

Minutes of the Meeting of the Board of Trustees  
University of Kentucky  
Tuesday, May 5, 2020

The Board of Trustees of the University of Kentucky met on Tuesday, May 5, 2020, via Zoom Webinar.

A. Meeting Opened

Bob Vance, Chair of the Board of Trustees, welcomed the participants at 8:06 a.m. “Today, we will conduct the crucial business of the UK Board of Trustees in a new format. Our meeting will consist of two sections. During the first part, we will hear reports from senior administration, focused on two important points: how our institution has responded to this crisis and the steps we are taking, and the planning underway, to emerge from it. In the second section of our meeting, we will conduct the regular business of our Board.”

Chair Vance continued, “As we begin, I would like to thank each of our Trustees and the UK Community Members joining us virtually today—for their flexibility as we proceed on this new platform. And, I would like to take a moment, on behalf of the entire UK Board of Trustees, to thank the heroes across our community who are fulfilling that mission. The faculty who leapt into action to move courses online; the staff who contemplated new student needs and developed resources to support them remotely; the researchers who turned their invaluable attention to the problem of the day; and our healthcare workers on the frontlines of this vicious pandemic. We are deeply grateful for all members of the UK family who have asked themselves during these daunting times, ‘How can I help?’ That spirit reflects who we are at the University of Kentucky.”

Chair Vance detailed the agenda for the day with President Capilouto framing the discussion that will take place. “The President will provide an overview of our response to this public health crisis, as well as the progress we will make—together—in the coming weeks and months. I look forward to our collaboration today and to our work together as we move forward as one community.”

B. Laying the Framework for the Day

The President thanked the Board for joining him in such an unconventional way during an unprecedented time. “Our community, unfortunately, has been forced to separate, rather than what we do naturally, which is congregate. And despite all this uncertainty and anxiety that surrounds us, I have hope. In fact, I have to tell you I’m filled with hope. When you’ve been here for nine years, you can look back with deeper appreciation for the 150-year-plus history of the University, and there were certainly dark times. But during those times, this University never ceased offering hope. And you’re going to see and hear why, again, we’re doing it this time, in our time. And I’m confident at the end of this day you will be filled with assurance and hope.”

The President discussed some of the topics that would be covered by UK leadership including delivering a world-class education in a very new way, and laying the foundation that allows the University to get through this immediate challenge. “You will hear how we have responded, and you will hear our plans to reinvent and reimagine what is normal. And from the moment this outbreak was identified as a threat to our campus, we mobilized an outstanding team that has guided us with reassuring composure, so crucial during this crisis.”

The President continued, “I’d like to share this one date with you, a point in time: on January 23<sup>rd</sup>, this University sent out its first campus communication about COVID-19. You can hear today people debating that time, about who knew what when, and what we should’ve done. I just want to let you know how proud I am of the University of Kentucky. We’re a global community. We keep our ear to the ground. And when it was time to respond, we did, all on behalf of those individuals who call this place home, and who turn to us day after day after day.”

### C. UK’s Response to a Public Health Crisis

Dr. Eric Monday detailed the incident response to COVID-19, including the number of people involved through the Emergency Operations Center (EOC), the Health Workgroup, and all of the workgroup teams – 425. “It’s amazing; 425 faculty, staff, and students from across this campus that have been involved in our response to COVID-19.”

Dr. Monday continued by walking the Board through the steps the work streams had done throughout the response process by establishing the University’s principles – “the health of our community: our faculty, our staff, our patients, our visitors, and our students.” Next, Dr. Monday explained the operations portion of the response and understanding how they would need to adjust. “We’re going to have to maneuver. We’re going to have to reinvent things.” Then Dr. Monday explained the third step in the response was ongoing, timely and factual information and communication.

Dr. Monday explained the Health Workgroup Committee and the 19 EOC work streams. He shared images from the response and operations teams and shared an update about their innovative, collaborative and comprehensive response, and all the time providing transparent and frequent communication to the community.

Dr. Monday introduced Dr. Mark Newman to discuss UK HealthCare and its multilevel response and next steps. Dr. Newman discussed the three phases of UK HealthCare’s story: transition from normal business to organizational preparedness and response; understanding the changing models, the impact, and how to prepare; and lastly, what does that look like. Dr. Newman recognized the staff and physicians at UK HealthCare, “Their commitment and their sacrifice on a day-to-day basis, to be able to respond and manage what is a very difficult challenge; an unprecedented challenge in healthcare.”

