

UNIVERSITY OF KENTUCKY STAFF SENATE
August 13, 2009
1:00 p.m.
W. T. Young Library Auditorium
MINUTES

- I. **Call to Order** — Meeting was called to order by Chair Bryan Back at 1:06 p.m.
- II. **Pledge of Allegiance**
- III. **Moment of Silence** – The Senate observed a moment of silence, followed by remarks from Chair Back on former UK President Frank G. Dickey who passed away recently.
- IV. **Roll Call** — Present – 49; Excused – 10; Absent – 14; Resigned - 2
- V. **Approval of July Minutes** — The minutes were approved as distributed.
- VI. **Officer Reports**

A. Chair

Chair Back announced Vice Chair Mike Adams as the Staff Appreciation Day (SAD) Chair for 2010 and reported that operating procedures were created for the SAD Commission. He reported that he met with President Todd and commented that they share the same goals, challenges, and concerns. He commented that he is working with Staff Trustee Pease for the betterment of UK staff and that they share the same philosophies on work-life issues,

B. Secretary

Secretary Kimberley Roark-Trumble announced the resignations of Senators Susan Holliday and Joyce Johnson.

Sen. Verda Davis moved to accept the resignations, and it was seconded.

Ms. Johnson resigned due to work obligations and Ms. Holliday resigned because she moved out of state.

Sec. Roark-Trumble distributed index cards for the purpose of collecting comments for President Todd's evaluation. She then announced the parking lot process for bringing up business to be discussed at a later date

C. Treasurer

Treasurer Jann Burks reported expenditures of \$1,916.91 for the month of July.

D. Parliamentarian

Parliamentarian Glen White's tip of the month covered why parliamentary procedure is used.

VII. Discussion / Action Items

A. Staff Trustee Election Results and Presentation of Staff Trustee, Dr. Robynn Pease, UK Director of Work-Life

Results – Pease - 70.2%, Walton-Macaulay - 29.8%

Staff Trustee Presentation – Dr. Pease delivered the following address to the Senate:

Thank you for your vote. I am excited to serve an organization that holds as its core values the following:

- *Integrity*
- *Academic excellence and academic freedom*
- *Mutual respect and human dignity*
- *Embracing diversity*
- *Personal and institutional responsibility and accountability*
- *Shared governance*
- *A sense of community*
- *Sensitivity to work-life concerns*
- *Civic responsibility*
- *Service to society*

The workplace is more meaningful when the organization's decision-making processes and behavior are guided by values such as shared governance and sensitivity to work-life concerns.

The Board of Trustees

The Board of Trustees is the final authority in all matters affecting the institution and exercises jurisdiction over the institution's financial, educational, and other policies and its relation with state and federal governments.

It is comprised of 20 members - sixteen members appointed by the Governor (who serve 6 year term limits); two members of the faculty, one member of the non-teaching personnel, and one member of the student body.

As staff representative to the Board of Trustees, I see my role as articulating your input regarding the defining, creating and maintaining a harmonious workplace - including the strengthening of relationships among staff, faculty, and students - while overseeing final jurisdiction over university policies and procedures.

Serving during Challenging Times

This is a very challenging time for all us to serve, given the current economic and social climate. Universities, like other organizations across the country, are faced with major economic challenges, such as state revenue shortfalls.

Moreover, these losses are compounded by the loss of real wages among employees.

For example, families need to send their children to college if they want to prepare the children for good jobs (annual income for those without a college degree has dropped 25 per cent), but American families have lost in real wages. During the last 30 years, average tuition for public four-year universities has increased 430 per cent (380 per cent for private universities) while the median family income has increased 10 per cent. You need a college degree to get ahead, yet the median family income has not kept pace.

The rise in tuition is related to the loss of state revenue to fund higher education. For example, the University of California system increased its student tuition by 9.3 per cent (\$8,720) to accommodate the \$813 million or 20 per cent cut it is facing by the state. At UK, in the past 10 years, the operating budget has doubled (from \$1.1 billion to \$2.2 billion), but at the same time, gross state appropriations, as a percent of the overall budget, have decreased from 17.4 per cent to 14.6 per cent. Tuition rates now comprise 11.7 per cent of the budget when in the past decade it was 9.6 per cent.

Loss of state revenue contributes to possible salary reductions and greater job insecurity. For example, the University of California is dealing with its revenue shortfall with a plan that includes mandatory furloughs for staff and faculty (except safety personnel). Furloughs would slash salaries by four to 10 per cent. At UK, revisions to the 2008-09 budget included a 2 per cent budget cut. Priorities for budget reduction included absorbing recurring cuts with recurring funds; minimizing tuition increases, protecting scholarships, minimizing reduction in workforce, covering health care premium increases, and preserving staff enhancements.

*Universities across the nation are facing challenges in how to carry out higher education. For example, Andrew Ross, author of **Nice Work If You Can Get It: Life and Work in Precarious Times** (2009) asserts that one of the major places of re-organization of work exists in the university setting where 75 per cent of faculty are off the tenure track nationwide, occupying contingent, part-time positions. He states that universities now have a doughnut style organizational*

labor pool where there is a small core of highly paid research and highly paid professionals maintaining the brand and then a large army of contingent labor that includes undergraduates and temporary employees. He also argues that the rise in global education – universities establishing campuses abroad - will further challenge the traditional organizational structure of the university in the United States.

