

Human Resources and University Relations Committee Meeting Minutes
December 15, 2015
8:30 AM, Patterson Office Tower, 18th floor

Committee Members Present: Sheila Brothers, Mark Bryant, Angela Edwards, Robert Grossman, Terry Mobley, John Wilson

Other Board Members Present: C.B. Akins, Sr., David V. Hawpe, Kelly Sullivan Holland

Chair Terry Mobley called the meeting to order at 8:26 AM.

Chair Mobley called upon Eric Monday, Executive Vice President of Finance and Administration, to speak on Administrative Regulation and Phased Retirement 3.2 Policy edits. It was decided that there needed to be more conversations surrounding this topic before moving forward with the proposed changes. Marcy Deaton, Associate General Counsel, UK Office of Legal Counsel, and Joey Payne, UK Chief Benefits Officer, Human Resources, represented the Phased Retirement Policy and responded to comments and questions along with Eric Monday. More research, meetings, and discussions will take place around the proposal before it is finalized.

The original recommendation states the following:

“Recommendation: that the Board of Trustees approve the attached revision to Administrative Regulation (AR) 3:2, University of Kentucky’s Phased Retirement Policy and Program. The recommended changes to this AR are intended to clarify procedures for application and approval of phased retirement; clarify University benefits during phased retirement; and establish a maximum full-time equivalency (FTE) of 80 percent while on phased retirement.”

Comments after Administrative Regulation & Phased Retirement Policy recommendation presentation:

- In addition to the regulation changes being evaluated by the Regulation Review Committee, the recommendation should also be reviewed by the Staff Senate and University Senate and the process should remain consistent for each edit.
- The process for edits and policy changes traditionally is determined by the Administration, and often varies by the size or significance of the change on the regulation.
- It would be beneficial to establish what the process should be going further and remain consistent throughout each change.

Chair Mobley introduced Jay Blanton, Executive Director of Public Relations & Marketing, to give the Student Market Research Presentation. Jay revealed the new University of Kentucky logo variations to be introduced in the spring of 2015. Logo discussions started more than two years ago to align and form consistency across all sectors of the separate University entities. Jay discussed the problems, opportunities, strategies, and vision behind the logo and brand marketing of the University.

Questions and comments after Student Market Research Presentation:

Q: What has been the overall reaction of the deans?

A: The deans recognize a need to be consistent, but hope to be able to incorporate some factors that make their college unique. Overall, the reaction has been on balance and very positive.

Q: What about noting endowed chair holders and endowed professorships, are we allowing recognized faculty the chance to promote their positions at the University within their colleges?"

A: Yes. They will have the ability to use personalized titles, however, we will ask that they use the new logo for consistency. Campus will begin transitioning to new logos over time, but will embrace former logos and expressions as iconic pieces of UK's history.

Comment: The "Thank-You" notes that went out to each person who purchased a UK logo license plate was a great idea and a personalized touch that will encourage them to do so again in the future.

Q: Does Nike help in the creation and change of the new logo?

A: Yes. Nike and UK Athletics worked together to tweak the logo.

Q: Have you trialed this with students or focus groups and have they been supportive?

A: We have talked to students and done focus groups and yes they have been supportive.

At the conclusion of the Student Market Research Presentation, Chair Mobley called for other committee business. After no other business came forward, Chair Mobley adjourned the meeting at 8:52 AM.