

2009-10 Staff Senate Financial Reporting - Operating

Category	July	August	September	October	November	December	January	February	March	April	May	June	Totals
Fixed Charges (posted as recharges)													
Clean-Up / Job Charges													\$0.00
Communications (Phone/Voicemail/Net/Work Orders)	\$215.34												\$215.34
Copier - Recharges	\$58.83												\$58.83
Environmental Charges													\$0.00
Mail Services													\$0.00
Total Monthly Expenditures - Fixed Charges	\$274.17	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$274.17
Office Supplies													
General Supplies	\$140.67												\$140.67
Reference Material	\$96.35												\$96.35
													\$0.00
													\$0.00
Total Monthly Expenditures - Office Supplies	\$237.02	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$237.02
Parking (posted as recharges)													
	\$300.00												\$300.00
													\$0.00
Total Monthly Expenditures - Parking	\$300.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$300.00
Printing / Publications / Promotional													
Audio/Visual Equipment & Election Forum - PR/External Affairs													\$0.00
Ag Round-Up Promo - PR													\$0.00
Election Insert - PR - Flyers													\$0.00
Electronic Equipment													\$0.00
Plaque Engraving for Chair													\$0.00
Marketing/PR	\$287.65	\$24.00											\$311.65
Total Monthly Expenditures - Printing / Publications / Promotional	\$287.65	\$24.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$311.65
Professional Development / Public Relations / External Affairs													
Senate Orientation for New Senators - August													\$0.00
UK Annual Stakes Reception for Board of Trustees - October													\$0.00
EC Operating Expenses (Orientation/Retreat, Mentoring - July, etc.)	\$818.07												\$818.07
Strategic Plan Review - January													\$0.00
Senator Professional Development - June													\$0.00
Total Monthly Expenditures - Prof. Dev. / Public Relations / Ex. Aff.	\$818.07	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$818.07
Incidental / Unexpected Expenses (Chair)													
													\$0.00
													\$0.00
													\$0.00
Total Monthly Expenditures - Incidental / Unexpected Expenses	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Monthly Expenditures	\$1,916.91	\$24.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,940.91

Cumulative

**University of Kentucky Staff Senate
Executive Committee
Minutes
7/27/09**

Chair	Bryan Back
Secretary	Kimberley Roark-Trumble
Present	Mike Adams, Jann Burks, Glen White, Terri Crocker, Cathy Masoud, Jennifer Eskew, Paul Wilson, Chuck Miday, Holly Clark
Excused	Bart Miller, Ann Livingstone
Absent	

In lieu of its regular meeting, the Executive Committee had orientation, facilitated by Laurel Raimondo Martin, Ph.D. The agenda consisted of Chair Remarks, Creating Teams and Keeping Them on Track, Serving on Boards and Working with Volunteers, and Discussion of the Strategic Plan/Goal-Setting for the Year.

Next Meeting: August 27, 2009, 11:00 a.m., 103 Main Building

Respectfully submitted,

Holly J. Clark
8/4/09

**University of Kentucky Staff Senate
Election Committee
Minutes
July 2009**

Chair	Ann Livingstone
Secretary	Eric T Morrow
Present	N/A
Excused	N/A
Absent	N/A

- I. No meeting for July 2009**
 - a. Next Meeting information –Thursday, August 13, 2009, 11:30am, WT Young Gallery**

Respectfully submitted,

Eric T Morrow
Thursday, July 30, 2009

**University of Kentucky Staff Senate
Public Relations and External Affairs Committee
Minutes for July 24, 2009, 12 – 1:00 pm EST
317 – CTW Building**

Chair	Cathy Masoud
Secretary	Mindy McCulley
Present	Lanny Adkins Amy Atkerson Teresa Bell Randy Boyer Bob Holley Alice Ledford Melissa Bibb
Excused	Ranjani Balasuirya
Absent	Steven Burke Kurt Buterbaugh Joyce Johnson Dewayne Martin Anothony Pohlman Aric Schadler Elijah Wilson

- I. Call to Order
12:04 pm EST by Cathy Masoud
- II. Approval of Minutes
N/A – this is our first meeting, so there are no minutes
- III. Chair Report from Executive Committee
N/A – this is our first meeting, so there is no report
- IV. Presentations
Mark Birdwhistell and Rob Edwards

A discussion of the role of the External Affairs and Public Relations Committee was conducted with parallels drawn between UK Healthcare and the greater campus.

