

Human Resources and University Relations Committee Meeting Minutes

June 16, 2017

8:30 AM, Patterson Office Tower, 18th floor

Committee Members Present: Kelly Sullivan Holland, Lee Blonder, Angela Edwards, Bob Grossman, David Hawpe, Dave Melanson, Rowan Reid

Other Board Members Present: C.B. Akins, Jennifer Barber, Britt Brockman, Michael Christian, Cammie Grant, Robert Vance, Barbara Young

Chair Kelly Sullivan Holland called the meeting to order at 8:30 AM.

A motion was made by committee member Robert Grossman to approve the minutes from the May 2, 2017, committee meeting. Motion was seconded by committee member David Hawpe. Motion carried, minutes approved as written.

Trustee Holland welcomed Kim Wilson, Vice President for Human Resources, and Catie Lasley, Executive Director for Human Resources, to give an overview of UK Human Resources.

Kim and Catie began with the overall mission of Human Resources: to exceed customer expectations, promote equitable policies and practices, and to provide guidance on human resource decisions in support of the University's mission. The vision of HR is to be an active voice in the strategic decisions that guide the University toward achieving its goals, Human Resources will deliver services that encourage and support the success of the University and the members of its community.

UK, as an employer in fiscal year 2016, received 174,119 job applications and made 9,455 total hires. Of those hires, 2,125 of those are regular staff and faculty. Also included are 4,000 student employees, 900 STEPS and temporary, 400 on-call/ per diem nurses and health care providers, 300 part-time instructors/temporary faculty, 200 medical residents and 200 athletic camp workers. The University of Kentucky has employees in all 120 counties in Kentucky. The total number of employees has grown from 25,191 in FY12 to 29,241 in FY17. The majority of employees have a length of service more than one year but less than five years. UK employs more than four generations in the workplace. In FY16 the University-wide turnover rate was 10.20%.

Kim and Catie then spoke on managing employee health plan costs. Over the past five years, UK has saved more than \$15 million compared to the national average for large employer health care costs. UK is a member of the Know Your Rx Pharmacy Coalition as of April 2017 which consists of 26 employers and 124,000 covered lives. The membership helps employees maximize their benefits and prescription coverage.

The Student and Temporary Employee Placement Services (STEPS), the in-house temporary employment office, continues to save the University a substantial amount of money as opposed

to having an external temporary employment service. In FY16 the amount saved by this effort was \$4,776,963.00.

The UK Board of Trustees approved a new \$10 per hour minimum starting rate, effective July 1, 2015. The goal is to offer a more competitive entry pay rate to enhance the University's ability to recruit and retain employees. UK Human Resources strives to provide well-rounded employee support in areas such as foundational support (basic pay, healthcare, etc.,) total well-being (mental health and financial counseling, weight loss programs, nutrition consults etc.,) as well as career & life events support (professional development, employee and family education programs, career counseling, etc.).

Staff Leadership Training & Development Programs were also highlighted in the presentation which include the University SuperVision program, the Essential Leader program, and the Experienced Leader program. Additional Training & Development Programs were provided to 11,959 participants last year and covered a variety of topics such as professional development, technology training and Unconscious Bias Awareness. An estimated 10,000 employees will be trained in Unconscious Bias Awareness by the end of December 2017.

There were several questions in addition to some follow-up dialogue among the board members to wrap-up the HR discussion.

At the conclusion of the Human Resources overview, Trustee Holland thanked Kim Wilson and Catie Lasley for their presentation and continued work for the University. She called for other committee business.

Motion was made by committee member Lee Blonder to adjourn and seconded by committee member Angela Edwards.

Chair Holland adjourned the meeting at 9:00 AM.