

Minutes of the Human Resources and University Relations Committee  
University of Kentucky Board of Trustees  
Friday, April 29, 2022

The HRUR Committee of the University of Kentucky Board of Trustees met on Friday, April 29, 2022, in the Gatton StudentCenter, Harris Ballroom.

A. Call to Order

Sandy Shuffett, chair of the Human Resources and University Relations Committee, called the meeting to order at 8:31 a.m. and asked Paige Noland to report the attendance.

B. Roll Call

The following members of the Human Resources and University Relations Committee were in attendance: Michael Christian, David Melanson, Paula Pope, Sandy Shuffett and Bryan Sunderland. Cathy A. Black and Lee X. Blonder attended the meeting via Zoom.

Other Board members present included: Skip Berry, Britt Brockman, Ray Daniels, Ron Geoghegan, Michael Hawse, Kim McCann, Elizabeth McCoy, Derrick Ramsey, Hollie Swanson, Bob Vance and Rachel Watts Webb.

C. Approval of Minutes

Chair Shuffett reported that the minutes of February 18, 2022, HRUR Committee meeting had been distributed and called for a motion to approve. Trustee Black moved approval of the minutes and Trustee Sunderland seconded the motion. Hearing no discussion, Chair Shuffett called for a vote and the motion passed without dissent.

D. Taking Care of Our People

Chair Shuffett introduced Acting Vice President for Human Resources and Associate Vice President for Finance and Administration Gina Dugas.

Ms. Dugas stated that one of the five principles of the current strategic plan is taking care of our people and the proposed salary increases and enhanced benefits would help to achieve that goal.

Ms. Dugas explained that the past years had presented challenges for employees to use their accrued vacation leave and therefore extended vacation deadlines had been put in place. "Our campus staff and our exempt UK HealthCare staff will have an opportunity to extend, for a six-month period the use of their vacation leave this year which will be followed by a three-month extension in the following year." Ms. Dugas stated the exact dates that vacation leave would end and explained that UK HealthCare staff would operate similarly but with differing dates.

Ms. Dugas shared the proposed health insurance benefits for 2022-23. She explained that the goal was to keep costs low while also enhancing some benefits. Ms. Dugas noted, "While we do have six total choices of health plans for our staff, there are two that comprise basically 88 percent utilization." Ms. Dugas described that within these two health plans, 43 percent of participants would see no increase in their health insurance costs and 45 percent would see only modest increases.

Ms. Dugas explained that the other twelve percent of participants are enrolled in the regional, no deductible, health plan or the high deductible plan with the opportunity for a health savings account. A very small percentage is enrolled in either the EPO or Indemnity plan.

Ms. Dugas discussed the new health insurance benefits that will be enhanced. She reported that virtual physical therapy and pain management for certain chronic conditions, support for navigating care options, and fertility and family-building benefits would be added. "These enhancements were developed in direct collaboration with our employee benefits committee which is comprised of representatives from across campus."

Ms. Dugas explained the plan to enhance the role of the advisory committee, "We consider employee inputs to be a really direct mechanism for taking care of our people, so we are looking to create some additional structure and to really enhance that advisory capacity." Ms. Dugas noted that UK had been recognized for the fourth consecutive year as a great college to work for, and by creating these committees we are able to stay competitive with benefits and be a great employer. Ms. Dugas pointed out that UK was placed on the honor roll and was recognized in a record nine categories.

Ms. Dugas shifted the discussion to salary increases. She explained that the ten-year average for salary increases was \$8.6 million and that the proposed investment for FY23 is \$17 million. She described the flexibility in determining compensation in individual departments which would also allow supervisors to address salary compression or in-range adjustments. Ms. Dugas described themes that have emerged from this approach, "There is more funding, there is more flexibility, there is more time and there is more support."

Ms. Dugas stated that the Human Resources team is also available to provide additional support and guidance to supervisors when making compensation decisions. "We have put out written guidance, specifically from our HR team to all those who are in positions of making these types of salary decisions." She discussed the virtual sessions that were open to any campus member to provide more guidance which included representatives from human resources, the legal team, the university budget office, the provost's office and the institutional equity and equal opportunity office.

Ms. Dugas mentioned the progress made by the new enhancements and described the two new paid leave programs which include parental leave and elder care leave. "Nearly 500 employees have taken advantage of the parental leave in the first ten months and more than 230 employees have participated in UK's elder care leave. So

clearly it was something, that again was feedback put forth via our employee benefits committee and other employee groups, and it was something the university was able to put in place in the past year.”

Ms. Dugas described the expansion of the financial and well-being offerings which now include GreenPath, a debt counseling and debt management strategy via Teachers Insurance and Annuity Association of America (TIAA). “That was an add-on to what was already in place via Savi which helps employees pursue student loan forgiveness and since that has been in place for a couple of years now, I am happy to share that it has gained considerable traction.”

Ms. Dugas opened the floor for questions.

Chair Vance commented that Forbes had recently named the University of Kentucky the best large employer in the state of Kentucky.

Trustee Swanson asked about more requests for remote work. Ms. Dugas explained that there is a workgroup that has been created to look at what the existing policies are and see what other creative solutions there are.

Trustee Blonder asked if vacation extensions will automatically appear in myUK. Ms. Dugas explained that yes, that is the plan. Trustee Blonder also asked if there is a directive to do equity adjustments for the salary pools. Ms. Dugas explained that it is one of the factors that were recommended as part of the process.

Trustee Melanson commented that he applauds the team and administration for focusing on compensation and listening to what people were wanting.

Trustee Blonder asked the total amount of paid parental leave that each person is entitled to. Ms. Dugas explained that paid parental leave is a two-week allocation that can be used as part of the Family and Medical Leave Act (FMLA).

Trustee Blonder asked if there were discussions on making the paid parental leave a six-week leave. Dr. Monday responded that UK would continue to evaluate and have conversations about the needs of the campus and the institution.

Chair Shuffett thanked Ms. Dugas. With no further business, the meeting was adjourned at 8:53 am.

Respectfully submitted,  
Paige Noland