Dr. Newman discussed the timeline from the predicted models expecting a surge in Kentucky patients and how they transitioned, the lost revenue as they reduced the elective procedures, and the significant expense in order to be prepared. Dr. Newman introduced Mr. Craig Collins to go over UK HealthCare operating results. Mr. Collins explained the lost revenue of approximately \$15 million coupled with expenses that were the same; adjusting to the reduced volume in preparation for a surge in COVID-19 patients.

Mr. Collins pointed out that in the first eight months of the Fiscal Year, UK HealthCare was the number one transfer center in the United States and going forward their message is that it is safe for people to come; a safe restart of services, and ensuring a safe environment of care.

Provost Blackwell detailed the different components of the academic sector and their response to COVID-19. He began with UK's International Center. "The University of Kentucky International Center was like a "canary in the coal mine" in that that the UKIC was a sentinel unit – responding to the very first impacts of COVID-19 on the University of Kentucky with University leadership. Since January, the UK International Center (UKIC) has been addressing the impacts that the outbreak has had on our community and partners. UK is home to over 1,500 international students and scholars. We have worked closely with those who have chosen to stay in the U.S. as well as those who have made the difficult decision to return home."

Provost Blackwell discussed the teaching, learning, and academic innovation that has occurred as a result of the pandemic. "Our role has been to support the faculty and colleges in the emergency move to remote instruction. We have led the Academic Course Delivery workstream in the EOC and served on and collaborated with several others." Provost Blackwell described the timely decisions and guidance on academic policies including calendar adjustments, pass/fail grading options, and probation and suspension discretion.

Provost Blackwell explained enrollment management's roll and the support for current and prospective students. "The Division of Enrollment Management has worked tirelessly to pivot quickly to respond to shifting landscape due to COVID-19; with a focus on current student support and needs, as well as continued focus on the matriculation of new students."

Associate Provost for Academic and Student Affairs discussed student success including the Coronavirus Aid, Relief, and Economic Security Act (CARES) and the 30,000+ Student Call Initiative. Dr. Turner stated that \$8.9 million of the federally grant will be allocated to help students who have been financially impacted by the coronavirus outbreak. Dr. Turner stated that 5,700 students would receive an email, over the course of that week, notifying them that they have been selected for aid based on their amount of unmet need.

Dr. Turner continued by explaining the 30,000 Student Call Campaign. The call campaign is a collaborative effort across the campus with over 200 callers of faculty, staff, agriculture extension officers, dentistry personnel, and many more. The callers asked each of the students how the transition was going for them. The callers were trained to ask students to rate on a scale of one to five how the student self-reported their transition experience. Students who were rated as a four or five, indicating a difficult time transitioning, received follow-up calls.

Dr. Turner explained how an emergency fund for students that began a couple years ago has received help from the Office of Philanthropy. The Office of Philanthropy has worked to increase the fund bringing it to well over \$10,000. The money is allocated based on a case management basis so that Dr. Turner's office can tailor the students' financial needs and long-term financial strategy.

At the beginning of the transition, students received a technology survey to identify their technological needs. Dr. Turner stated that over 8,000 students responded to the survey. 644 iPads, 523 MiFis, and 57 Surface tablets were distributed to students to help them get connected.

Dr. Turner concluded by discussing Student Programming that helps build community. The Undergraduate Research Showcase that allows students to display their work moved online. It was a virtual showcase that resembled a real conference. Dr. Turner also explained the Hoops at Home Esports Initiative. The Hoops at Home had over 250 submissions to play with alumni students, prospective students, and current students, NBA players. The event was highly successful and helped continue UK's basketball tradition.

Following Dr. Turner, UK's Vice President for University Relations, Tom Harris, began to explain the process of communication during the COVID-19 pandemic. He said the communications team has focused on communicating with campus clearly and transparently through multiple channels. Mr. Harris detailed the level of communication since the coronavirus outbreak began: 168 media releases; 463 news stories; 140 videos with nearly 500,000 views; 33 emails to campus; 500 social media posts; and 5 news briefings on a regular basis.

Mr. Harris continued to explain efforts to help the graduating class of 2020 feel special since their commencement was canceled. 50 years ago, in 1970, graduates could not have a graduation because of the Kent State shootings and the small fire in UK's Buell Armory during the Vietnam War. 1970 was the last time UK missed a commencement ceremony, so many of those 1970 graduates have been writing letters to the class of 2020.

