

# UNIVERSITY OF KENTUCKY BOARD OF TRUSTEES

Melissa Frederick, Vice President and Chief Human Resources Officer



# **RETENTION AND RECRUITMENT**

# Expanding UK Invests to Employees

We plan to roll out the first phase of UK Invests for employees in January.

- A select group of about 4,600 employees will receive an invitation; the first 500 to enroll will be able to participate.
- Phase one will focus on activities that support financial well-being and career growth.
- Participants can earn up to \$300 during the first semester of phase one.
- Future phases will expand to include physical well-being opportunities.

# Expanding UK Invests to employees

Financial well-being	Career growth
Meet with a CAPTRUST financial adviser	Instructor-led courses, such as “Communicating with Success,” “Personality Differences,” “Thinking Critically” and others
Conduct a retirement account review with TIAA or Fidelity	Take web-based trainings, such as “Building and Sustaining Trust,” “Driving Change,” “Setting Goals and Reviewing Results” and others
Complete financial skills courses through both online and in-person mediums	

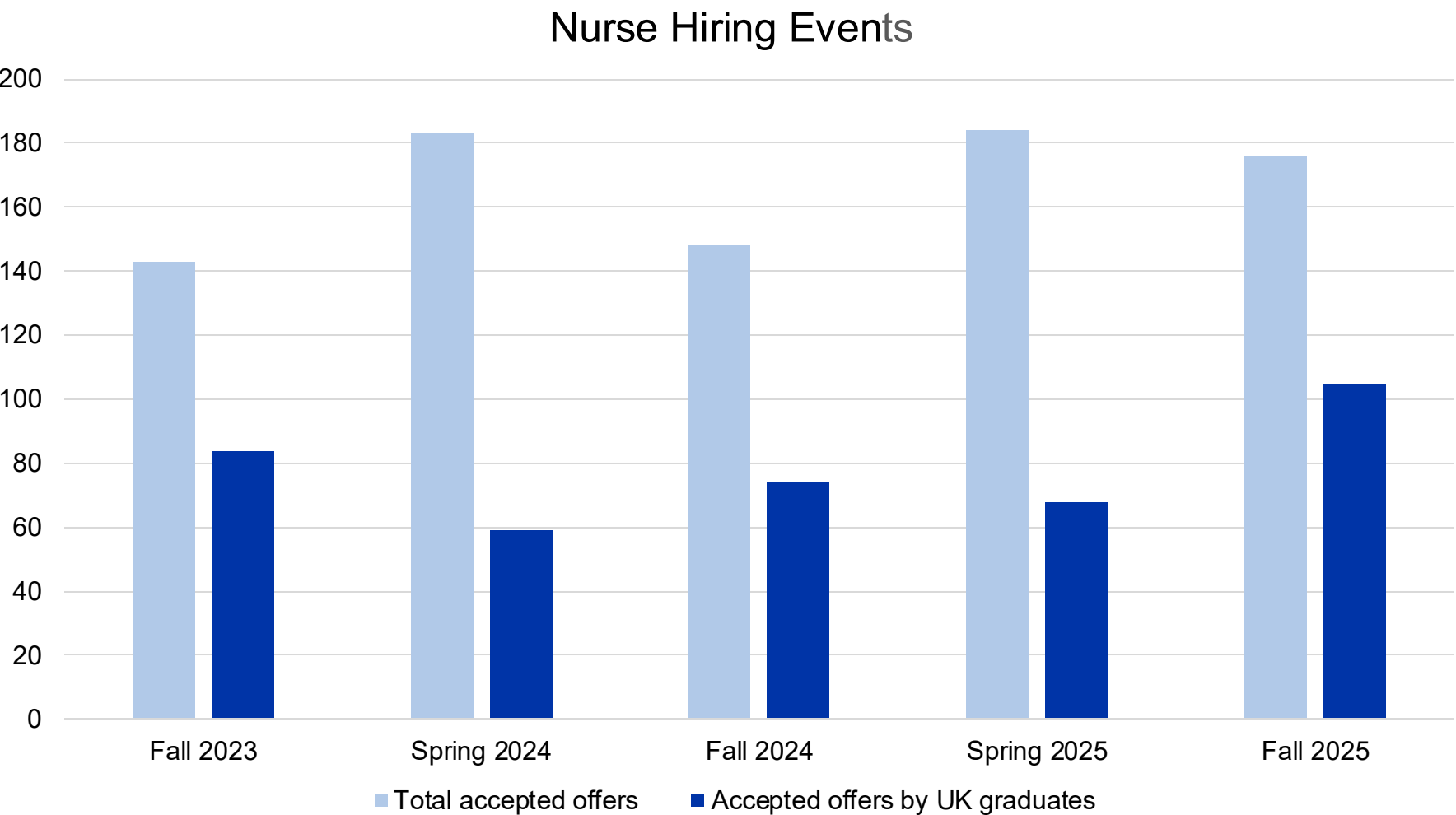
## UK HealthCare Workforce Plan

1,759

Total number of nurses hired by UK  
HealthCare since July 1, 2023.



