

Staff Senate Attendance Sheet

Meeting Specifics				
Purpose		Frequency		Senate Chair
Regularly Scheduled		2 nd Thursday of every month		Olivia Ellis
Date		Time		Location
April 13, 2023		1:00 p.m.		Zoom/Rosenberg College of Law
Committee				
<input checked="" type="checkbox"/> Chair: Olivia Ellis	<input checked="" type="checkbox"/> Vice-Chair: Courtney Chafin	<input checked="" type="checkbox"/> Secretary: Sabrina Brewer	<input checked="" type="checkbox"/> Treasurer: Allison Walters	<input checked="" type="checkbox"/> Parliamentarian: Mike Adams
<input checked="" type="checkbox"/> PC: Bobbi Jo Allen	<input checked="" type="checkbox"/> James Aaron	<input checked="" type="checkbox"/> Austin Anders	<input type="checkbox"/> Ginger Anderson	<input checked="" type="checkbox"/> Alissa Anderson
<input type="checkbox"/> Beth Austin	<input checked="" type="checkbox"/> Dawn Baker	<input checked="" type="checkbox"/> Mandi Banahan	<input checked="" type="checkbox"/> Melissa Barger	<input checked="" type="checkbox"/> Amanda Biddle
<input checked="" type="checkbox"/> Shelly Bishop	<input type="checkbox"/> John Blaine	<input checked="" type="checkbox"/> Joshua Borgemenke	<input type="checkbox"/> James Boxx	<input checked="" type="checkbox"/> Candace Bramley-Hardesty
<input type="checkbox"/> Jennifer Bridge	<input type="checkbox"/> Olwen Burton	<input type="checkbox"/> Chris Carney	<input checked="" type="checkbox"/> Rachel Combs	<input checked="" type="checkbox"/> John Cruz
<input checked="" type="checkbox"/> Dale Davis	<input checked="" type="checkbox"/> Kevin Duncan	<input checked="" type="checkbox"/> Ann Eads	<input checked="" type="checkbox"/> Rebecca Earls	<input checked="" type="checkbox"/> Jennifer Edwards
<input checked="" type="checkbox"/> Jesse Farley	<input checked="" type="checkbox"/> Ryan Farley	<input checked="" type="checkbox"/> Andrew Fast	<input type="checkbox"/> Sarah Fitzgerald	<input checked="" type="checkbox"/> Kevin Fleming
<input type="checkbox"/> Jennifer Fore	<input checked="" type="checkbox"/> Jennifer Fransen	<input type="checkbox"/> Sandra Frey	<input checked="" type="checkbox"/> Jon Gent	<input checked="" type="checkbox"/> Perry Gibson
<input checked="" type="checkbox"/> Beth Goins	<input type="checkbox"/> Kaleb Grey	<input type="checkbox"/> Kristen Grubb	<input checked="" type="checkbox"/> Joseph Hacker	<input type="checkbox"/> Kelly Hahn
<input type="checkbox"/> Laura Hall	<input type="checkbox"/> Amanda Hancock	<input checked="" type="checkbox"/> Lyndall Harned	<input checked="" type="checkbox"/> Carl Harper	<input checked="" type="checkbox"/> Marnice Hart
<input checked="" type="checkbox"/> Catherine Hayden	<input checked="" type="checkbox"/> Ginni Haynes	<input checked="" type="checkbox"/> Mary Henderson	<input checked="" type="checkbox"/> Andrew Hernandez	<input checked="" type="checkbox"/> Jennifer Hill
<input checked="" type="checkbox"/> Jordan Hoehler	<input checked="" type="checkbox"/> Dean Holt	<input checked="" type="checkbox"/> Amanda Hornsby	<input checked="" type="checkbox"/> Curtis Hudson	<input checked="" type="checkbox"/> Alexandra Hunter Curtis
<input checked="" type="checkbox"/> Terry Keys	<input checked="" type="checkbox"/> Jennifer Knuf	<input checked="" type="checkbox"/> Elizabeth Kostrub	<input type="checkbox"/> Julianne Kravetz	<input checked="" type="checkbox"/> Kelly Lamping
<input checked="" type="checkbox"/> Chris Larmour	<input type="checkbox"/> Brittany Lawrence	<input checked="" type="checkbox"/> Sheena Lee	<input checked="" type="checkbox"/> Lisa Lockman	<input checked="" type="checkbox"/> Amy Lombard