Chair Vance thanked Mr. Harris and opened the floor for questions. Trustee Grossman asked Dr. Cassis about how the graduate students who do research can get back into the lab safely to make progress toward their degrees. Dr. Cassis stated that there will most likely be a phased-in approach to lab studies as well as an increase in

guidelines. Trustee Grossman asked if there was a timeline of when people might start going back into the lab. Dr. Cassis stated that they are following state and the Emergency Operations Center (EOC) guidelines.

Trustee Ramsey asked Provost Blackwell whether or not there was a mentorship program in place for faculty and students to receive help during the online transition, especially underrepresented minority students and low-income students. Provost Blackwell stated that UK has continued the normal student support services through online delivery including tutorials, tutoring, and academic coaches. He also discussed the suspension of SAT and ACT testing for the remainder of the spring stating that it has actually led to a more robust evaluation of incoming freshmen.

Trustee Hamilton asked Provost Blackwell about summer tuition assessment and pricing for the summer. Provost Blackwell responded by saying that UK implemented a special tuition rate since students did not have a choice as to whether or not they could take their courses online. The rate was adjusted to be \$499 per course for all resident and non-resident students.

Trustee Grant asked Provost Blackwell to elaborate on the support that has been made available for email exchanges and callback opportunities for students with their academic advisors. Provost Blackwell explained that there are many opportunities for live communication through Student and Academic Life by phone or Zoom meeting.

Trustee Brockman asked Mr. Harris and Dr. Cassis about the millions of dollars of time-sensitive research occurring and whether or not Mr. Harris could communicate on a state level to find out whether there will be grant extensions. Mr. Harris stated that his team would maintain state-level communications. Dr. Cassis stated that the National Institutes of Health have allowed for no-cost extensions allowing universities and researchers to use the funds for longer periods than were originally designated.

#### D. The Challenge Ahead

President Capilouto began his statement by saying UK's goal is to fully open campus this fall in a safe way. To prepare for the transition, UK's EOC has been asking important questions: What happens next? What does our campus and our world look like going forward? How can UK open its buildings and operate them in a very safe way? What strategic budget adjustments can UK make as we experience budget restraints and prepare for additional financial challenges? How can we think ahead and prepare for different scenarios that may pose an array of challenges when our students return this fall? The President invited Dr. Eric Monday to address some of these questions.

Dr. Monday began to elaborate on the budget. He stated there are five things that framed the work done so far: "we're going to preserve our mission. We're going to take care of the base. We're going to look at education, our research, service, and health care. We're going to focus in on those things, beyond anything else". He then said that a

reinvented normal requires collaboration across campus. There have been conversations with over 500 faculty, staff, and students across campus to position UK to emerge from this crisis.

Dr. Monday explained that he and many others are looking at all the phases of the COVID-19 legislative packages to date, as well as what may be in front of us and how best we can represent the University. In phase two of the restart plan there is a reference to the Emergency Paid Sick Leave Act which is additional leave that is available to employees at the University in certain situations. In phase three, over \$30 million thus far in funds have been allocated to UK HealthCare, and nearly \$18 million thus far to the University. In phase four, there is some potential for additional funds. Dr. Monday stated that there has been \$62 million of impact.

Dr. Monday said that UK issues housing, dining, and parking refunds. Students had about 36 percent of their semester impacted in the housing and dining operation, so UK provided those funds back to students. Parking refunds totaled about \$400,000. He continued by identifying a large impact in Fiscal Year (FY) 2020 is investment income. Dr. Monday identified UK Athletics, summer school and online-pricing, dentistry clinics, and “other” which totals to \$9 million of the impact.

Dr. Monday transitioned to FY2021. He explained the direct student impact which looks at how much more UK has to invest in the enterprise each year. For this year, UK will be looking at how much the University cannot invest. He continued by saying that there have been strategic decisions for FY2021 including minimum wage increase, student scholarships, faculty promotions, and strategic investments. Dr. Monday stated that employees will not see an increase in their health plan costs.

Dr. Monday explained the steps to identify the challenge UK is facing. Step one was identifying the \$72 million challenge of direct student impact. Step two is understanding that the unknowns are greater than the knowns to build a flexible and safe plan. Step three is identifying the changes in direct student impact. Dr. Monday stated that investment income is going to be a bit higher than what was anticipated on April 6 – when the University first identified the \$72 million challenge. It was decided that for the first time in a decade, UK is going to be able to add a million dollars to the capital renewal pool as a result of a freshman class of 4,500 students rather than 5,750, as well as half a million dollars related to the Boone Center which has been losing money for several years.