# UK HealthCare Workforce Plan



834

Total hires from hiring events

390

UK graduates from hiring events

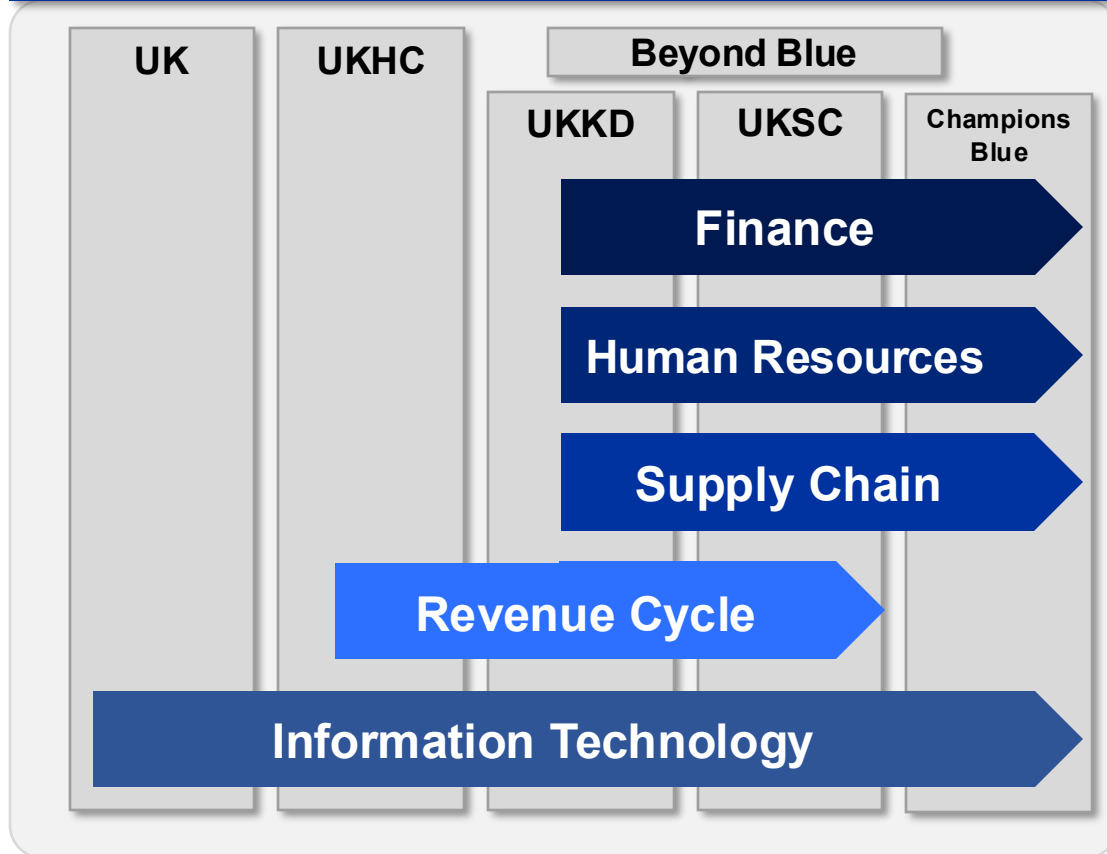
# Expedited Hiring and Transparency

We have made updates to help managers move more quickly and improve the candidate experience:

- Adjusted salary-offer thresholds reduce delays in making offers.
- Managers can see applicants who meet minimum requirements right away.
- Postings will show the true minimum salary, not the full pay grade range.
- Provides a more accurate picture of starting pay, especially in UK HealthCare.

# Beyond Blue Shared Services

## Beyond Blue Shared Services July 2026



## Workforce Transition Priorities

### Stabilize with speed

Committed to **transition workforce by the end of November** to enable **preparation for the Workday and Epic implementations.**

### Integrate to be our best

The goal of this project is not to reduce headcount, rather to become **a more integrated team that uses our collective experience and talent most effectively.**

### Prioritize patient care

Continue operating “business as usual” as changes are announced **to minimize disruption to patients and customers.**

### Prioritize employee experience and retention

Support our teams and people through change by **prioritizing transparent and timely communications, and resources.**

### Maintain compensation, benefits and work location

**Compensation will stay the same** for most employees\*; benefits and **work location will not change.**

\*There may be compensation changes for employees who are selected for a significantly expanded role.



