

Draft Minutes of the Human Resources and University Relations Committee  
University of Kentucky Board of Trustees  
Tuesday, September 10, 2013  
Room H – 18<sup>th</sup> Floor Patterson Office Tower  
10:30 a.m.

Committee Members Present: Terry Mobley, Co-Chair; Jo Curris, Co-Chair, Sheila Brothers, Mark Bryant, Kelly Holland

Other Board Members Present: Angela Edwards

This was a combined meeting of the University Relations and Human Resources Committees under two committee chairs.

Co-Chair Mobley called the Human Resources portion of the meeting to order at 10:35 a.m.

Co-Chair Mobley asked for a motion to approve the minutes of the May 14 committee meeting. Mark Bryant moved approval and Sheila Brothers seconded the motion. It carried without dissent.

HRCR 1, Proposed Revision to Administrative Regulation: University of Kentucky Retirement Plan

HRCR 1 recommends that the Board of Trustees approve changing the Retirement Plan Vesting Schedule contained in the University of Kentucky's Retirement Plan as defined in Administrative Regulation (AR) 3:1 from five (5) years to three (3) years. The proposed change will enhance faculty and staff benefits by decreasing the Retirement Plan Vesting Schedule from five years "cliff vesting" (employee loses 100% of the University's retirement contribution if they leave before five years of employment) to three years. The change would be retroactive to January 1, 2013, the beginning of the current plan year. Co-chair Mobley commented that 3 year cliff vesting meets the needs financially while also assisting with employee recruiting and retention.

Sheila Brothers stated that on the whole this change is beneficial for the University of Kentucky and the staff.

Co-chair Mobley asked for a motion to approve HRCR 1. Mark Bryant moved for approval, Sheila Brothers seconded the motion. It carried without dissent.

Co-Chair Mobley ended the Human Resources portion of the agenda and turned the meeting over to Co-Chair Curris and the University Relations Committee.

University Relations Committee:

Jo Curris, Co-Chair asked for a roll call of the University Relations Committee Members.

Members present: Jo Curris, Sheila Brothers, Kelly Holland, Terry Mobley

Minutes from the June 11 meeting of the University Relations Committee were approved.

Chair Curris gave a brief review of the past two years of University Relations Committee meetings. Each meeting was structured to review the impact of the public relations and marketing strategies of critical areas, especially in regard to various constituencies of external relationships. It was recognized that these efforts are vital to the University, and that it was important for the UKY Board to have a better understanding of the direction and impact of each.

Over the past 2 years presentations were made by:

- Steve Byars, Jim Tracy, Tom Harris – State Government Relations and Federal Relations
- Stan Key – Alumni Association
- Mike Richey – Role of Philanthropy and Development
- Dr. Michael Karpf – Marketing of the Hospital and UK Healthcare
- Tony Dotson – Veterans Resource Center
- Tom Godell – WUKY Radio Station
- DeWayne Peevy - Athletics
- Dean Scott Smith – College of Agriculture – Extension Services

There were continuing themes that ran through each presentation over the years.

These themes were: outreach, successful communication, state appropriation issues, inclusion, the need for a sustained vision and focused plan, effective fundraising, retaining a great staff, alignment with priorities of the University, integration with departments across campus. Another common theme was the recognition of the tremendous changes brought about with the advent of social media—a new way to communicate quickly and a required method when contacting young adults.

Chair Curris concluded her review and asked for questions or comments.

Sheila Brothers stated that she had worked on campus for 18 years, but appreciated the time and effort Chair Curris put in to planning and conducting the University Relations Committee meetings. “I learned something every time there was a meeting.”

Meeting adjourned at 10:47 a.m.