

Minutes of the Human Resources and University Relations Committee
University of Kentucky Board of Trustees
Tuesday, December 10, 2019

The Human Resources and University Relations Committee of the University of Kentucky Board of Trustees met on Tuesday, December 10, 2019, in Ballroom A of the Bill Gatton Student Center.

A. Meeting Opened

Cammie Grant, Chair of the Human Resources and University Relations Committee, called the meeting to order at 8:00 a.m.

Chair Grant asked Shakiyla Davis, staff assistant for University Relations, to call the roll.

B. Roll Call

The following members of the Committee answered the call of the roll: Cammie DeShields Grant, Cathy A. Black, Lee X. Blonder, Robert Grossman, Michael Hamilton, David Melanson, C. Frank Shoop, and Sandra Shuffett.

Other Board Members present included: Claude A. "Skip" Berry, Joe R. Bowen, E. Britt Brockman, Michael A. Christian, A. C. Donahue, Kimberly McCann, Elizabeth McCoy, Derrick K. Ramsey, Bryan Sunderland, Robert Vance, Rachel Watts Webb, and Barbara Young.

C. Approval of Minutes

A motion was made by Trustee Shuffett to approve the minutes from the September 13, 2019 Committee meeting. The motion was seconded by Trustee Blonder. Motion carried and minutes were approved as written.

D. Capital Campaign Update

Chair Grant introduced Brent Pieper, Associate Vice President for Campaign/Major Gifts, to provide an update on the Capital Campaign.

Mr. Pieper informed the Trustees that the Campaign continues to thrive as an effort to reach the \$2.1 billion goal. The current total for the Campaign has reached \$1.3 billion. The Campaign dollars have transformed student lives allowing UK to provide more students with scholarships, including 103 students who were recently notified that they would be receiving a scholarship.

Mr. Pieper shared upcoming events including a regional event in Houston and the launch of a faculty/staff campaign.

Chair Grant stated that she appreciated the support from citizens across the state who joined in to assist with the Campaign.

E. UK Career Center

Chair Grant introduced James W. Stuckert Career Center Director Ray Clere to provide information on the services provided by the Career Center.

Mr. Clere explained that the Stuckert Career Center is a centralized career services operation providing services to all colleges and programs across the University. In the 2018-19 school year, the Center had more than 4,000 student appointments, seven in-person career fairs, two virtual career fairs, and more than 150 classroom presentations, workshops, and dining etiquette sessions. The Center works closely with the Office of Institutional Diversity, UK Athletics, Office of Admissions, and the International Center to serve students. The Career Center uses a career management platform called *Handshake*, which was adopted three years ago by the University and is used to manage the Center's operations. Mr. Clere stated that more than 12,000 universities use this management platform.

Mr. Clere explained that the Center maintains a presence in the community. The Employer Relations team works to build partnerships with employers for the recruitment of students. The team utilizes business intelligence software and alumni partnerships to strategize on ways to improve partnerships. Mr. Clere provided an example timeline on how the Employer Relations team engages with the employer partners in multiple ways including company site visits, invitations to on-campus career panels, and invitations to on-campus internship and career fairs.

Mr. Clere described the importance of experiential learning and discussed the Center's efforts to encourage students to engage in this learning style. The University maintains a partnership with Disney and can assist students in gaining an experiential learning experience in the Disney College Program.

The Center offers additional programs that are innovative and meet student needs including: the Major Exploratory Associates, Wildcat Works, Micro-Internships, the Summer Medical Observership Program, and the Pre-Professional Test Prep Program.

Trustee Joe Bowen pointed out that small businesses are the largest employers across the country. He asked if the Center has access to small businesses and the ability to connect students with small businesses.

Mr. Clere explained that the Center hosts small businesses for on-campus interviews to assist them with recruiting students and alumni.

F. UK Alumni Career Services

Mr. Clere introduced Director of Alumni Career Services Caroline Francis.

Ms. Francis explained that UK Alumni Career Services was launched in 2002 with an endowment from the Jane I. Morris Foundation, and served more than 250 individuals in 2019. Alumni who are provided services come from different stages in life and represent a variety of backgrounds. Ms. Francis provided metrics on engagement: 50% of engagements occur in-person; 40% by phone or email; and 10% through Zoom video conferencing. She anticipates the percentage of engagements through Zoom video conferencing will increase.

Ms. Francis discussed the programming efforts of the Career Service including: resume critique promotion, employer visits, career fairs, *CliftonStrengths* assessment workshops, *Lexington Young Professionals Association* Partnership programs, Louisville networking events, Work-it Wednesday social media series, the Backpack to Briefcase email initiative, UK Extension Office Family and Consumer Sciences podcasts, and career panels. Ms. Francis continued by highlighting some events the Center hosts including: the *Central Kentucky Job Club*, where 50-70 mid-level professionals from the community attend to receive assistance with finding jobs; the *Engage* program, which focuses on networking and mentoring for women; and *It's Never Too Late: Changing Careers After 50* program, which focuses on assisting alumni with changing careers.

Ms. Francis shared success stories from individuals with diverse backgrounds and provided insight on career metrics for the future. "Americans change jobs approximately every four and a half years," Ms. Francis explained, "and if they are under 30, they are changing more frequently. This could mean 11-12 jobs or careers per person." Ms. Francis concluded her remarks by emphasizing the importance of UK's early adoption of career services and how it will benefit future alumni needs.

Chair Grant opened the floor for questions.

Trustee Lee Blonder asked for more information on the assessments provided by the Alumni Career Services.

Ms. Francis replied that the assessments offered include the *Myers Briggs*, *CliftonStrengths*, and *Strong Interest Inventory* assessments.

Chair Grant asked Mr. Clere to provide more information on the etiquette sessions.

Mr. Clere explained that the sessions are centered on dining etiquette. Coaches are utilized to walk students through maximizing their presence through dining interviews, manage table conversation, and the mechanics of how to professionally dine.

Trustee Barbara Young asked if the Career Center partners with any clothing pantries.

Mr. Clere replied that the Center works with *Wildcat Wardrobe* to provide professional clothing to students. Mr. Clere also announced that in January 2020, the Center is partnering with Fayette County's JCPenney to provide students with the opportunity to be assisted with professional dress shopping while receiving discounts.

Trustee Frank Shoop stated that the presentations were interesting and he was happy to hear of the great things UK does for alumni and students. He also shared his appreciation for Mr. Stuckert's dedication to UK.

Chair Grant shared that her friends have benefitted from the services of the Alumni Career Center and appreciate the services.

Chair Grant thanked all of the presenters and asked if there was any further business to come before the Committee; seeing none, she asked for a motion to adjourn. A motion was made by Trustee Shuffett to adjourn and seconded by Trustee Shoop. The meeting adjourned at 8:45 am.

Respectfully submitted,
Shakiyla Davis
Secretary