

Staff Senate Attendance Sheet

Meeting Specifics				
Purpose		Frequency		Senate Chair
Regularly Scheduled		2 <sup>nd</sup> Thursday of every month		Olivia Ellis
Date		Time		Location
02.08.2024		1:00 p.m.		Zoom/Rosenburg Law School Grand Court Room
Committee				
<input type="checkbox"/> Chair: <b>Olivia Ellis</b>	<input checked="" type="checkbox"/> Vice-Chair: <b>Courtney Chafin</b>	<input checked="" type="checkbox"/> Secretary: <b>Sarah Steen</b>	<input checked="" type="checkbox"/> Treasurer: <b>Kaleb Grey</b>	<input checked="" type="checkbox"/> Parliamentarian: <b>Chris Larmour</b>
<input type="checkbox"/> PC: <b>Bobbi Jo Allen</b>	<input checked="" type="checkbox"/> James Aaron	<input checked="" type="checkbox"/> Mike Adams	<input type="checkbox"/> Allissa Anderson	<input type="checkbox"/> Ginger Anderson
<input type="checkbox"/> Dawn Baker	<input checked="" type="checkbox"/> Tiara Ball	<input type="checkbox"/> Mandi Banahan	<input checked="" type="checkbox"/> Kelley Beverly	<input checked="" type="checkbox"/> Amanda Biddle
<input checked="" type="checkbox"/> Shelly Bishop	<input type="checkbox"/> John Blaine	<input type="checkbox"/> Joshua Borgemenke	<input type="checkbox"/> Benito Botaka	<input type="checkbox"/> James Boxx
<input checked="" type="checkbox"/> Sabrina Brewer	<input type="checkbox"/> Jennifer Bridge	<input type="checkbox"/> Cynthia Brown	<input checked="" type="checkbox"/> Olwen Burton	<input checked="" type="checkbox"/> Chris Carney
<input type="checkbox"/> AJ Carpenter	<input checked="" type="checkbox"/> Melissa Claar	<input checked="" type="checkbox"/> Christy Coffman	<input type="checkbox"/> Anna Cox	<input checked="" type="checkbox"/> Alexandra Curtis
<input checked="" type="checkbox"/> Dale Davis	<input type="checkbox"/> Kevin Duncan	<input checked="" type="checkbox"/> Ann Eads	<input checked="" type="checkbox"/> Rebecca Earls	<input type="checkbox"/> Jennifer Edwards
<input type="checkbox"/> Ryan Farley	<input checked="" type="checkbox"/> Andrew Fast	<input checked="" type="checkbox"/> Jonnisa Ferguson	<input type="checkbox"/> Sarah Fitzgerald	<input checked="" type="checkbox"/> Kevin Fleming
<input checked="" type="checkbox"/> Jennifer Fore	<input type="checkbox"/> Jennifer Fransen	<input checked="" type="checkbox"/> Sandra Frey	<input checked="" type="checkbox"/> Tenia Gatewood	<input checked="" type="checkbox"/> Perry Gibson
<input checked="" type="checkbox"/> Sheneda Goforth	<input checked="" type="checkbox"/> Beth Goins	<input type="checkbox"/> Joseph Hacker	<input checked="" type="checkbox"/> Kel Hahn	<input type="checkbox"/> Charles Hayley
<input checked="" type="checkbox"/> Laura Hall	<input type="checkbox"/> James Hamblin	<input checked="" type="checkbox"/> Charla Hamilton	<input checked="" type="checkbox"/> Kyle Hardesty	<input type="checkbox"/> Lyndall Harned
<input checked="" type="checkbox"/> Carl Harper	<input checked="" type="checkbox"/> Catherine Hayden	<input checked="" type="checkbox"/> Ginni Haynes	<input type="checkbox"/> Jaymie Hays	<input checked="" type="checkbox"/> Joshua Henry
<input type="checkbox"/> Andrew Hernandez	<input type="checkbox"/> Jennifer Hill	<input checked="" type="checkbox"/> Jordan Hoehler	<input checked="" type="checkbox"/> Dean Holt	<input checked="" type="checkbox"/> Kevin Horn-Pacheco
<input checked="" type="checkbox"/> Amanda Hornsby	<input checked="" type="checkbox"/> Jessica Howard	<input checked="" type="checkbox"/> Curtis Hudson	<input checked="" type="checkbox"/> Iyad Jabbour	<input type="checkbox"/> Amy Jones
<input checked="" type="checkbox"/> Terry Keys	<input type="checkbox"/> Zachary King	<input checked="" type="checkbox"/> Jennifer Knuf	<input checked="" type="checkbox"/> Elizabeth Kostrub	<input type="checkbox"/> Julieanne Kravetz
<input type="checkbox"/> Kelly Lamping	<input checked="" type="checkbox"/> Brittany Lawrence	<input checked="" type="checkbox"/> Sheena Lee	<input checked="" type="checkbox"/> Harrison Levans	<input 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 checked="" type="checkbox"/> Troy Martin	<input checked="" type="checkbox"/> Heather McAtee	<input type="checkbox"/> Courtney McCalla	<input checked="" type="checkbox"/> Glenn Means III
<input type="checkbox"/> Tiffany Miller	<input type="checkbox"/> Te'Quisha Miller	<input checked="" type="checkbox"/> Stephanie Million	<input type="checkbox"/> Addison Zane Mills	<input checked="" type="checkbox"/> Allison Montero
<input type="checkbox"/> Krystle Moore	<input checked="" type="checkbox"/> Daniel Naas	<input checked="" type="checkbox"/> Pamela Noble	<input checked="" type="checkbox"/> Sarah Orr	<input type="checkbox"/> Cary Osborne
<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 checked="" type="checkbox"/> Monica Perez
<input checked="" type="checkbox"/> Kristen Pickett	<input checked="" type="checkbox"/> Tessa Pinkerton	<input type="checkbox"/> Kevin Puckett	<input type="checkbox"/> Cory Qualls	<input checked="" type="checkbox"/> Covetta Ramey
<input checked="" type="checkbox"/> Tiffany Randolph	<input type="checkbox"/> Gage Redimarker	<input type="checkbox"/> Stephen Reed	<input checked="" type="checkbox"/> Farhad Rezaei	<input type="checkbox"/> Ben Rice
<input checked="" type="checkbox"/> Ritchelle Ruiz	<input type="checkbox"/> Amanda Schagane	<input type="checkbox"/> Stefan Schagane	<input checked="" type="checkbox"/> Sandra Shepherd	<input checked="" type="checkbox"/> Sydney Shields
<input checked="" type="checkbox"/> Carol Simpson	<input type="checkbox"/> Scott Sorrell	<input checked="" type="checkbox"/> Karena Spears	<input type="checkbox"/> Clem Stambaugh	<input checked="" type="checkbox"/> Tymory Stanton
<input type="checkbox"/> Hardin Stevens	<input type="checkbox"/> Nathan Stewart	<input checked="" type="checkbox"/> Andrea Strassburg	<input checked="" type="checkbox"/> Justin Sumner	<input checked="" type="checkbox"/> Nancy Taylor
<input type="checkbox"/> Preston Thomas	<input checked="" type="checkbox"/> Mindy Thompson	<input checked="" type="checkbox"/> Madeline Trudeau	<input checked="" type="checkbox"/> Aaron Vaught	<input checked="" type="checkbox"/> Allison Walters
<input type="checkbox"/> Jeanine Washington	<input checked="" type="checkbox"/> Halley White	<input checked="" type="checkbox"/> Christine Wildes	<input type="checkbox"/> Johnna Wilford	<input checked="" type="checkbox"/> Alice Williams
<input type="checkbox"/> Stephen Williams	<input checked="" type="checkbox"/> Elijah Wilson	<input checked="" type="checkbox"/> Laurel Wood	<input checked="" type="checkbox"/> Sandy Wooton Gay	<input checked="" type="checkbox"/> Misty Wright

