

UK STAFF SENATE
January 10, 2008
1:00 p.m. to 4:30 p.m.
W. T. Young Library Auditorium
MINUTES

- I. **Call to Order** — Meeting was called to order by Chair Blair at approximately 1:00p.m.
- II. **Pledge of Allegiance**
- III. **Roll Call** — Present – 49; Excused – 8; Absent - 19
- IV. **Approval of December Minutes** — Minutes were approved as distributed.
- V. **Officer Reports**

A. Chair

Chair Blair welcomed representatives from ECU and Morehead's staff representative bodies;

As a result of the Senate's request that representatives from Human Resources (HR) and the Medical Center attend a meeting to answer questions concerning Medical Center staffing issues, Kim Wilson and Murray Clark are tentatively scheduled to attend the February meeting. Anyone who has questions for these individuals should send them to Holly Clark or Chair Blair. Questions will be accepted until Friday, February 1;

A new University committee for a tobacco free environment has been established and the Senate has been invited to participate. Anyone interested in serving on the committee should contact Chair Blair immediately;

The Staff Appreciation Day Commission (SAD) needs a Senator from the Medical Center to volunteer to hand out t-shirts over in that area on Staff Appreciation Day, which will be on May 21. Those interested in participating should contact Kenny Blair or SAD Chair Stephanie Risner as soon as possible;

Members of the Executive Committee interviewed one of the two candidates for the Vice President for Institutional Diversity. The next interview is scheduled for Friday;

Within a three week period, all 20 laptops were distributed to qualified employees and they currently have nine people on a waiting list;

Thanks goes to Public Relations (PR) for getting the link for UK employees back

on the main UK site;

The Executive Committee is meeting twice this month due to the holidays. The next meeting is on January 24, and representatives from Parking will be on hand to give a presentation on their master plan for the future.

B. Treasurer

Treasurer Burks reported monthly expenditures of \$2,005.08 and a balance of 19,348.43.

VI. Discussion / Action Items

A. Flexible Work Arrangements (FWA) Endorsement – Dr. Robynn Pease

Dr. Pease reported the proposal is part of an ongoing trend and that UK is no exception to the trend, as indicated in the Work-Life survey. The new policy might hinder current informal practices. The Women's Forum, President's Commission on Women, and Staff Senate Executive Committee have already endorsed the plan. The proposal does not allow employees to come and go as they please, but offers alternative work schedules to a traditional 8:00 to 5:00 schedule. Monitoring would occur on an ongoing basis. FWA might not be appropriate for every unit. The guidelines are intended to help all involved see the possibilities and should be implemented within a team, not one on one with employee and supervisor. Implementation might mean a different way of viewing and carrying out work in a unit and could be overwhelming. Supervisors and managers may need to rethink how employees are working, seeking different outcomes and different trust levels. There would be appropriate supervisor training.

The Staff Senate, upon joint recommendation by the Executive Committee and Staff Issues Committee, endorses all documents in the Flexible Work Arrangements report.

Discussion.

MOTION PASSED.

B. Budget Resolution – Vice Chair Bart Miller

The following motion was presented:

Whereas the Commonwealth of Kentucky is projecting a 3% budget cut for the University for the remainder of FY 2007-8, and potential cuts up to 12% for 2008-9;

Whereas the issue of job security and continued funding levels are critical for university staff;

Whereas continued adequate funding is critical to fulfill the mission of this institution and the Top 20 Business Plan; and,

Whereas the Staff Senate, representing the staff of the University, must have a coherent voice in discussions regarding the impact of the budget cut(s) on the staff,

The Staff Senate fully supports and recognizes the Staff Senate Chair, Kenny Blair, as the representative of the Staff Senate working with the university administration on this issue.

It is expected he will engage the Staff Senate and other University resources as needed, and include these activities in his reports to the Senate body during the monthly meetings and on the listserv.

Discussion.

Sen. Dorothy Rapp moved to amend by changing “anticipated” to “expected” and to insert a comma after “needed” and to have the chair include reports to the Senate body during the monthly meetings and/or on the listserv.

Sen. Kyle Dippery moved to strike “or” from the amendment.

AMENDMENT PASSED.

Sen. Terry Olson moved to postpone the motion, and it was seconded.

Discussion.

Motion to postpone failed.

Sen. Kyle Dippery called question on original motion, and it was seconded.

Motion to call question passed.

MOTION PASSED.

VII. Presentations

A. Six-Month State of the Senate Address – Chair Blair

Chair Blair referred to his inaugural speech that highlighted credibility and accountability. He declared that the Senate is making progress on credibility

through actions such as adopting the Strategic Plan, acquiring approval of the revised budget proposal, and decreasing bickering on the listserv. He stated that accountability is being working on, specifically through the By-laws committee. He also noted that the Staff Appreciation Day Commission is off to a good start.

Suspension of Agenda

The following motion from Sen. Terry Olson was considered, after his motion to suspend the agenda was seconded and passed:

The Staff Senate strongly opposes any layoffs, reduction in benefits, or wage reduction of any UK employees as a solution for a lack of funding by the legislature. The Staff Senate strongly urges the legislature to either fully fund the Top 20 Plan, or change the University's mandate. The motion was seconded.

Discussion.

Sen. Dippery moved to divide the motion, and there were no objections. The first motion read as follows:

A. The Staff Senate strongly opposes any layoffs, reduction in benefits, or wage reduction of any UK employees as a solution for a lack of funding by the legislature.

Discussion.

MOTION PASSED.

The second motion read as follows:

The Staff Senate strongly urges the legislature to either fully fund the Top 20 Plan, or change the University's mandate.

Discussion.

MOTION FAILED.

B. DanceBlue Update – Angela Walton, Shari Levy, Holly Clark

The penny fundraiser is ongoing, and plans for two bake sales have been made, so an appeal was made for donations.

VIII. Items from the Floor

A. Project Graduate – Sen. Cecile McKinney, contact person, announced a special UK initiative titled Project Graduate to target students who started earning

their degrees, but did not finish. There were 950 students identified that did not complete bachelor's degrees at UK who will be sent a letter from President Todd. The program is offered to people between the ages of 25 to 50 with 90 or more credit hours. More information may be obtained from Sen. McKinney.

B. CPE Motion

Sen. Scott Marksberry moved that to avoid staff layoffs and benefit or salary reductions, the Staff Senate opposes tuition freezes and tuition caps by the legislature or the Council on Postsecondary Education for its 2008-2010 biennium.

Sen. Dippery moved to refer the motion to the External Affairs Committee, and it was seconded.

Discussion.

Vice Chair Miller called the question, and it was seconded.

Motion to call question passed.

Motion to refer failed

Vice Chair Miller called the question on the original motion, and it was seconded.

Motion to call question passed.

MOTION PASSED.

C. Acknowledgement – Sen. Cecile McKinney commended and thanked Sen. Ann Livingstone for organizing the financial management classes offered to staff.

IX. Adjournment – There being no further business, the meeting was adjourned on a motion by Vice Chair Miller, and seconded.

Next meeting: February 14, 2007

*Respectfully submitted,
Aimee Nielson, Holly Clark*