

Minutes of the Human Resources and University Relations Committee  
University of Kentucky Board of Trustees  
Friday, February 17, 2023

The Human Resources and University Relations (HRUR) Committee of the University of Kentucky Board of Trustees met on Friday, February 17, 2023, in the Gatton Student Center, Harris Ballroom.

A. Call to Order

Sandy Shuffett, chair of the Human Resources and University Relations Committee, called the meeting to order at 8:30 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: Aaron Cramer, Brenda Gosney, Andrew Laws, David Melanson, Paula Pope and Sandy Shuffett. Cathy A. Black attended the meeting via Zoom.

C. Approval of Minutes

Chair Shuffett reported that the minutes of September 15, 2022, HRUR Committee meeting had been distributed and called for a motion to approve. Trustee Melanson moved approval of the minutes and Trustee Pope seconded the motion. Hearing no discussion, Chair Shuffett called for a vote and the motion passed without dissent.

D. Vice President for Human Resources Update

Chair Shuffett introduced Executive Vice President for Finance and Administration Eric Monday.

Dr. Monday explained that the search for the Vice President for Human Resources (HR) had begun earlier in the year and the co-chairs leading the search are Senior Vice President and Chief Financial Officer for UK HealthCare Craig Collins and Treasurer Penny Cox along with a diverse and well-represented committee across of members from the institution.

Dr. Monday shared that the HR built-in internal search function is being used to help during the national search for the next HR leader, and that is being led by Mary Beth Bracken. He stated that the search had been closed and is being narrowed down to the first grouping of candidates who will be interviewed.

Dr. Monday concluded by detailing the next steps of the search, "We will move to phase two and narrow down that first set of candidates to a smaller subset. We will then interview those off-site." He explained that several finalists would then be brought to

campus, concluding the interviews before May and naming a new Vice President for HR no later than the summer.

E. Work Location Process Update

Chair Shuffett introduced Acting Vice President and Chief Human Resources Officer Gina Dugas.

Ms. Dugas provided an update on the work location work group that began the previous April. The workgroup was tasked with providing recommendations on new remote work guidelines that can support the university's mission and efforts to advance Kentucky.

Ms. Dugas explained that the new guidelines were designed to articulate to both supervisors and staff the types of work that should be done in-person, remotely or in a hybrid setting. The draft of the work location guidelines was presented to the campus by President Capilouto on February 3 and the deadline for providing feedback was Wednesday, February 15.

Ms. Dugas outlined the remaining timeline for the guidelines to be finalized in late spring. "University leadership will then begin the process of determining which of their positions are eligible to request a remote or hybrid work agreement. Following this step, those in staff positions that have been deemed eligible by university leadership to request remote work will be able to do so through myUK."

Ms. Dugas stated that the guidelines will only apply to staff however any member of the UK community was able to provide feedback. "Additionally, UK HealthCare will continue to maintain separate guidelines given the staffing needs of their clinics and hospitals.

F. Bringing Together Many People; One Community

Chair Shuffett introduced Provost Robert DiPaola and Vice President for Institutional Diversity Katrice Albert.

Dr. Albert began by focusing on the College Diversity, Equity and Inclusion (DEI) Officers. She explained that the initiative Bringing Together Many People; One Community, has "unified faculty, staff, colleges and deans on a common goal." This goal is meant to enhance the support for DEI Officers so that they may best serve as advocates for their colleges, colleagues and students.

Dr. Albert described attending the United States Postal Service unveiling of the 46<sup>th</sup> Annual Black Heritage Series featuring Ernest Gaines, a prolific and award-winning writer and poet. In 2016 the university's own Dr. Crystal Wilkerson, professor of English and current Kentucky Poet Laureate, won the Ernest J Gaines award literary winner of Excellence.

Dr. Albert quoted Mr. Gaines, “Leadership looks a lot like loving people” and stated that is bringing together many people in one community. “As our DEI Officers lead initiatives to create our colleges where everyone can do their best work and thrive, they are leaders among leaders that spend a lot of time bringing together all people, putting our students first and building bridges to make a more perfect UK.

Dr. Albert yielded the floor to Dr. DiPaola.

Dr. DiPaola provided a brief overview of the structure and relationships between DEI Officers and the colleges. He explained the eight areas in which the recommendations are focused: support structure, operations structure, consistent titles, standardized role profile, equitable full-time equivalents, standardized operating budget, communication plan and resource core.

Dr. DiPaola offered an example where the support structure that the committee recommended was to have the DEI Officer report directly to the dean and a member of the dean’s senior leadership team while also acting as a liaison with a reporting relationship to the Vice President for Office of Institutional Diversity.

Dr. DiPaola yielded the floor to Dr. Albert to finish the presentation.

Dr. Albert announced that Dr. Vanessa Jackson agreed to serve as Acting Associate Vice President and Associate Provost for Diverse Faculty Success. “Dr. Jackson will work to communicate and build working relationships with faculty chairs, deans and other individuals to assure that UK attracts, hires, retains, supports and promotes the absolute best of the best of diverse top talent.” Dr. Jackson is a professor and chair of the Department of Retailing and Tourism in the College of Agriculture, Food and Environment.

Dr. Albert concluded by welcoming and thanking Dr. Jackson for her continued service to the university.

#### G. Forbes Ranking

Chair Shuffett reintroduce Dr. Monday to discuss the university’s Forbes ranking.

Dr. Monday shared that the University of Kentucky was ranked sixth out of America’s largest employers and second highest ranked among higher education institutions. He explained that the survey was based on 45,000 employees across the country which asked them if they recommend the employer to someone else, a family or friend.

Dr. Monday described the importance of the university partnering with other companies that have similar values and strategies to the university. “Fidelity, a company that we are proud to partner with for our retirement programs and for UK Invests, was ranked number seven.”

Dr. Monday concluded by reiterating the work that continues to be done to “take care of our people.”

Chair Shuffett thanked the presenters and opened the floor for questions.

Trustee Swanson asked what the criteria were that ranked the university highly on the Forbes survey. Dr. Monday stated that the university continually ranks highly on the benefits side as well as the continued progress that the university has made on base pay. Dr. Monday also explained that the university’s focus on the entire enterprise during COVID also was a factor considered.

Chair Shuffett thanked the presenters. With no further business, the meeting was adjourned at 8:18 am.

Respectfully submitted,  
Paige Noland