

Minutes of the Human Resources and University Relations Committee
University of Kentucky Board of Trustees
Friday, February 20, 2026

The Human Resources and University Relations (HRUR) Committee of the University of Kentucky Board of Trustees met on Friday, February 20, 2026, in the Gatton Student Center, Harris Ballroom.

A. Call to Order

Brenda Gosney, chair of the Human Resources and University Relations Committee, called the meeting to order at 8:32 a.m. and asked Katie Hardwick to report the attendance.

B. Roll Call

The following members of the Human Resources and University Relations Committee were in attendance: Brenda Gosney, David Figg, Paula Pope, Zach Stacy, Clark Williams and Elaine Wilson.

C. Approval of Minutes

Chair Gosney reported that the minutes of the December 2025 HRUR Committee meeting had been distributed. Hearing no corrections, Chair Gosney called for a motion to approve the minutes. Trustee Figg moved approval of the minutes, and Trustee Wilson seconded the motion. The motion passed without dissent.

D. University Relations and Advancing Kentucky Together Network

Chair Gosney introduced Vice President for University Relations, Jay Blanton to provide an update on the University's partnership with the City of Lexington and progress related to the Advancing Kentucky Together (AKT) Network.

Vice President Blanton reported that University Relations has recently undergone restructuring to better align personnel and resources with the University's engagement priorities across the Commonwealth. He noted that new team members and closer collaboration with Government Relations have strengthened the University's ability to advance strategic partnerships and respond to community needs.

He emphasized the importance of the University's relationship with the City of Lexington, describing it as foundational to the institution's mission and long-term success. Vice President Blanton reported that University leadership has met individually with all 15 members of the Lexington City Council and maintains frequent communication with Mayor Gorton and her senior leadership team, including planning, public safety and economic development officials.

He highlighted several areas of ongoing collaboration, including University representation on the Mayor's Homelessness Task Force, participation in the Downtown Master Plan process, coordination with local school officials, and leadership by Eastern State Hospital in convening community stakeholders to address issues at the intersection of public safety, homelessness and mental health.

Vice President Blanton also reported on a recent half-day engagement with the Lexington City Council, noting strong attendance and sustained participation by council members. He shared data illustrating the University's economic impact on Lexington and Fayette County, including employment levels, occupational tax contributions, and support for the local school system. He noted that these data points helped reinforce the depth of the University's connection to the city and the shared interest in responsible growth.

He described a campus tour conducted as part of the engagement, which highlighted significant infrastructure investment over the past 15 years and outlined future projects currently in planning, design or construction. Vice President Blanton noted that the discussion provided an opportunity to address gaps between perception and reality regarding campus growth and investment.

He summarized City Council members' primary areas of interest and concern as growth planning, housing, particularly private student housing near campus, and safety. He noted that concerns related to safety were less pronounced than in previous years, citing strong collaboration between UK Police and the Lexington Police Department and continued investment in safety initiatives.

Turning to the Advancing Kentucky Together Network, Vice President Blanton provided updates on expanded membership across higher education, healthcare and community organizations. He highlighted workforce development initiatives, including Health Force Kentucky, and progress on academic pathway agreements with partner institutions to support student transitions into high-demand graduate and professional programs.

He also previewed upcoming AKT-related activities, including a joint campus showcase with Microsoft focused on artificial intelligence and planned statewide AI literacy engagement efforts designed to extend University expertise to partners across the Commonwealth.

Trustee Swanson asked questions regarding City Council feedback and community priorities. Vice President Blanton emphasized the importance of early, transparent and ongoing engagement with local partners as the University continues to grow and advance its mission.

E. Human Resources and Know Your Rx Coalition Program

Chair Gosney introduced Vice President for Human Resources and Chief Human Resources Officer, Melissa Frederick to present an update on the Know Your Rx Coalition (KYRX).

Vice President Frederick provided background on the coalition, noting it was established in 2011 by the University of Kentucky, the University of Louisville and Eastern Kentucky University to support nonprofit, higher education and public-sector employers in optimizing self-funded pharmacy benefits. She reported that rising pharmacy costs continue to present significant challenges for employers, with projected increases driven by new drug approvals, specialty medications and market pricing practices.

She explained that Know Your Rx addresses these challenges through a multi-pronged approach that includes bulk purchasing power, customized drug exclusion lists, proactive pharmacist engagement and operational collaboration among member organizations. Vice President Frederick noted that this structure allows each participating organization to retain flexibility in plan design while benefiting from shared expertise and scale.

Vice President Frederick highlighted measurable savings achieved through bulk purchasing and formulary management, as well as individualized pharmacist interventions that support plan members navigating complex medication regimens. She emphasized that these efforts not only generate cost savings for member organizations but also improve patient experience and health outcomes.

She also discussed the coalition's role in supporting plan members directly, describing Know Your Rx as an extension of participating organizations' human resources and benefits functions. Vice President Frederick shared examples of pharmacist-led interventions that assisted members with medication access, care coordination and financial support, particularly for individuals with chronic or high-cost conditions.

Vice President Frederick highlighted the coalition's leadership in pharmacogenomics, noting that Know Your Rx helped implement the first pharmacogenomic program for a self-funded health plan in the United States. She reported that this work has informed national best practices and continues to position the coalition as a leader in pharmacy benefit innovation.

She reported that coalition membership continues to expand and includes higher education institutions, healthcare systems, public-sector employers and retirement systems across multiple states. Vice President Frederick noted that St. Claire HealthCare joined the coalition effective January 1, 2026, and that King's Daughters Health System is currently under review for future participation.

Vice President Frederick also described the coalition's governance structure, noting that it is supported by an advisory board composed of representatives from

member organizations and founding institutions. She reported that the board provides input on strategy, vendor selection and emerging issues, including recent collaborative efforts related to pharmacy benefit administration procurement.

Trustee Stacy inquired whether sister hospitals such as St. Claire HealthCare and King's Daughters were included in the program or planned for future inclusion. Trustee Stacy also asked whether the benefit extends to subsidiary organizations of the University of Kentucky, including Champions Blue and Beyond Blue.

Vice President Frederick responded that St. Claire HealthCare went live with KYRX effective January 1. King's Daughters is currently in the pipeline and scheduled for review, with a planned implementation date of January 1, 2027. Vice President Frederick further confirmed that the benefit extends to applicable University of Kentucky subsidiary organizations, including Champions Blue and Beyond Blue.

She concluded by emphasizing that Know Your Rx aligns with the University's strategic priority of taking care of its people and supports broader Advancing Kentucky Together efforts by improving access to affordable, high-quality pharmacy benefits for employees and communities across the Commonwealth.

F. Other Business

Chair Gosney asked if there was any other business to discuss. Hearing none, the meeting was adjourned at 9:02 AM.

Respectfully submitted,
Hannah Nocket