How might these structural changes affect our organization?

Ultimately, Ross asserts that individuals seek a balance between freedom and economic security regardless of the larger organizational changes at hand. So, I have to wonder, in addition to being aware of the larger social and economic forces influencing the structure of our university, what can we do at UK, in this moment in time, to support our employees in their desire for job security and meaningful, flexible work?

Proactive Steps

It seems to me that given the economic constraints that are before us, it would behoove us to do the following:

- *Advocate to maintain our existing wages and benefits, which what Bryan Back stated in his remarks as new staff senate chair*
- *Maximize our use of what benefits and resources we have and encourage our staff to do likewise*
- *Support and be engaged in work-life efforts such as flexible work arrangement guidelines, mental health services, health and wellness programs, and financial planning*
- *Be problem solvers in the work place, calling attention to organizational processes that create conflict; work to address how to solve or resolve them in ways that do not demand additional resources*
- *Be mindful of the stresses outside the workplace and do what we can to support our co-workers*

Throughout the year, I think you will hear from the various committees about their efforts in these directions, and I will certainly carry this message to members of the Board of Trustees.

Current Activities as Staff Representative to BOT

Before I leave the podium, I would like to let you know what I have been doing in my role since June.

- *Meeting with Chair, Vice Chair, and Office Coordinator on July 15; meetings scheduled every other week*

- *Meeting with chair of STAC Committee on July 15; meetings scheduled with committee for Thursdays and Fridays prior to Board meeting*
- *Informal Swearing-in on July 21, along with new trustees, Mr. Stuckert and Mr. Gatton.*
- *Attendance to Staff Senate PR/External Affairs Committee on July 24*
- *Presentation to New Staff Senators on August 6th*
- *Meeting with Chief of Staff Boyd on August 10*
- *Meeting with President Todd on August 19*
- *New Hospital Tour with EVPFA Karpf on September 8*
- *Governors' Conference on Postsecondary Education on September 11*
- *Board of Trustee Orientation and Meeting on September 15*

I will also be contacting all chairs of committees to arrange a visit to your meetings.

My communication efforts to staff will include:

- *Regular reports to the Staff Senate meetings*
- *Monthly Messages posted on the Staff Senate List Serve that include BOT updates and activities*

Additionally, I would like to collect profiles of staff who have done excellent work, either by having contributed to greater organizational efficiency and/or employee morale. These stories are important to Board of Trustee members, as they help them understand and appreciate the staff experience.

Finally, let me know if there is an event that you would like me to attend. Like many of you, I manage a home life and work, but I do want to do my best to represent you, so please communicate with me what you need.

Conclusion

Finally, on the personal side, I wanted to mention my husband, Bruce Burris, who co-owns Latitude, an artist community for adults who are considered to have disabilities, and my ten-year-old son. Both are excited to enjoy one of the perks of this office - good seats to football and basketball games.

*Again, I want to thank you for giving me the opportunity to serve the organization as your Staff Representative to the Board of Trustees.
I look forward to working with you during the coming year.*

B. Staff Appreciation Day – Vice Chair Adams

Vice Chair Adams explained the structure of the SAD commission and requested participation and support from all senators.

C. University Committees

Chair Back called for volunteers to serve on university committees, including Administrative Regulations, Employee Benefits, Make the Difference Review, Shared Leave, and Web Advisory.

D. Institutional Finances and Resource Allocation (IFRA) Committee

Chair Back reported that the new Executive Committee will review the proposal for restructuring IFRA at its August meeting. He has reviewed the draft presented by Immediate Past Chair Bart Miller in depth and would like to give new members the same opportunity.

VIII. Standing and University Committee / Subcommittee / Commission Reports

Chair Back announced that university committee representatives will report at monthly meetings of the Senate.

IX. Items from the Floor

A. Reduced Summer Hours - Sen. Kurt Buterbaugh inquired about rules on using the benefit. Director of Work-Life Pease responded that supervisors and directors should know that the employee is using the benefit for administrative reasons. Employees may take the maximum amount of time allowed off with approval from supervisors, but benefits are affected. Employees may keep the employee health credit.

B. Work-Life Announcement – Director Pease announced that a Back to School Workshop Series will be offered for adult students.

C. Communication - Chair Back announced that he and Staff Trustee Pease will communicate via the Staff Senate website with blogs. Chair Back also plans to use Twitter.

D. Utility Costs – Sen. Van Hook asked if Work-Life has looked at doing a study for the university related to a compressed work week. Director Pease responded that one has not been done at this point, but that students still take classes throughout the year and referred him to the sustainability coordinator.

X. Adjournment -There being no further business, Chair Back adjourned on a seconded motion by Sen. Marguerite Floyd at 2:33 p.m.

Next meeting: September 10, 2009

*Respectfully submitted,
Holly Clark*

9/4/09
/hjc