Dr. Monday stated, “if you sum step one, step two, and step three, our challenge is \$73 million.” To help with this challenge, there are three more steps to take. A decision was made to assess a ten percent reduction to the five primary reporting areas for undesignated general funds. Step six requires Dr. Cassis, Provost Blackwell, and the President to assess how to make a range of cuts and distribute those within their area. Step seven is a below-the-line reduction to 403(b) employer contribution rate to reduce it from ten to five. Additional steps include a hiring pause, low activity no-pay policies in unites where work has ceased or been reduced significantly, delayed expansion of the

Family Leave policy, delayed mandatory participation in the retirement program, and consideration of dual-reporting line relationships.

Dr. Monday concluded by saying there will be more discussions and decisions made across all areas of campus, and that the goal continues to be working towards and safe and reinvented normal.

President Capilouto returned to show appreciation for the UK team that has been working tirelessly to position the University to thrive following the crisis. He stated that students continue to be UK's "why", and that the University will do everything it can to ensure it fulfills its promise to the Commonwealth that it has upheld for over 150 years.

Chair Vance opened the floor to questions. Trustee Grossman asked Dr. Monday to elaborate on meeting UK's budget challenges through retirement incentives. Dr. Monday said that deans had the tools to help with those decisions instead of an institution-wide mandate.

Trustee Blonder raised the issue of salary cuts to top-paid administrators at UK and how 100-puls students and community members are urging top administrators to take pay cuts. President Capilouto said that the University continues to monitor what other institutions are doing and that UK's pay-cut process must be with a specific purpose in mind in terms of what they close in terms of a gap, and how they position UK for the future. He continued by stating that he recognizes the responsibilities he has with the privileges that come with my office and that he plans to meet those. Dr. Monday added that they have considered the pay-cuts in great detail and will continue to discuss the impact of individual compensation.

Trustee Melanson thanked the President and Dr. Monday for the update. Trustee Melanson then pointed out that campus furloughs have been UK staff. He asked that the University keep in mind the weight that is felt by staff and those who are doing important work on behalf of the University and the Commonwealth.

Trustee Blonder made a comment about the strategic scenario-planning teams mentioned in Dr. Monday and Provost Blackwell's presentation. Trustee Blonder pointed out that the University Senate has committees that are active in educational policy that could be of use to the scenario-planning teams. Dr. Monday said that the membership of EOC workstreams is a number of faculty and the University Senate Chair. He said they will make sure to include as many voices and perspectives as possible. Provost Blackwell agreed and reiterated that the Senate Council will have input.

Trustee Grossman asked about the CARES Act money that is directed toward students and what the process was. Dr. Turner stated that students will get an email saying they are eligible for the funds. The students have to have had a FAFSA, can't be international students, and must be eligible for Title IV funding. Students can receive up to \$1,500 for carious cost-of-attendance costs. If a student is not part of the 5,700 students who have the most unmet need, they can apply for the emergency funding out

of the Basic Needs Office. Chair Vance thanked the presenters and called for a five-minute recess.

D. Board Business

Bob Vance, Chair of the Board of Trustees, called the Board of Trustees meeting to order at 12:21 p.m. Chair Vance asked Cammie DeShields Grant, Secretary of the Board, to announce the members present.

E. Roll Call

The following members of the Board of Trustees were in attendance: Claude A. “Skip” Berry, Cathy A. Black, Lee X. Blonder, Joe R. Bowen, E. Britt Brockman, Michael A. Christian, Cammie DeShields Grant, Robert Grossman, Michael Hamilton, Kimberly McCann, Elizabeth McCoy, David Melanson, Derrick K. Ramsey, C. Frank Shoop, Sandra R. Shuffett, Bryan Sunderland, Robert Vance, Rachel Watts Webb, and Barbara Young. Trustee Carol Martin “Bill” Gatton was not in attendance.

The meeting was live-streamed to the public with over 4,000 viewers.

F. Chair’s Report

Chair Vance reported that there had been no petitions to address the Board since the last Board of Trustees meeting and called attention to the 30 consent agenda items on the agenda.

