

Human Resources and University Relations Committee Meeting

June 10, 2014

8:00 a.m. Board Room, Patterson Office Tower

Committee Members present: Terry Mobley, Chair, Sheila Brothers, Mark Bryant, Angela Edwards, David Hawpe, Kelly Holland, and John Wilson

Other Board Members present: Bill Gatton, Jim Stuckert

Chair Mobley opened the HRUR Committee meeting with roll call.

Minutes from the January 31, 2014 HRUR Committee meeting were approved.

Chair Mobley welcomed Jeff Spradling, Chair of the UK Staff Senate. During the introduction of Mr. Spradling, Chair Mobley stated that the Staff Senate devotes a lot of time in the interest of UK employees. With 12, 000+ staff members, the Senate has a significant impact on the University and representation of its employees.

Jeff Spradling, Chair, Staff Senate, presented the UK Staff Senate Report 2013-14. The presentation included a brief review of the 2013-14 leadership and newly elected leadership for 2014-15. Mike Adams will serve as Staff Senate Chair for the 2014-15 year.

Mr. Spradling discussed several of the Staff Senate's accomplishments. A promotional video was developed this year to encourage participation among staff and bring awareness to the Staff Senate. The video was produced in-house in connection with Arts and Sciences. The video is a great way to get the word out about involvement with the UK Staff Senate. Staff members with .75 or higher FTE status, with one year of service are eligible to run for office. Meetings are open to the public. Currently there are 38 employees in the Staff Senate.

A revised mission statement puts emphasis on fostering a climate that promotes and empowers employees; and a vision to be the nation's premier model of university staff leadership in shared governance.

The Staff Senate is responsible for:

- UK Appreciation Day (annual event) held June 2014—6,000 employees participated, 100 volunteers.
- Outstanding Staff Awards – recognize 40 employees, annual luncheon at Spindletop
- CRISIS Committee that provides cash assistance to employees in difficult financial situations; donations made by UK employees, totaling \$3,000-5,000 annually; 5-person committee processes applications and designation of funds.
- Co-Sponsor of UK Remembers - a memorial service for UK employees
- Conversation with the President - breakfast held monthly; 12 staff members selected at random for breakfast with Dr. Capilouto to discuss campus issues.

- Student interns – helpful work experience for students and to show the critical role that staff members play at the University.
- Staff Senate members serve on 10 university-wide committees and the Strategic Plan Committee.

Mr. Spradling discussed a few challenges to the Staff Senate -- lack of attendance at meetings, getting more university employees involved in the Senate, a shared governance buy-in, clear agreement on the mission, and procedural considerations.

Mr. Spradling discussed several opportunities for the Staff Senate in the upcoming year. A set of performance metrics are being developed for 2014-15 to measure the Senate's success; the involvement of talented early career professionals, new leadership transition, and the move to grant tax deductible status to the CRISIS Program are encouraging for the future of the UK Staff Senate.

Chair Mobley called for questions and comments.

Kim Wilson, Vice President for Human Resources, said that she and her staff have enjoyed working with Jeff as Staff Senate Chair this year. Human Resources appreciates everything he has done for the university in his year as chair.

Several comments followed:

Regarding the CRISIS Program, several trustees encouraged the Staff Senate to pursue and promote awareness of the program, to publicize what employee needs there are in an effort to increase donations. Kim Wilson mentioned the shared leave pool for vacation time—a structured way that staff may donate their vacation leave to employees in a crisis situation.

Regarding the Staff Senate: Trustee Bryant: “I commend you for what you are doing and bringing this to our attention. This is one of the best presentations I have seen during my 2 years on the Board.”

Trustee Bryant Question: “Terry, how do meeting topics get brought to your attention?”

Answer: As chair I don't like to have meetings for the sake of a meeting. There are so many good things going on around here (campus). We look for things that you may never be made aware of—this presentation shows the caring attitude that our employees have--whether it is the United Way Campaign, or the Circle of Love at Christmas, the attitude of community and sharing is always present (on campus).

At the conclusion of the comments, Chair Mobley thanked Mr. Spradling for his presentation and the time he has devoted to the Staff Senate.

Meeting was adjourned at 8:50 a.m.