<input checked="" type="checkbox"/> Amy Lorenzo	<input checked="" type="checkbox"/> Fadyia Lowe	<input checked="" type="checkbox"/> Megan Lucy	<input type="checkbox"/> Ashley Marcum	<input checked="" type="checkbox"/> Marie Marefat
<input type="checkbox"/> Linda Marshall	<input checked="" type="checkbox"/> Troy Martin	<input type="checkbox"/> Heather McAtee	<input checked="" type="checkbox"/> Andrea McCubbin	<input type="checkbox"/> Suzanne McGinnis
<input checked="" type="checkbox"/> Tiffany Miller	<input type="checkbox"/> Addison Mills	<input checked="" type="checkbox"/> Allison Montero	<input checked="" type="checkbox"/> Krystle Moore	<input type="checkbox"/> Daniel Naas
<input checked="" type="checkbox"/> Pamela Noble	<input checked="" type="checkbox"/> Paige Noland	<input type="checkbox"/> Sarah Orr	<input checked="" type="checkbox"/> Candace Owens	<input checked="" type="checkbox"/> Karen Owsley
<input checked="" type="checkbox"/> Scott Pappas	<input checked="" type="checkbox"/> Stephanie Peeples	<input checked="" type="checkbox"/> Aaron Pepper	<input type="checkbox"/> Robert Perry, Jr	<input checked="" type="checkbox"/> Kristen Pickett
<input checked="" type="checkbox"/> Kevin Puckett	<input checked="" type="checkbox"/> Cory Qualls	<input checked="" type="checkbox"/> Covetta Ramey	<input checked="" type="checkbox"/> Tiffany Randolph	<input checked="" type="checkbox"/> Gage Redimarker
<input checked="" type="checkbox"/> Stephen Reed	<input checked="" type="checkbox"/> Ben Rice	<input checked="" type="checkbox"/> Shavonna Ross	<input type="checkbox"/> Amanda Schagane	<input checked="" type="checkbox"/> Stefan Schagane
<input type="checkbox"/> Sandi Shepherd	<input checked="" type="checkbox"/> Sydney Shields	<input type="checkbox"/> Hannah Simms	<input checked="" type="checkbox"/> Carol Simpson	<input checked="" type="checkbox"/> Ron Simpson, Jr
<input type="checkbox"/> Megan Sizemore	<input checked="" type="checkbox"/> Scott Sorrell	<input type="checkbox"/> Tara Spach	<input type="checkbox"/> Karena Spears	<input checked="" type="checkbox"/> Clem Stambaugh
<input checked="" type="checkbox"/> Tymory Stanton	<input checked="" type="checkbox"/> Sarah Steen	<input type="checkbox"/> Ryan Story	<input checked="" type="checkbox"/> Andrea Strassburg	<input checked="" type="checkbox"/> Justin Sumner
<input type="checkbox"/> Josh Taylor	<input type="checkbox"/> Nancy Taylor	<input checked="" type="checkbox"/> Preston Thomas	<input checked="" type="checkbox"/> Mindy Thompson	<input checked="" type="checkbox"/> Aaron Vaught
<input type="checkbox"/> Jeanine Washington	<input type="checkbox"/> Halley White	<input checked="" type="checkbox"/> Johnna Wilford	<input checked="" type="checkbox"/> Alice Williams	<input checked="" type="checkbox"/> Stephen Williams
<input type="checkbox"/> Elijah Wilson	<input checked="" type="checkbox"/> Laurel Wood	<input checked="" type="checkbox"/> Pam Woods	<input checked="" type="checkbox"/> Misty Wright	<input checked="" type="checkbox"/> Markeda Yarbrough
<input checked="" type="checkbox"/> Laure Zimbroski Smith				
Ex Officios, Visitors and Standing Guests				
<input type="checkbox"/> President Eli Capilouto	<input checked="" type="checkbox"/> EVPFA Eric Monday	<input checked="" type="checkbox"/> Trustee Dave Melanson	<input checked="" type="checkbox"/> Richard Amos	<input checked="" type="checkbox"/> Brittany Little