- CR 1 Amendment to the Board of Trustees 2020 Meeting Calendar
- PR 2 Personnel Actions
- PR 3 Appointment of Gluck Equine Research Foundation Board
- ASACR 1 Candidate for Degree May 2018
- ASACR 2 Candidates for Degrees May 2020
- ASACR 3 Revision to Honorary Degree In Memoriam Posthumous Degree
- ASACR 4 Candidates for Degree In Memoriam
- ASACR 5 Candidates for Degrees August 2020
- ASACR 6 Academic Degree Recommendation College of Arts and Sciences
- ASACR 7 Academic Degree Recommendation College of Public Health
- ASACR 8 Transfer of Academic Degree College of Agriculture, Food, and Environment
- ASACR 9 Transfer of Academic Degree College of Arts and Sciences
- ASACR 10 Deletion of Degree College of Health Sciences
- ASACR 11 Deletion of Degree College of Health Sciences
- ASACR 12 Deletion of Degree College of Agriculture, Food, and Environment
- ASACR 13 Deletion of Degree College of Health Sciences
- ASACR 14 Deletion of Degree College of Agriculture, Food, and Environment
- ASACR 15 Deletion of Degree College of Agriculture, Food, and Environment
- ASACR 16 Deletion of Degree College of Agriculture, Food, and Environment

- ASACR 17 Deletion of Degree College of Health Sciences
- ASACR 18 Creation of the Department of Product Design College of Design
- FCR 1 Gift From Saint Elizabeth Healthcare
- FCR 2 Acceptance of Interim Financial Report
- FCR 3 Approval of Premise Lease - Gamma Phi Beta Sorority
- FCR 4 Approval of Lease Coldstream Research Campus Lot
- FCR 5 Improve Coldstream Research Campus (Public Infrastructure)  
Capital Project
- FCR 6 Approval of Disposal - Sky Blue Solar House
- FCR 8 Capital Construction Report
- UK HealthCare's Medical Staff Privileges and Appointments  
Board of Trustees meeting minutes, February 21, 2020

Hearing no requests to remove items from the consent agenda, Chair Vance asked for a motion for approval. Trustee McCoy moved approval of the consent agenda. Trustee Shoop seconded the motion and the consent agenda passed without dissent. (See consent items on the Board of Trustees website, [www.uky.edu/Trustees](http://www.uky.edu/Trustees), under agenda.)

#### G. President's Report

##### Appointment of Gluck Equine Research Foundation Board of Directors (PR 3)

The President stated that PR 3 was the recommendation that the Board of Trustees approve the appointment of William J. Moroney, Kiki Courtelis, and Joe Kinnarney to the Board of Directors of the University of Kentucky Gluck Equine Research Foundation for a four-year term, ending January 1, 2024. Trustee Shuffett moved approval of PR 3. Trustee Sunderland seconded the motion and it passed without dissent. (See PR 3 on the Board of Trustees website, [www.uky.edu/Trustees](http://www.uky.edu/Trustees), under agenda.)

##### Renaming of Residence Hall (PR 4)

The President introduced PR 4, the recommendation that the Board of Trustees approve the renaming of the residence hall Woodland Glen II as Don and Mira Ball Hall. Trustee Brockman moved approval of PR 4. Trustee Melanson seconded the motion and it passed without dissent. (See PR 4 on the Board of Trustees website, [www.uky.edu/Trustees](http://www.uky.edu/Trustees), under agenda.)

##### Naming of Athletics Complex (PR 5)

The President introduced PR 5, the recommendation that the Board of Trustees approve the naming of the baseball, soccer, and softball athletic complex on Alumni Drive the Barnhart Family Athletics Complex. Trustee Webb moved approval of PR 4. Trustee Black seconded the motion and it passed without dissent. (See PR 4 on the Board of Trustees website, [www.uky.edu/Trustees](http://www.uky.edu/Trustees), under agenda.)

#### H. Finance Committee Report

Finance Committee Chair Kimberly McCann introduced FCR 7, the proposed revision that the Board of Trustees approve reducing the institution's retirement contribution, as defined in Administrative Regulation (AR) 3:1 Section IV.A., from ten percent (10%) to five percent (5%) of an eligible employee's annual salary for one year effective from July 1, 2020 through June 30, 2021. Trustee McCann stated, "While not fully known at this time, the financial impact of COVID-19 is anticipated to include a substantial loss of revenues across the University. In response, expenses must be decreased in order to position the University to thrive in the future. The proposed change will provide significant budgetary relief and is one of many strategies being implemented for the upcoming fiscal year. The change in the institution's contribution rate will be effective from July 1, 2020 through June 30, 2021. Upon the Board's approval of this action, any University affiliated corporations with a separate retirement plan will make similar adjustments."

