

UNIVERSITY OF KENTUCKY STAFF SENATE

July 9, 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 1:08 p.m.
- II. **Pledge of Allegiance**
- III. **Oath of Office – T. Lynn Williamson**
- IV. **Roll Call** — Present – 55; Excused – 8; Absent – 13; Resigned - 1
- V. **Chair Address** – Chair Back delivered the following address:

First, I want to thank the Staff Senators who voted for me. Being the Chair of the Staff Senate is a large responsibility and an enormous commitment. The Chair of the Staff Senate requires many sacrifices and the Chair must be able and willing to make the sacrifices. Not only do I have to make sacrifices, but the department I work for and my supervisor, in particular, must make sacrifices as well. I want to thank my supervisor and department for make the concessions necessary for me to hold this position.

I have a lot of people to thank. I have already thanked those who voted for me, my supervisor, and my department. Before I go any further, I want to thank God for this opportunity. Those who know me know I am a very active Christian. If it were not for his love and guidance, I could not do this. If it were not for his divine intervention, I wouldn't be here today.

I want to thank my wife and two daughters, who are also making sacrifices. I have been working on speeches and other Staff Senate things after work hours. My wife has been very supportive of me doing this. I want to thank all of the Senators who encouraged and advised me to run for Chair. Chair of the Staff Senate is not just an office. It is a position as well. It is a thankless job. You must be dedicated in order to succeed. On top of all of this, the staff and University as a whole are facing enormous obstacles and challenges. The majority of employees are going into a second consecutive year of no raises and the fourth year in this decade. We are facing another year of potential reductions in workforce. Employee morale is an all-time low. I could go on and on.

After hearing all of this, you may wonder why I ran for Chair of the Staff Senate. My reasons are fairly simple. I want to make a difference and improve things for staff and even faculty and administration at UK. I truly believe that I have the ability to make this happen. I am someone who has worked for all sides at UK

and knows all of the specific challenges that go with each area of UK. I have been a college of medicine employee through what was at the time the Department of Surgery and Division of Neurosurgery. I have been a hospital employee for multiple departments who had to abide by all of the extra rules, regulations, and stipulations of being a hospital employee. I am and have been a campus employee. I have worked with the highest and the lowest paid employees.

My platform and goals are fairly simple and straight forward. My first GOAL is to appeal to UK Administration to find a way to increase employees' take home pay. I want to work with UK Administration to find a way, even in these stringent economic times, to get staff a raise for the 2010 – 2011 Fiscal Year **without** increasing the costs of benefits and / or parking to an amount that would reduce the take-home pay of each employee. While I think it would be extremely naive to think that we could find money in the budget to increase employee pay without increasing the cost of benefits, I would like to keep the increases in Parking and benefits at a minimum. What good would it do to give employees raises but increase the amount taken out of the check so they actually bring home less. This is a huge challenge with the budget we have and the potential of receiving even less money from the state than we did this year. To be honest, I have absolutely no control over whether we get raises or anything with benefits. However, I will make sure that the voices of UK staff are heard.

My Second Goal is to see Work-Life offerings expanded and My Third Goal is to see an increase in employee assistance programs. There are more challenges than ever before for our employees. Financial stress is at an all time high. Utility bills and loan payments are on the increase and pay isn't keeping up with the cost of living. We see our coworkers losing their jobs and are having to pick up the additional workload. The supervisors are stressed even harder, because they still need to insure the same or higher level of work with less money to work with and few employees. We wonder if we will be the next ones that will be laid off. Even if we are not, we know people who have been. Employees are trying to raise families in these tough times. We have working grandparents raising grandchildren. Employees are dealing with physical or emotional issues. The list goes on and on.

Work Life has made some great strides in this area. We now have a Licensed Clinical Social Worker on staff at UK to help with employee needs. However, that is just one LCSW for more than 10,000 employees. More help for employees and more manpower in Work-Life are needed. It is easy to say what we need. However, with the minimal budget they have, they will need an increase to even begin to make a dent into the true Work-Life needs of UK employees. This will be something that will take more than one year to accomplish. However, I will vigilantly pursue this for the good of all UK employees.

These goals will be extremely tough to reach but I truly think it is possible and needed.

Also, as a sideline, I would like to see a standardized drug testing policy for all UK employees. Currently, only those in certain positions at the Medical Center and employees with CDL's are drug tested as a condition of employment. Along those lines, I would like to see a "for cause" policy implemented. By that, I mean if someone has an on the job injury or is involved in a motor vehicle accident. The challenges of being Chair are enormous. I have already seen some of those challenges and have tried to overcome them. The last two Chairs have only served one term. I have been told that it takes a Chair a complete term to fully understand the position of Chair. I will promise you that I will do my best and I promise to represent the office of Chair of the Staff Senate with honor, dignity, dedication, and devotion to the staff of UK and the Staff Senate.