3 Key Points to achieve accountability:

- Be present in the community
- Be responsive to community needs
- Present a consistent message

Suggestions for the Committee:

- Enhance internal/external communications
- Identify issues
- Develop a work plan

Remarks from Robynn Pease, Michael Adams, Kimberley Roark-Trumble

V. Discussion/Action Items
None

VI. Items from the Floor
None

VII. Adjournment
12:58 pm EST
Next meeting will be Monday, August 10, 2009, 1 – 2:00 PM EST
Via teleconferencing / Web Meeting, additional information will be forthcoming.

Respectfully submitted,

Mindy McCulley
Secretary

**University of Kentucky Staff Senate
Advisory Committee to the President
Minutes**

Chair	Charles Miday
Secretary	
Present	
Excused	Audra Cryder, Brenda Huffer, Charles Miday, Bart Miller, Karl Niehaus, Alison Preston
Absent	

- I. Meeting postponed to next month due to Dr. Boyd's previous commitment.
- II. Adjournment
 - a. Next Meeting information – Aug. 18, 2009; Main Building, Room 103; 3:30 - 4:30 P.M.

To do:	Responsible
Coordinate questions for next meeting via email	All

Respectfully submitted,
Charles Miday
Chair, for open Secretary position
July 23, 2009

Work Life Office Year End Report 2008-2009

Message from the Director

Established in 2004, the Work Life Office is an essential management tool for organizations in the 21st century. As the University of Kentucky strives toward Top 20 status, attention to the diverse work-life needs of its employees is an important recruitment and retention strategy. At UK, over 50% of employees are female, while the age range of employees is 19-86. No specific work-life strategy can effectively embrace the needs of such a diverse population. Rather, work-life effectiveness is different for different people, with flexibility and innovation central to keeping productivity and engagement high.

As UK strives to be an employer of choice, UK Work-Life specialists are available to help employees' efforts to manage their needs. What is important is to seek balance over time so that all aspects of one's life may be fulfilling. For many, finding the right mix may mean arranging a flexible work schedule or finding community resources to help manage personal responsibilities, such as elder care.

In our ongoing efforts to address staff needs, the Work Life Office has worked hard over the last year to expand its program offerings. For example, we added a new series of workshops in the Spring, with an emphasis on financial resources to accommodate the deepening economic downturn. Moreover, we continue to complete the Work-Life Initiatives that were identified in 2007 as the result of the comprehensive 2005-06 Work-Life Survey. To that end, we developed *Work+Life Connections* to address the needs identified under the Employee Assistance Program Initiative. Additionally, we have worked with Human Resources to expand flexible work arrangement options for all employees.

We have appreciated the many opportunities we have had over the last year to work with our employees, including many who represent various departments and committees across campus. On average, we consulted with approximately 75 individuals per month. Employees' issues, concerns and interests have generated many ideas for improving our programs and services. We hope that our efforts have contributed to UK being "*one great place to work.*"

Sincerely,
Robynn Pease
Director, Work Life

Work Life Office Adds Two Full-time Staff

- **New: Julie Geraci** was hired full-time in November 2008 as administrative staff support. She is in charge of web design, pet care resources, parenting workshops, child care consultations, and facilitator of the Working Mothers' support group. Julie holds a Masters in Education and has over 15 years as a middle school teacher in Fayette County.
- **New: Ann Bassoni** was hired full-time in February 2009 as the coordinator of Work+Life Connections. Ann is a licensed clinical social worker (LCSW). Her prior work experience includes working as a clinician with Bluegrass IMPACT and Family Preservation Program and as an on-call qualified mental health practitioner. She has assessed safety and suicidal ideation for individuals in hospitals, jails and police custody after hours and on weekends. She has also worked with families and individuals in recovery for alcohol and drug addiction. As Coordinator of Work+Life Connections, Ann provides individual and group consultations, provides counseling referrals, conducts training in recognizing substance abuse; facilitates workshops on stress management, and is referral source for community resources.