Chair Vance asked for a motion. Trustee McCann moved approval of FCR 7. Trustee Sunderland seconded the motion and it passed without dissent. (See FCR 7 on the Board of Trustees website, [www.uky.edu/Trustees](http://www.uky.edu/Trustees), under agenda.)

#### I. Investment Committee Report

Trustee Elizabeth McCoy, Chair of the Investment Committee, reported that the Investment Committee met the day prior to review performance results and conduct other business. She reported that the Endowment pool had a market value of \$1.4 billion as of March 31, 2020 and declined by an estimated 9.7%, in the nine-month Fiscal Year to date period; adding that international equity and public allocations were the primary detractors for the period.

#### J. Other Business

President Capilouto, wearing a UK themed mask, began by thanking the College of Nursing for his special gift, "I'm putting it on because I probably look silly, I feel silly, but it reminds me of a lesson for our time. When I was a child, your likelihood of dying from an automobile accident was almost double the rate the nation has seen as a result of COVID-19. Automobile deaths are half that today. We have many more people and we drive much more, but the likelihood of dying in a crash is 85 percent less per mile you drive. Think of that. What did we do? We made highways safer, and still if you had a crash, all these wonderful EMT's we have today and those helicopters that fly over my house at night taking people to UK HealthCare, it's all in place. We had to change dramatically. It took us a long time to do that. We just kept resisting the change, but once we decided to put on seat belts – don't you all remember when we thought that was silly? Once we had to do those kind of things, we started seeing dramatic decreases. Our Governor has led us to protect one another, and I want us all certainly to be a part of that.

So I appreciate the College of Nursing dropping off my very fashionable mask that I will proudly wear with its UK blue.”

The President thanked the presenters, “Before I share my final remarks, I want to pause and thank all of the people that came before us and Dr. Turner said, the work that we’re able to do, it’s really part of our culture of caring; caring about students, and that’s embedded in our talent.”

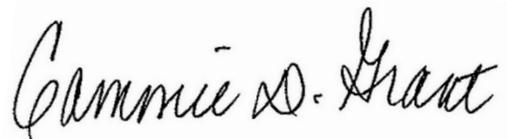
The President stated, “Before I arrived at UK, this Board had to do something very gutsy – you had to approve incredible bonds in the midst of the 2008 Great Recession, to build a hospital. Dr. Newman is able to take a hospital that you cut the ribbon a month before I arrived, and it has the kind of capacity where you can convert rooms to take on a pandemic and double the capacity. We did not have that before. So let’s remember all those who came before us and the decisions they made; it reminds us of the decisions and actions we take today. I hope you feel as I do – you are confident, inspired, and encouraged by the leadership and our people who are working tirelessly to fulfill our promise to Kentucky. Our promise to heal those who turn to us in times of need; to educate the next generation, preparing them for those lives of meaning and purpose, and to push forward discovery, finding answers to questions that challenge us the most. And as we have always done, through wars, epidemics and economic downturns, we will get through this. We will not just return to normal. We’re going to use this opportunity to refine and reinvent how we better serve our Commonwealth and strengthen our promise as the University of, for, and with Kentucky. And when we do – and in this I have my greatest confidence – we will thrive.”

In closing, the President thanked the Board for their invaluable contributions that will guide the University as, “we overcome this challenge as our people have demonstrated with compassion and determination. Your University is firmly focused on our students and our mission to serve this Commonwealth, as we have for almost 150 years. I’ve never believed more deeply or with a greater sense of determination because of all I see that we will not only survive, but we will thrive and lead. We will be better. Our brightest days are ahead of us.”

K. Adjournment

Hearing no further business, the meeting was adjourned at 12:39 p.m.

Respectfully submitted,

A handwritten signature in black ink that reads "Cammie D. Grant". The signature is written in a cursive, flowing style.

Cammie D. Grant  
Secretary

(PR 2, ASACR 1, ASACR 2, ASACR 3, ASACR 4, ASACR 5, ASACR 6, ASACR 7, ASACR 8, ASACR 9, ASACR 10, ASACR 11, ASACR 12, ASACR 13, ASACR 14, ASACR 15, ASACR 16, ASACR 17, ASACR 18, FCR 1, FCR 2, FCR 3, FCR 4, FCR 5, FCR 6, FCR 8, and UK HealthCare's Privileges and Appointments are official parts of the Minutes of the meeting)