- VI. Approval of June Minutes** — The minutes were approved after a correction by Sec. Roark-Trumble to delete "and Sen. Paul Wilson" following "Treasurer Jann Burks" in paragraph nine on page six.

VII. Presentations

A. Work-Life Connections

Ms. Ann Bassoni covered the program that offers free voluntary counseling and up to five confidential consultations per year that are available for employees and/or spouses, sponsored dependents, or other family members. More information may be found at <http://www.uky.edu/hr/wlc>.

B. Work-Life Supervisor of the Year Award

The award will be awarded again in October during Work-Family Month. Nominations will be accepted by all employees for supervisors who are supportive of work-life needs. The award recognizes productivity and balance of work and life.

C. Financial Counseling Services

Human Resources has contracted with Sue Badenhop, retired UK employee and financial expert, to offer financial consultations. Also, Mr. Joey Payne will head up the financial fitness series. In October webinars will be offered.

VIII. Discussion / Action Items

A. Staff Senate Budget Approval

Treasurer Burks moved to approve the budget for 2009-10, and it was seconded.

Discussion.

Sen. Jerry Hart moved to table the vote until further discussion of the budget, could take place, and it was seconded.

Discussion.

SEN. ELIJAH WILSON CALLED THE QUESTION.

MOTION TO TABLE FAILED.

SEN. ELIJAH WILSON CALLED THE QUESTION.

MOTION TO APPROVE BUDGET PASSED .

B. Committee Assignments

Sen. Elijah Wilson moved to approve committee assignments, and it was seconded.

Discussion.

MOTION PASSED.

C. Committee Chair Elections

The following senators were elected as officers to the following committees:

Presidential Advisory - Chair – Chuck Miday, Secretary – Bart Miller
Staff Trustee Advisory – Chair – Paul Wilson, Secretary – Megan Cox
Staff Issues – Chair – Jennifer Eskew, Secretary - Verda Davis
PR/External Affairs – Chair - Cathy Masoud, Secretary – Mindy McCulley
Election – Chair – Ann Livingstone, Secretary – Eric Morrow
By-laws – Chair -Terri Crocker, Secretary - Jerry Chaney

D. Fundamental Elements of Parliamentary Procedure – Glen White

Parliamentarian White stressed the importance of addressing the chair, not individual senators, and using the title of “Mr. Chair.” He also encouraged that work, particularly motions, be done in committees, as opposed to being worked out in the regular meeting for efficiency’s sake. In addition, he urged reading the by-laws to facilitate business.

IX. Officer Reports

A. Chair

Chair Back encouraged K Week involvement and that chairs make it a priority to attend Executive Committee meetings.

B. Vice Chair

Vice Chair Adams announced that a good mentoring session was conducted prior to the meeting.

C. Secretary

Sec. Kimberley Roark-Trumble moved to approve the resignation of Tony Pohlman, and it was seconded.

Discussion.

MOTION PASSED.

She then announced that Sen. Dave Lautzenheiser will be married and offered congratulations. She and Office Coordinator Holly Clark are working on standardizing the minutes format for meetings and annual reports. It is requested that senators email her with notification of absences, preferably in advance.

D. Treasurer

Treasurer Jann Burks reported that \$16,671.39 was spent in 2008-09. The Senate will return \$7,628.61 out of a \$24,300 budget to the President's Office.

Staff Appreciation Day expenses amounted to \$43,969.28 for 2009 out of a budget of \$60,000, so \$16,030.72 will be returned to President Todd and Mr. Butler's offices. In addition, the 2010 SAD budget of \$60,000 was approved.

X. Standing and University Committee / Subcommittee / Commission Reports

Election - The Staff Representative to the Board of Trustees Election ended. The committee announced that the candidates would be contacted the next day.

XI. Items from the Floor

A. Senator Count - Sen. Huffer asked for an update on the current number of senators that now stands at 76.

B. IFRA Status – Sen. Terry Olson inquired about the status of Institutional

Finance and Resource Allocation (IFRA) Committee, and Chair Back responded that he will meet with the Executive Committee first before ultimately determining the status.

XII. Adjournment

Chair Back adjourned the meeting at 3:55 p.m. on a motion by Dave Lautzenheiser, and it was seconded.

Next meeting: September 10, 2009

*Respectfully submitted,
Holly Clark*

8/11/09

/hjc