

**UK STAFF SENATE**  
**October 11, 2007**  
**1:00 p.m. to 4:30 p.m.**  
**W. T. Young Library Auditorium**  
**MINUTES**

- I. **Call to Order** — Chair Kenny Blair called the meeting to order at 1:08 p.m.
- II. **Pledge of Allegiance**
- III. **Roll Call** — Present – 57; Excused – 5; Absent – 18; Resigned - 2
- IV. **Approval of August Minutes** — *Minutes from the September meeting were approved, as posted on the listserv.*
- V. **Officer Reports**

**A. Chair – Kenny Blair**

Supervisors' letters will be compiled and sent after getting their names and addresses.

Senators were encouraged to fill out a short questionnaire that was passed around to aid in Senate recruitment.

Jennifer Eskew is the new Work-Life representative.

Precinct email lists have been sent to senators.

Appreciation is extended to those senators who worked at Ag's Staff Appreciation Day.

GR V changes have been put on hold, due to potential problems stemming from Good Samaritan's bankruptcy proceedings.

Everyone was encouraged to participate in DanceBlue's fundraiser by using <http://www.goodsearch.com> for searches.

**B. Vice-Chair – Bart Miller**

Retirement planning presentations are going well with the pilot group at UKMC. The hope is to present the opportunity to other staff, as well.

**C. Secretary – Aimee Nielson**

*Secretary Nielson moved to approve the resignation of Rebecca Scott, and to delete Jon Nichols from the roster, since he has left UK, and it was seconded.*

**MOTION PASSED.**

**D. Treasurer – Jann Burks**

Expenses for September totaled \$736.22, and the balance is \$22,143.85. Budget proposals from committees that submitted them will be considered before the full budget is submitted for approval in November.

**E. Parliamentarian – Glen White**

No report.

**VI. Discussion / Action Items**

**A. New Procedure – ARS**

Chair Blair reported that the ARS will continue to be used.

**B. Strategic Plan Resolution**

*Sen. Cecile McKinney offered a motion to support the 2007 Strategic Plan, submitted by the Staff Senate Executive Committee at the September 13, 2007, meeting, and it was seconded.*

Discussion.

**MOTION PASSED with 39 voting in favor, eight opposing , and two abstaining.**

**C. Staff Salary Adjustments** – Associate VP of Human Resources Kim Wilson gave an update on the allocation of \$2.3 million for staff salary adjustments for graded personnel and answered questions regarding the adjustments. She stated that the adjustments will not consider hospital employees, since the hospital recently made salary adjustments. \$2.7 million went toward expanding the Employee Assistance Program, the Family Education Assistance Program, the Sponsored Dependents Benefit, the Staff Career Advancement and Professional Development Program, and Supervisory Effectiveness Training. Salary ranges are not a problem, according to the consultant. There are two parts to the adjustment. Part A of the adjustment is mandatory and states that by the fourth year of employment, staff should be moved to the first quartile. Performance problems (3 is satisfactory on a performance evaluation) and

disciplinary actions prevent staff from being considered for the salary adjustment. Part B is likely to deal with merit pay. In December letters will be sent to staff who receive raises, and the increase will be effective January 2008.

**D. Senate Workshop Re-cap** – Chair Blair reported that goals and objectives were discussed for each committee by everyone present. About \$14,000 is available to fund this year's projects and expenditures. The Executive Committee will make funding recommendations in October, and the Senate will vote on the full budget proposal at the November regular meeting.

## VII. Presentations

**A. Back to School Workshop** – Sen. Cecile McKinney presented information on back-to-school workshops for adults planning to return to school to pursue any level of degree. The Offices of Work-Life and Adult Student Services sponsor the events.

### **B. Work-Life Update – Sen. Debbie Burton**

Two staff people who obtained their GEDs were awarded \$1,500.

Currently candidates are being interviewed for a full-time professional development position.

316 people have taken advantage of the Family Education Assistance Program's expanded benefit.

The new childcare centers will be located both on the north and south sides of campus. However, neither will be officially designated as a Med Center or Campus center.

The Computer Loan Program is almost ready to begin loaning computers to benefit-receiving staff who are in an organized program of education or professional development.

**C. Kentucky Blood Center Information** – Mr. Jack Hillard and Ms. Holly Ray explained the link between the blood center and UK and shared personal stories of benefiting from the blood center. The representatives invited the Senate to participate in the various blood drives on campus and requested suggestions for ways to encourage other staff to give blood. As a result, the following actions were taken:

*Sen. Robert Moreland moved that the Staff Senate challenge the University Senate in the Big Blue Crush Blood Drive, and it was seconded.*

Discussion.

**MOTION PASSED.**

*Sen. Robert Moreland moved that the Staff Senate ask Dr. Karpf and/or Dr. Todd to encourage managers to release employees for a reasonable amount of time to donate blood during campus drives, and it was seconded.*

Discussion.

**MOTION PASSED.**

**VIII. Standing & University Committee / Subcommittee / Commission Reports**

**A. Election** – Sen. Chuck Miday reported that the committee re-apportioned the precincts and hopes to complete the full process by January or February. He encouraged senators to fill out the questionnaire related to flyers that will serve to get staff more involved.

**B. External Affairs** - Sen. Kim Trumble reported that the gubernatorial forum went really well. Candidate Beshear addressed the campus. Gov. Fletcher had a schedule conflict and did not attend. She thanked Chair Blair for his participation on the panel and welcomed feedback from individuals for future forums.

**C. PR/Communications** - Sen. Dorothy Rapp reported that the fall Staff Senate newsletter will be released on October 22 and thanked everyone for their contributions.

**D. President's Commission on Diversity** – Sen. Sharon Taylor New reported that the committee met for the first time this year and that the new chair is expected to be very active.

**E. Shared Leave Pool** – Sen. Burton reported that 10 applications have been received and some days has been awarded.

**IX. Items from the Floor**

Sen. Scott Marksberry stated that a favorable article on the Staff Senate ran in The Kernel for October 11, 2007.

**X. Adjournment** – There being no further business, the meeting was adjourned at 3:03 p.m. on a motion by Sen. Stephanie Risner that carried.

Next meeting: November 8, 2007

*Respectfully submitted,*

*Holly Clark, Aimee Nielson*