<input checked="" type="checkbox"/> Gail Carbol	<input checked="" type="checkbox"/> Catie Lasley	<input checked="" type="checkbox"/> Brenda Heeter	<input checked="" type="checkbox"/> Farhad Rezaei	<input checked="" type="checkbox"/> Azetta Beatty
<input checked="" type="checkbox"/> Melissa Frederick	<input checked="" type="checkbox"/> Elizabeth Johnson	<input checked="" type="checkbox"/> Katie Palmer	<input checked="" type="checkbox"/> Tammy Akin	

Agenda Topics Covered		
Task ID	Agenda Item	Presenter/Facilitator
1	Call to Order/Approve March Minutes	O. Ellis
2	President's Report	E. Monday
3	Trustee Report	D. Melanson
4	Guest Speakers	Richard Amos and Gail Carbol
5	Officer Reports	O. Ellis, C. Chafin, S. Brewer, A. Walters, M. Adams
6	Committee Reports	Committee Chairs
7	Items from the Floor	Main Body
8	Adjournment	O. Ellis

Action Items		
Item	Assigned to	Due Date
Attend meetings in person if you are able	Main Body	
Keep cameras on throughout the meeting when possible and devote allocated time for our meetings to help improve engagement	Main Body	

Notes	
Topic	Discussion
1. Call to Order/Approve March Minutes	<ul style="list-style-type: none"> Meeting called to order at 1:15 p.m. March minutes passed unanimously after an addition was made to the UPP minutes
2. President's Report	<ul style="list-style-type: none"> Two weeks from today will be the April Trustee meeting. Part of the meeting will be the HealthCare mini retreat. They will look at plans for the next 5-10 years In the Trustee meeting, they will discuss upcoming and existing projects Search updates: Awaiting our arrival of Jake Lemon, Vice President of Philanthropy, who starts May 15. The upcoming Trustee meeting will cover the approval of gifts. EVPHA search has started, and the search committee will consider applications at the end of this month in hopes for them to start in the early fall semester. HR Vice President is down to three candidates. He encourages us to go to the open forums because our voices matter. FY24 Budget: approaching \$7 billion. We should expect a message from the President on salary plans/adjustment

<p>3. Trustee Report</p>	<ul style="list-style-type: none"> • April 27-28 is the Board of Trustee Meeting • If there are staff graduating, please let him know. Degrees get approved at the Trustee meeting • Reminder that you do not have to pay to get into the baseball games, and he encourages us to go
<p>4. Guest Speakers: Richard Amos and Gail Carbol</p>	<ul style="list-style-type: none"> • April 26-May 12 is open enrollment. You can now make changes on the my UK mobile app • You can roll over up to \$570 in your flexible spending account. Can contribute \$3,050. You must re-enroll each year • If you do not have any changes, you do not need to do anything • Enrollment on July 1, 2023 • If you are adding a spouse, child, or sponsored dependent, there are documents HR has to gather • At any time, you can change the following: optional life insurance (decreases only), voluntary retirement, life insurance beneficiaries, and retirement plan beneficiaries • Moderate increases to all plans except the Saver Plan • More Urgent Treatment Center options including at Turfland • No increases in Dental, Vision, AD&D, or Life Insurance plans • New Benefit: CAPTRUST – this is your new personalized financial “one-stop shop” <ul style="list-style-type: none"> ○ Independent, objective, third-party investment advice and financial wellbeing ○ Free service as of January 2023. No cost to employees enrolled in a UK retirement plan ○ Meet with Certified Financial Planners and Registered Investment Advisors to create a financial plan to build your future ○ How to access CAPTRUST: call 800-967-9948 to schedule an appointment • Free telemedicine for behavioral health and primary care. High satisfaction ratings • Hinge Health: End-to-end musculoskeletal care. 1:1 video visits with Physical Therapist providing exercise therapy. They provide wearable pain management technology, and they educate patients on lifestyles • Inclusive Care • Nutrition Benefits: EatWell, Wondr Health, and Community Supported Agriculture (CSA) Vouchers • Physical Activity Benefits: MoveWell Fitness, MoveWell Rewards, Group fitness classes, and exercise consultations • Financial Well-Being: CAPTRUST, TIAA, Fidelity, Savi, etc. • Emotional/Mental Well-Being: Counseling (5 free visits), BeWell Consultations, Health Coaching, Mindfulness-based stress reduction, Headspace is free to UK employees and dependents • Work-Life Benefits: Elder Care, Parenting and Childcare resources
<p>5. Officer Reports</p>	<ul style="list-style-type: none"> • Chair: O. Ellis <ul style="list-style-type: none"> ○ She will not tolerate disrespect and expects respect for each senator and for the Chair or anyone that is in that role in the absence of the chair