Work+Life Connections Provides Mental Health Services to Employees

- **New: Work+Life Connections** was launched in the Spring to address employees' requests for confidential counseling services. The program is a free, voluntary counseling service for all full-time employees and/or spouse, sponsored dependent or other family member. Each employee is allowed up to 5 consultations per fiscal year. Reasons for a consultation might include depression or anxiety; stress; relationship concerns; work performance difficulties; new health diagnosis; substance abuse; communication issues; crisis and grief. Referrals to additional resources will be made if necessary. Work+Life Connections coordinates activities with the REFER program. *Please note that REFER (<http://www.uky.edu/HR/WLC/refer/>) still remains the mandatory employee referral service for the university.*
- **For more information go to:** <http://www.uky.edu/HR/WLC/>

Work Life Education and Outreach

National Work and Family Month (October)

New: Identification of a theme to coincide with the month and the inclusion of special guest speakers.

Theme 2008: Generations @ Work

Kick Off Luncheon sponsored by AARP with featured speaker, Dr. Linda Gravett, author of *Bridging the Generation Gap*

- Over 25 workshops offered throughout the month, featuring information on financial resources and retirement investing; career development; alternative modes of transportation; managing relationships; and parent education.
- Overall Attendance: 575

New: Work-Life Supervisor of the Year Award (October)

- Barry Russell, Auxiliary Services, 2008 award winner. Barry was selected to be the first award winner because of his outreach to elder care, bringing support groups to his work unit and supporting his staff's use of flexible work arrangements to manage their work and care giving responsibilities.
- Work-Life Supervisor of the Year award luncheon held on October 27. Luncheon included a panel of UK supervisors discussing their implementation of flexible work arrangements. Attendance: 35.

New: National Caregiver Month (November)

- Over 10 various presentations and workshops on topics that address care giving across the life span, with an emphasis on Elder Care.
- Overall Attendance: 75

New: Spring Lunch and Learn Series (February – May)

- Over 15 different workshops covering 4 main areas of focus: Work+Life Support, Financial Fitness, Parenting and Care giving.
- The Financial Fitness Series was a direct response the recent economic downturn. The workshops in this particularly category included Budgeting 101, Goal Setting and Savings Options, Understanding Life Insurance, Investing and Retirement Plans and Understanding Credit.
- Overall Attendance: 80

Caregiver Support Groups and Networks

New: Working Mothers Support Group facilitated by Julie Geraci was started in November.

- Average Monthly Attendance: 10
- **For more information go to:** <http://www.uky.edu/HR/WorkLife/childcare.html>

Flexible Work Arrangements Options Expanded

New: President Todd endorsed Flexible Work Arrangement Guidelines in April 2008

- Over 25 presentations made to various departments and supervisors across the campus on UK's adoption of Flexible Work Arrangement Guidelines, including guidelines for implementation.
- Individual consultations provided to approximately 75 employees and supervisors.
- Robynn was co-presenter at a "Leveraging Workplace Flexibility" workshop, sponsored by Institute for Workplace Innovation, Lexington, KY in April 2009, highlighting the implementation and supervisor training of UK's Flexible Work Arrangement Guidelines
- **For more information go to:** <http://www.uky.edu/HR/WorkLife/toolkits.html>

New: Reduced Seasonal Hours

- Reduced Summer Hours was piloted June 1 – August 15 2008. Nearly 70 employees participated, saving the university \$80,000. Established by Kim Wilson and various department representatives from Human Resources, Work Life agreed to oversee the program, posting information on the web site and collecting copies of application forms to ensure consistency in use of program and to answer questions.
- To date, approximately 80 employees are participating in the 2009 Reduced Summer Hours Program from May 15 – August 15.
- Reduced Winter Hours was piloted January 2 – February 27, 2009 with approximately 10 employees participating.
- After the success of the two pilot programs, the flexible work arrangement option was renamed "Reduced Seasonal Hours."
- **For more information go to:** <http://www.uky.edu/HR/WorkLife/ReducedSeasonalHours.html>

Additional Highlighted Activities 2008-2009

Commuter Van Program.

