

# 2005-2006 Work-Life Survey Initiative Updates

## Family Education Program

Results from the UK@Work survey indicated that the Employee Education Program (EEP) is considered to be one of the most valued Work-Life offerings on campus. Employees also expressed a desire to have these benefits extended to their dependents, and this became one of the top three potential Work-Life initiatives. Tuition discounts for the spouses/sponsored dependents and dependent children of full-time employees and their eligible sponsored dependents became available in Fall 2007 at the University of Kentucky via the Family Education Program.

Tuition discounts are based on years of continuous, full-time university employment and cannot exceed 50% of in-state tuition. To be eligible for the discount, students must be admitted to University of Kentucky in good academic standing and registered in undergraduate, for-credit classes. The Employee Education Program and the Family Education Program cannot be utilized simultaneously.

As of Fall 2010, 499 children, spouses and sponsored dependents were enrolled via this program at a cost of \$915,587.64.

For more information about this benefit, contact the Benefits Office at 257-9519, option 3, or visit [http://www.uky.edu/HR/benefits/fep\\_overview.html](http://www.uky.edu/HR/benefits/fep_overview.html).

## Career Staff Development

The mission of the UK staff Career Development (CD) program is to help employees manage and develop their careers, for both their own professional growth and job satisfaction, as well as for the success of the University. The goal is to help employees identify, explore and obtain their best 'fit' among the many employment opportunities the University offers and thereby contribute to the strength and excellence of the institution.

During 2010, the Career Development Manager, Diane Kohler, and Career Specialist, Esther Livingston, provided career coaching and job search assistance to 319 employees individually and to 794 employees in 43 group presentations. Acknowledging UK employees' busy schedules, Career Development expanded its services to include distance consultations in 2011, providing more convenient access for UK staff by phone and/or e-mail. In addition, the career-related personality assessment, Strengths for Success™, and the skill-based assessment, SkillScan™, were added to the CD web site so they can be utilized by employees 24/7. These new service options were promoted to employees via HR's staff e-newsletter, *Thrive*, and through a postcard mailed to home addresses.

For more information visit the Career Development web site at: <http://www.uky.edu/hr/cd>.

The Office of Work-Life administered a full-census Work-Life Survey from 2005-2006. These initiatives were a response to that survey's results.

## Staff Shared Leave Pool

Regular staff employees (0.5 FTE or greater) who have suffered a personal catastrophic illness or injury and have exhausted all accrued paid leaves may now be eligible for benefits from the Staff Shared Leave Pool. The amount of available Vacation Leave in the Staff Shared Leave Pool depends upon staff donation of vacation time. Regular staff employees can donate up to five days of vacation leave per year from May 1 - May 31. Since the program began in 2007, 10,452 hours have been donated by 426 employees, and 9,200 hours/1,150 days have been awarded.

To find out more about eligibility requirements or to make a donation, please call the HR Employee Relations Office at 257-8758 or go to <http://www.uky.edu/HR/emprel/SharedLeavePoolOverview.html>.

## GED Award Program

As of July 1, 2007, regular full-time employees who earn a GED diploma will receive a one-time bonus of \$1,500. To date 11 employees have earned their GED diploma and qualified for the bonus. For more information about the program, contact Susan Dworkin at 257-7863.

## Employee Assistance Program

The Employee Assistance Program committee recognized that many campus resources for employees need greater advertisement and coordination in order for employees to take advantage of them. In response, the committee recommended that there be a central point of contact for employees seeking information, better coordination between existing services, and increases in funding to strengthen the existing employee assistance program known as REFER.

To address these needs, the REFER program received an increase of \$9,000 in recurring funding to enhance its services to employees. Additionally, Ann Bassoni, LCSW, was hired in February 2009 to provide voluntary, confidential consultations to employees. The program, known as Work+Life Connections, is housed in the Work-Life Office. All faculty, regular employees, spouses, sponsored dependents, unmarried children up to the age of 25 (or older if disabled before the age of 25) and UK retirees are eligible for services up to five times per fiscal year. If additional counseling is recommended, Ann will provide community referrals. Visit <http://www.uky.edu/HR/WLC/refer> for more information about the program.

## Child Care

A key finding from the UK@Work study suggested the need for additional child care on campus. A feasibility study undertaken in 2007 verified the need for a new center that should accommodate 120-150 children. Responses to an RFP for a second center issued in 2007 indicated that the university would be required to subsidize a significant percentage of the construction for a potential vendor.

Various entities across campus continue to seek options. A partnership between the Child Development Centers of the Bluegrass and UK Healthcare was announced in November 2010. The 20,000 square foot building will cost \$5-\$6 million and serve approximately 166 children, including those with special needs. Details for raising the funds for the new center have yet to be announced.

## Career Advancement and Professional Development

In response to the UK@Work survey results indicating low employee satisfaction about the information and availability of advancement and professional development opportunities, the Career Advancement and Professional Development committee developed various strategies and solutions for improved communication about job opportunities, job/career coaching, monetary incentives for completing a GED, and staff designated academic advisors and career counselors.