# Workforce Transition Outcomes

- **Slated functions in a waved approach** to accommodate the complexity of IT and Revenue Cycle and ensure appropriate pace of change.
- **Transitioned by level** (i.e., L1 before L2, L2 before L3) to establish functional leadership and clearly communicate future reporting lines.



## Highlights

**2,400+**

*Employees transitioned from UK,  
UKKD and UKSC in 3 Months*

**80%+**

*Transitioned “as-is”,  
without having to Interview*

**100%**

*Employees offered a  
future state role*

Path Forward

**Beyond Blue Priorities**



**Team Building**



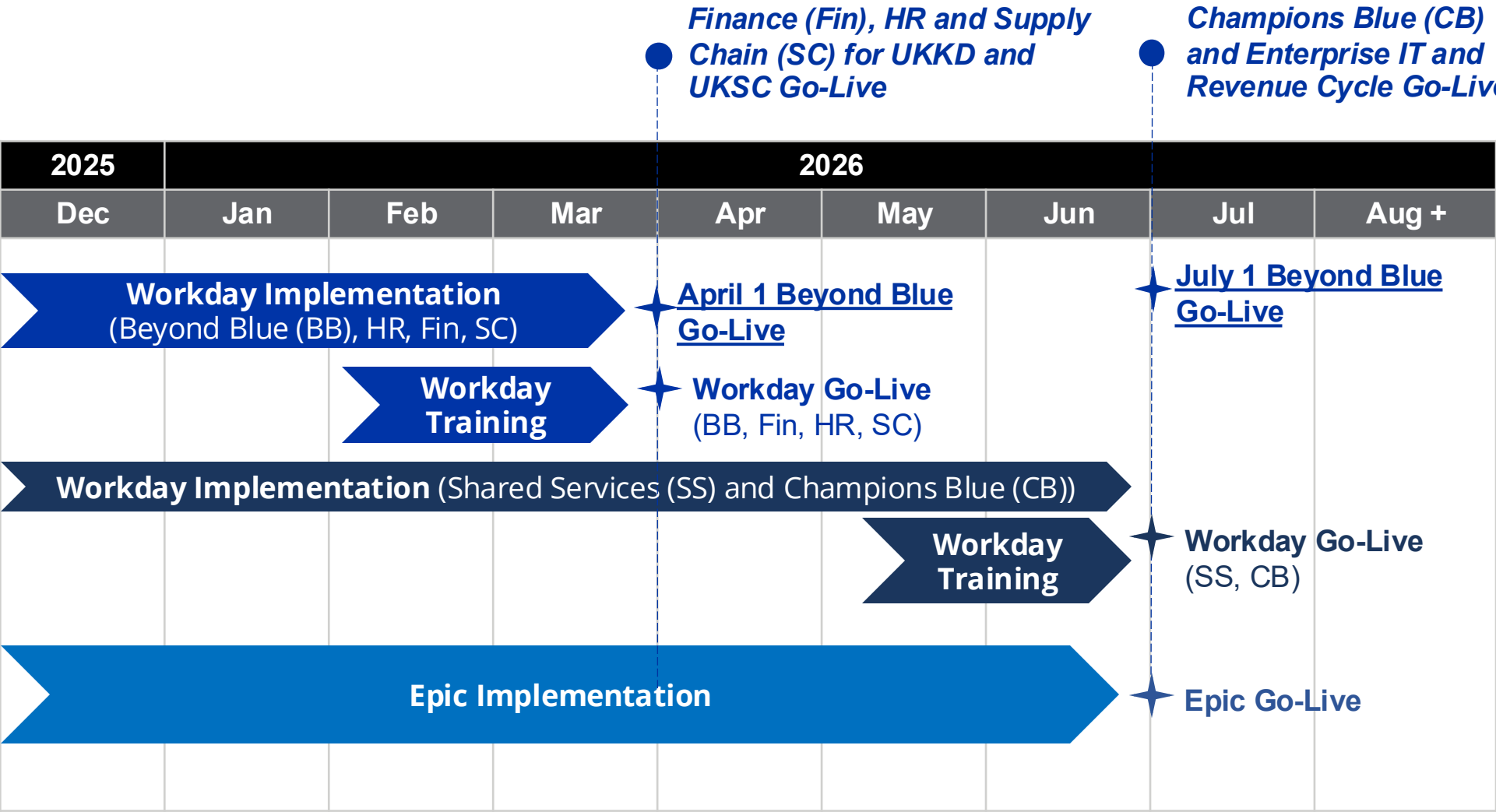
**Policy Harmonization**



**Training**



**Go-Live Readiness**



# QUESTIONS