The Work Life Office worked with representatives from Parking and Transportation, Risk Management, and UK Motorpool to design a self-sustaining van pool program for UK employees.

Lactation Support Services

Representatives from the Work Life Office served on a committee to address the need to accommodate working mothers who are breast-feeding. Recommendations to renovate the Lactation Room in Chandler Hospital and the drafting of HR Guidelines to accommodate women across campus resulted in this effort. This initiative was spearheaded by Dr. Jay Perman.

Pathways Aging Services Directory

Eldercare facilitated the effort of updating the popular aging services regional directory, *Pathways*, bringing together over 30 different aging services organizations to accomplish the goal. The Eldercare staff is currently coordinating the effort of revising a comprehensive Senior Housing Directory, originally published by the UK Department of Gerontology.

Meeting the Challenges of Aging

Members of the Eldercare staff were key organizers of the 26th annual Meeting the Challenges of Aging conference held at the UK Student Center on May 21. The entire Work Life Office staff volunteered on the day of the conference, serving as workshop monitors, audio-visual technical assistants, and greeters.

Highlighted Presentations 2008-2009

Kim Wilson and Robynn Pease, "UK Work-Life Update." University of Kentucky Board of Trustees. Lexington, KY. October 14, 2008.

Robynn Pease, "Bloom Where You Are Planted." UK Women's Forum Conference. University of Kentucky. Lexington, KY. November 19, 2008.

Jennifer Swanberg, Mac Werner, and Robynn Pease, "Leveraging Workplace Flexibility as a Strategic Management Tool." UK Institute for Workplace Innovation Workshop. Lexington, KY. April 28, 2009

Robynn Pease, "Ten Best National Elder Care Resources." College and University Family/Work Association Annual Conference. Seattle, WA. June 3, 2009.

Work Life Initiative Updates

Child Care

A key finding from the UK@Work study suggested the need for additional child care on campus. After a feasibility study was undertaken that verified the need for enhancing child care on campus, the Child Care Work-Life committee recommended that two child care centers be established on or near the UK campus to accommodate the care of infants, toddlers, and pre-school age children. The committee recommended that each center should accommodate 120-150 children and should work in collaboration with each other. In the May 2007 report, the committee recommended that one center be located on the north end of campus, in the general vicinity of 457-461 Woodland Ave, while the second center will be located off University court, southeast of the Regulatory Services Building.

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. Additional funding has yet to be found, particularly during the recent economic downturn. Nevertheless, various members of the child care committee continue to search for funding sources.

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.

Managers and supervisors often require new tools and skills to manage a work-life balanced workforce, particularly as our university is changing and evolving toward a top 20 university by 2020. Several new Work-Life initiatives will support both the supervisory role and our workforce. These initiatives will work through training, development, and consultation services dedicated to strengthening job performance, building leadership capabilities, and fostering personal and professional growth for all employees.

Melanie Hagan was hired in 2007 to create the engagement process to assist new supervisors in getting the required training for their new roles. A Spring 2008 pilot of this engagement process indicated that the word “supervisor” at UK means many things, making the identification of supervisors across campus very challenging. Donna Vanover was hired in Fall 2008 to assist with revision of Supervision Training, including the development of an online version of the SuperVision program.