A Training Coordinator and Training Specialist were hired to restructure supervisor training and new employee orientation, including the development of online and virtual classes. Information about expanded supervisor training and resources are now available at <http://hr.uky.edu/TandD/supervision.php>. Information about new employee orientation is available at <http://hr.uky.edu/TandD/neo.php>.

## Sponsored Dependent Benefit Program

The Domestic Partner Benefits Work-Life committee recommended that employee benefits be extended to an employees' adult dependent and/or child(ren). In response to the committee's recommendations, the university now offers benefits to qualifying sponsored dependents. To qualify as a sponsored adult dependent, an individual must share a primary residence with the UK employee prior to coverage for at least 12 months, be at least the age of majority, not be a relative, not be a UK employee, and must not be eligible for Medicare. Children age 25 or younger who are under the primary care of UK employees are also eligible for benefits if they meet additional criteria. To date, there are 88 employees participating in this program.

For more information about eligibility guidelines for sponsored dependents, please call the Benefits Office at 257-9519, option 3, or visit <http://www.uky.edu/HR/benefits/SponsoredDependent.html>.

## Laptop Loan Program

Regular staff employees currently enrolled in academic programs or working towards a GED might be eligible to borrow a laptop computer from the new Computer Loan Program. As of the beginning of Spring 2011 semester, there are 18 computers available for loan.

For more information, call Alesia Miller at 257-7911 or go to <http://hr.uky.edu/TandD/StaffLaptopLoanProgram.html>.

# Work-Life Staff, Consultants and Advisory Council

## Work-Life Staff

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## Work Life Advisory Council

### Outgoing Chair

[Lori Gonzalez](#), Dean, College of Health Sciences

### Incoming Chair

[Dan O'Hair](#), Dean, College of Communications and Information Studies

### Co-Chair

[Frank Butler](#), Executive Vice-President, Finance and Administration

### Council Members

[Azetta Beatty](#), Experiential Education and Career Services

[Karen Combs](#), Provost Budget Office

[Jody Ensman](#), Health and Wellness Program

[Mary Ferlan](#), Human Resources Administration

[Greg S. Franseth](#), Research Information Services

[Nathaniel Hopkins](#), Counseling and Testing Center

[Terri Kanatzar](#), Elder Care Program

[Joe Labianca](#), School of Management

[Deborah Murray](#), Health Education through Extension Leadership Program

[Terry Olson](#), Farm Service Center and Staff Senate

[Armando Prats](#), English Department and University Senate

[Randa R. Remer](#), Gatton Undergraduate Resource Center

[Thaethia B. Routt](#), Office of Legal Counsel

[Rebecca M. Scott](#), EPHA Administration

[Jennifer Swanberg](#), College of Social Work

[Sharon A. Taylor](#), Acute Care and Dialysis Services

[Kim Wilson](#), Human Resources Administration

# New Work-Life Staff Members



**Melanie Fee Justice** joined the University in August 2010 as the Administrative Assistant in the Office of Work-Life. Among her responsibilities are the Work-Life web site, layout and design of office outreach material, and assistance with consultations.



*Melanie Justice, BA*

She recently returned to Kentucky after spending three years exploring the Pacific Northwest and working in Eugene, Oregon. During her time there, she worked as Publications Coordinator for the Fanconi Anemia Research Fund, a non-profit dedicated to research and support for that rare disease.

A Lexington native, she graduated with a Bachelor's in English/Creative Writing from UK in 2004 and worked for KET (Kentucky Educational Television) after college until leaving the state in 2007. There she worked with a team to develop an arts teaching resource and was the associate producer for *bookclub@ket*, a monthly television program devoted to Kentucky literature.

Her interests include international cooking, reading, vintage bicycles, and design.

**Terri Weber** has been an Elder Care Specialist with the University of Kentucky's Work-Life Program since June 2010. As an Elder Care Specialist she provides resources, referrals, and counseling to UK employees and retirees regarding elder care issues.



*Terri Weber, MSW*

Prior to her current position at UK, Terri worked in HUD housing with low income seniors. Previously, while living in Milwaukee, Wisconsin, she worked as a counselor with victims of domestic violence at a local shelter. For five years she lived in New York City and worked at Columbia Presbyterian Medical Center as a medical social worker on the general surgery unit and later as part of the liver transplant team.

Terri completed both her Bachelor's and Master's of Social Work degrees from the University of Wisconsin and is a licensed social worker in Kentucky.

Terri lives in Lexington with her family, two dogs, and two cats.

## 2011 Events

### April

UK Remembers Campus Memorial

### August

Outstanding Staff Award

### October

National Work & Family Month  
Retirement Planning Conference  
Work-Life Supervisor of the Year

### November

National Family Caregivers Month

For updated event information,  
please visit:

[www.uky.edu/HR/WorkLife](http://www.uky.edu/HR/WorkLife)

### Content and Editing

Ann Bassoni  
Melanie Justice  
Terri Kanatzar  
Robynn Pease

### Layout and Design

Melanie Justice