- Expectation is to have your camera on and with minimum distractions when possible
 - If you are in person, please do not speak to your neighbor. If you need something clarified, please ask for clarification. Keep computers closed if they become a distraction
 - Turning chat feature off. If you need to send a message you can to the officers, tech crew, or guest speakers
 - J. Sumner proposes that we use the Teams chat for any side chatter. O. Ellis said if you have questions about our meeting, it needs to be asked to one of our officers. If it is distracting, we need your focus here in the meeting
 - T. Martin wanted clarification on who will have the ability to chat. O. Ellis said the officers, tech team and guest speakers
 - M. Lucy suggested we get questions ready for a guest speaker and send them to one officer for them to ask the questions. We can also make a form for any questions that we do not get to and we will make sure that your questions get answered
 - R. Earls would like to suggest that guest speakers get more than 30 minutes to speak and maybe tell them to allocate an hour. C. Chafin will work on this feedback
 - K. Moore would like to know if we could get the presentations ahead of time and that way we could have questions prepared and submit them to the speakers. O. Ellis said we can work on that feedback
 - B. Goins suggested we have a schedule of what speakers will talk each month and how long they plan on presenting. O. Ellis will work with S. Brewer regarding a tentative timeline on the agendas
 - J. Aaron would like a clear expectation and purpose of each speakers presentation
 - M. Lucy would like to be able to use reaction buttons in support of Senators since they cannot use the chat
 - It is budget season so make sure to send your ideas or budget request to A. Walters
 - Reminded people to use your vacation time. You have until September now to use your time. If you are not going to use your time, please consider donating to the shared leave pool
 - S. Steen says excess TDL that you are not using can be converted to vacation time in April. C. Lasley put the website in the chat
 - O. Ellis meets with C. Lasley monthly. One topic that was talked about was overloads. That policy will be tightened up. It has to be different than the job you are already doing. Another item is HR is looking for 4-5 people in the senate to help with first year employee communications
 - Shared leave pool: we need one more senator who would like to help with this group. You will need to be able to hear about people's struggles and compartmentalize. This is not for the faint of heart. This is a sensitive space. If you would like to self-nominate please send O. Ellis your statement
- Vice Chair: C. Chafin – no report
 - Secretary: S. Brewer

	<ul style="list-style-type: none"> ○ Email her and O. Ellis if you cannot make a meeting and let your committee chair know if you cannot make a committee meeting because your voice matters and quorum depends on each of you • Treasurer: A. Walters <ul style="list-style-type: none"> ○ Please send her budget request for your committees • Parliamentarian: M. Adams <ul style="list-style-type: none"> ○ Cross talk and chat on zoom violates Robert's Rules ○ Use point of information to help you refocus ○ Election for officers opens up today. There is a form to fill out and it has the rules outlined ○ Meet and Greet with Officers is something he would like to do
6. Committee Reports	<ul style="list-style-type: none"> • Consent agenda pulled reports: Elections and Special Events • Consent agenda passed unanimously • Special Events: O. Ellis <ul style="list-style-type: none"> ○ UK Appreciation Day shirts were chosen. It is white font on a black shirt ○ P. Noland said the volunteer shirts will be white with blue font • Elections: S. Steen <ul style="list-style-type: none"> ○ If you are up for re-election, it is in the Teams channel, you have been sent an email and on the consent agenda. You need to nominate yourself again if you would like to be elected ○ Your supervisor will get an email asking for their approval. If you are not on the supervisor email after you submit that means your application did not get submitted properly. Just try again ○ Elections will start on May 10 ○ T. Keys suggest please make sure your supervisor's email is correct ○ P. Gibson would like to know how many people have signed up to be a Senator. S. Steen said 40. We have 65 seats open ○ May 21 will be a lunch and learn to talk to people about being a senator
7. Items from the Floor	<ul style="list-style-type: none"> • J. Aaron stated there are a lot of people with a lot of anxiety due to the latest legislation. Check on your LGBTQ community co-workers and friends. Reach out to leadership with any concerns or the affinity groups • T. Keys spoke to the police chief about adding a panic button feature to the "LiveSafe" app that could be used in emergency situations. He also thanked C. Lasley and S. Bowes for the new job search page. It is much more user friendly now • T. Randolph wanted to remind her HealthCare employees to fill out the employee engagement surveys and to be honest in their feedback. It does make a difference • C. Chafin wants to encourage people to speak up about things they like and dislike in our meetings. We welcome suggestions for improvement.
8. Adjournment	<ul style="list-style-type: none"> • C. Harper made a motion to adjourn the meeting, which was seconded by S. Brewer • Meeting adjourned at 3:34 p.m.