Career Development and Talent Management

Diane Kohler joined T&D in December 2007 to develop services that will assist employees in exploring career options relative to their individual needs. Ester Livingston joined her in November 2008. They are currently consulting with individual employees, while building the infrastructure of the new program, meeting stake holders in HR and across the University, and selecting electronic and hard copy resources to promote employee career development. In addition to helping employees develop individualized career action plans, Diane and Ester will also work closely with university units to help align their departmental human capital goals with the University's strategic plan of recruiting, developing, and retaining talented professionals. For more information go to <http://www.uky.edu/HR/cd/bio.php>

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 10 employees have earned their GED diploma and the bonus. For more information about the GED Program, contact Susan Dworkin at 257-7863.

Computer Loan Program

Employees currently enrolled in an academic programs or be working towards a GED might be eligible to borrow a laptop computer from the new Computer Loan Program. Currently all 24 computers are on loan with several staff members on the waiting list for subsequent semesters.

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

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 dependent, as one of the top three potential Work-Life initiatives. Consequently, the Work-Life Committee-Employee Education Program drafted recommendations to accomplish this goal. Beginning Fall 2007, tuition discounts are available at the University of Kentucky for the spouses/sponsored dependents and dependent children of full-time employees and their eligible sponsored dependents 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.

Currently 396 participants are enrolled via this program. More specifically, 363 children, 30 spouses, 2 sponsored dependents; 1 child of a sponsored dependent. Tuition discount percentages are 30@10%; 18@20%; 15@ 30%; 12@ 40%; 321 @ 50%.

For more information about the benefit, contact the Benefits Office at 257-9519, choosing option 3 for customer service representative or visit http://www.uky.edu/HR/benefits/fep_overview.html.

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; must not be a relative; must 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 59 participating employees.

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

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 employees assistance program known as REFER.

To address these needs, REFER program received an increase of \$9,000 in 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 5 times per fiscal year. If additional counseling is recommended, Ann will provide community referrals.

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 between August 1-August 31. Between 2007-2009, nearly 6,000 hours (578 days) have been donated and a total of 20 people have been awarded approximately 3,327 hours (415 days).

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

Flexible Working Schedule Guidelines

Flexible Working Schedule guidelines, drafted by the Flexible Work Arrangements Work Group, were approved by the Work-Life Advisory Council and endorsed by President Todd in April 2008. A training workshop, "Flexible Work Arrangement Toolkit for Supervisors" was developed and administered by the Director of Work Life in April 2008, with over 25 presentations made to supervisors and departments across campus during 2008-2009. Individual employee and supervisor consultations were also given. For more information about arranging a successful flexible work arrangement, go to <http://www.uky.edu/HR/WorkLife/flexibility.html>.

Looking Ahead in 2009-2010

Planning and implementation of the following programs and projects for the next fiscal year are already underway:

New: Financial Counseling Services

- Individualized counseling sessions are available to help employees balance income and expenses. Consultations provided by Sue Tucker.
- Financial Fitness Series is available at work sites to provide instruction on budgeting; goal setting and savings; investing and retirement planning. Classes provided by HR Benefits.
- Emergency Financial Resources. Work+Life Connections will help employees connect to community resources in the event of a catastrophic event.
- Available July 2009

New: Additional Monthly Support Groups and Networks

- Parenting Teens and Tweens Support Group, available July 2009
- Childfree Networking Group, available July 2009
- Empty Nesters Network Group, scheduled October 2009

New: Back to School Workshop Series

- Work-Life tips and strategies for parents sending their children off to school
- Scheduled August – September 2009

New: Pre-Retirement Workshops

- Pilot scheduled May 2010
- Workshops will address the many aspects of retirement, including health and well-being, financial security, including Social Security, Medicare and Medicaid, life-long learning, post-retirement employment, volunteer opportunities, community resources, senior housing options, and civic engagement.
- Experts from across campus will be recruited to provide their expertise and insight

Updated Senior Housing Directory for the Bluegrass Region

- Scheduled availability Fall 2009
- Comprehensive information about housing options for older adults, ranging from independent living to long-term care facilities
- Sponsors: Elder Care and UK Department of Gerontology

