Mr. Roberts called the meeting to order at 10:05 a.m.

Committee Members Present:
Erwin Roberts, Chair, Sheila Brothers, Pamela T. May, Sandy Bugie Patterson, John Wilson.

Approval of Minutes
Minutes of the June 8, 2010, Human Resources Committee meeting were approved as presented.

Presentation—2010 UK@Work Work-Life Survey Results and Observations—Kimberly Wilson, Chief Human Resources Officer, introduced Robynn Pease, Director of Work-Life. Ms. Pease has been the Work-Life Director since August of 2007. She came to us from the Lexington-Fayette Urban-County Government. This is actually our second work-life survey.

Robynn stated that Work-Life is one universal issue all individuals embrace regardless of demographics and position within the organization. Research studies show the links between employers of choice, work-life culture, and productivity, while demonstrating the impact of our work environment on factors such as job satisfaction, quality of life, work-life effectiveness and stress/burnout. The Work-Life Survey is an important tool in developing a proactive work-life strategy to enhance UK as an employer of choice with a work-life supportive culture, i.e., where the best employees can do their best in the best place. It aligns with the Strategic Plan Goal Number 3-Developing Human Capital.

Three scales appeared on both the initial and 2010 surveys: Commitment, Work-Life Support, and Burnout. Campus Inclusivity and Perceptions of Disparate Treatment were added to the 2010 survey as well as an assessment of the Work-Life programs initiated since 2006. Robynn Pease reviewed the characteristics of survey respondents—55.1% of all full-time faculty completed the survey compared to 44.8% in 05/06 and 58.4% of all full-time staff completed the survey compared to 56.4% in 05/06. For faculty the average length of time spent at UK is 12 years with 51% having been at UK 10 years or more. Age group with the most representation is the 50s, with the 30s and 40s evenly split. For staff the average length of time spent at UK is 9.5 years with 62% having been at UK less than 10 years. 40% of faculty and 51% of staff respondents say they expect to work at UK for 10 or more years. 62% of faculty and 72% of staff plan to work at UK until they retire. 27% (one quarter) of faculty respondents say they are in an active search for a new position which is down from 31% in 05/06. 44% of staff have seriously considered leaving UK which is down from 53% in 2005.

Ms. Pease then reviewed the faculty and staff major scales of interest and specific survey questions comparing survey results from 2010 vs. 2005-06 where applicable. Overall, the results showed improvements in key areas. Summary of strengths for faculty include: satisfied with their positions; would accept a position at UK again; are committed to UK’s strategic mission; are content with their workloads in terms of teaching, service and advising; believe they are respected; are satisfied with their
quality of life; believe their chairs and colleagues are supportive of their personal/family responsibilities; agree that multiculturalism is a part of UK’s mission and that intolerance and bigotry are unacceptable at UK.

Summary of strengths for staff include: satisfied with their jobs, are committed to UK; intend to stay at UK until retirement; are committed to UK’s strategic mission; are satisfied with many aspects of their jobs (e.g., hours, challenges, benefits, job security, supervisors, etc.); feel respected by their coworkers, supervisors, and students; are satisfied with their quality of life; agree that multiculturalism is a part of UK’s mission and that intolerance and bigotry are unacceptable at UK; feel their personal/family lives are supported at UK; are satisfied with their ability to balance work life with personal/family life.

Areas of opportunity for faculty were identified as: High burn-out: low ability to “get it all done”, feel drained; low perception of trust at UK; little confidence that leaders understand faculty concerns; low compensation relative to peers at benchmark institutions; too few staff resources. Areas of opportunity for staff were identified as: High burn-out: low ability to “get it all done”, feel drained; feel poorly compensated; do not feel valued by UK.

Pamela May commented that when the results of the first Work-Life survey were presented to the committee it was the lowest she felt as a trustee. She was concerned that if people weren’t happy and didn’t want to stay here at UK then what did that say about the institution as a whole. She was very pleased with the results of the 2010 Work-Life survey and wanted to give credit to everyone in Work-Life that has made this happen. Kimberly Wilson remarked that since the 2005-06 Work-Life Survey funds were allocated for several programs to enhance work-life balance for employees; Career Development, Employee Assistance Program, Dependent Partner Benefits, Computer Loan Program, and the Family Education Program. Erwin Roberts complimented Robynn Pease on the presentation and asked that Board Members receive a copy of the presentation by email. Sheila Brothers made a motion that the 2010 UK@Work Work-Life Survey Results and Observations be presented to the full Board of Trustees, Pamela May seconded the motion which carried by unanimous vote.

There being no other business to come before the committee, Mr. Roberts asked for a motion to adjourn. Sheila Brothers moved the meeting be adjourned, seconded by Pamela May, motion carried. The meeting adjourned at 11:00 a.m.

Respectfully submitted,
Mary Carol Plambeck