Supervisors' Implementation of Flexibility Survey

- Scheduled Fall 2009
- Undertaken by UK Institute for Workplace Innovation

Second Work-Life Survey

- Scheduled Winter 2010
- UK Partners for Project: Institute for Workplace Innovation & Institutional Research, Planning and Effectiveness (to date)

Staff

Work-Life

Robynn Pease, Ph.D., Director

106 Scovell Hall

Tel. (859) 257-1003 Email: rmpeas2@uky.edu

Julie Geraci, M.A., Administrative Services and Outreach

107 Scovell Hall

Tel. (859) 257-8763 Email: jbgera2@uky.edu

Elder Care Services

Terri Kanatzar, MSW, Elder Care Coordinator

155 Seaton Center

Tel. (859) 323-4600 Email: tlk@uky.edu

Janice Austin, MSW, Elder Care Specialist

Tel. 323-4600 Email jaust4@email.uky.edu

Kay Gaines, Staff Assistant

Tel. (859) 323-5550 Email: kcgain2@uky.edu

Work + Life Connections

Ann Bassoni, LCSW, Coordinator

155 Seaton Center

Tel. (859) 257-9433 Email: amba228@uky.edu

Work-Life Consultants

Marybeth Vallance, MSW, *Disability Connect*

Human Development Institute

126 Minerals Building

Tel. (859) 257-3360 Email: mnvall2@uky.edu

Sue Tucker, Ph.D. *Financial Counseling Services*

Tel. (859) 509-5831 Email: sbadenho@uky.edu

Work Life Advisory Council

Lori Gonzalez, Dean, Health Sciences, **Chair**

Frank Butler, Executive VP Finance and Administration, **Co-Chair**

Karen Combs, Provost Budget Office

Jody Ensman, Health and Wellness Program

Jennifer Eskew, Library Administration and Staff Senate

Mary Ferlan, HR Administration

Courtney Higdon, Executive VP for Health Affairs

Becky Jordan, Dean of Students

Terri Kanatzar, Elder Care Program

Deborah Murray, Health Education through Extension Leadership Program

Jim Ryder, UK MC PPD

Jennifer Swanberg, College of Social Work

Kim Wilson, Human Resources Administration

Kathryn Wong, Teaching and Academic - TASC

For More Information about the UK Work-Life Office, go to

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

**University of Kentucky Staff Senate
Staff Issues Committee
Minutes
July 16, 2009, 1 pm, 511 Nursing Bldg.**

Chair	Jennifer Eskew
Secretary	Verda Davis
Present	Verda Davis, Jennifer Eskew, Steven Mock, Terry Olson, Heather Russell, Carolyn Sears, Pierre Smith, Charlotte Taylor
Excused	Joseph Guest, Patrick Jones, Keturah Taylor-Washington
Absent	Richard Anderson, Susan Holliday, Ahmad Malkawi, Andrea Strassburg, Brad Van Hook, Steve Zanone

- I. Call to Order**
- II. Approval of June Minutes**
- III. Chair Report – Annual Review 2009-2010**
 - a. Reviewed items from the committee that were sent to the full Senate last year**
 - i. CRISIS program**
 - ii. Retirement proposal**
 - b. Annual Report is available for new Senators**
- IV. Discussion of Issues for 2009-2010**
 - a. Charlotte Taylor discussed issues brought to her from constituents**
 - i. Retirement awards**
 - ii. Service awards**
 - b. Terry Olson shared issues**
 - i. Need for universal campus-wide wage policy**
 - ii. Need for clear, concise voice to the legislature regarding budget/wage increases**
 - c. Stephen Mock shared issues he has been made aware of by constituents**
 - i. Protest of the smoking ban**
 - ii. Expansion of FEP to other state universities**

- iii. Parking issues for late shifts
- iv. Todd's "KY Ugliers" statement
- V. Adjournment
 - a. Next Meeting information – August 20, 2009, 1 pm, 511 Nursing Bldg.

To do:	Responsible
Find contact info for main person in charge of Medical Center smoking ban	Jennifer with help from Heather

Respectfully submitted,

Verda Antoinette Davis
 Secretary
 7/21/2009