<input checked="" type="checkbox"/> Markeda Yarbrough	<input checked="" type="checkbox"/> Stephanie Zapata	<input type="checkbox"/> Laure Ziembroski 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 type="checkbox"/> Richard Amos	<input type="checkbox"/> Provost DiPaola
<input type="checkbox"/> Melissa Frederick	<input checked="" type="checkbox"/> Catie Lasley	<input type="checkbox"/> Katrice Albert	<input type="checkbox"/> SGA President Lizzy Hornung	<input type="checkbox"/> Faculty Senate Council Chair DeShana Collett
<input type="checkbox"/> Sandra Shuffet, MD	<input type="checkbox"/> Elizabeth Baker	<input checked="" type="checkbox"/> Azetta Beatty	<input type="checkbox"/> Jay Blanton	<input checked="" type="checkbox"/> Gail Carbol
<input checked="" type="checkbox"/> Darin Cecil	<input type="checkbox"/> Angela Croucher	<input type="checkbox"/> Alex Dixon	<input type="checkbox"/> Rebecca Dysart	<input checked="" type="checkbox"/> Jody Ensman
<input type="checkbox"/> Brenda Heeter	<input type="checkbox"/> Angela Martin	<input type="checkbox"/> Katie Hardwick	<input type="checkbox"/> Tammy Akin	<input type="checkbox"/> Bill Verble
<input type="checkbox"/> Steven Ivey				

Agenda Topics Covered		
Task ID	Agenda Item	Presenter/Facilitator
1	Call to Order/Approve Minutes	C. Chafin
2	President's Report	E. Monday
3	Trustee's Report	D. Melanson
4	Guest Speakers	
5	Officer Reports	C. Chafin, S. Steen, K. Grey, C. Larmour
6	Committee Reports	Committee Chairs
7	Items from the Floor	
8	Adjournment	C. Chafin

Action Items		
Item	Assigned to	Due Date

Notes	
Topic	Discussion
1. Call to Order/Approve Minutes	<ul style="list-style-type: none"> <li>Meeting called to order at 1:05 pm</li> <li>Minutes were approved without revision.</li> </ul>
2. President's Report	<ul style="list-style-type: none"> <li>Dr. Monday provided the update.               <ul style="list-style-type: none"> <li>3 items to share with the senate body today,</li> <li>Have a good update on Project Accelerate which contains certain components to move or accelerate our Growth at the University of Kentucky. They were presented at the October Board of Trustees meeting.                   <ul style="list-style-type: none"> <li>More Educated Kentuckians</li> <li>More Readiness</li> <li>More Partnerships</li> </ul> </li> </ul> </li> </ul>

- How do we think about ways to think about King's Daughters and the weights on our healthcare system. How do we think about additional healthcare needs for the Commonwealth? How do we think about working with the KCTCS System to strengthen the partnerships of more students?
    - Employee Recruitment and Retention
      - How do we think about finishing that RHR Initiative that you know so well.
      - How do we think about future projects around our benefits and other things that we need to do differently or more aggressively, to recruit, to hire, to retain our employees?
    - More Responsiveness
      - How do we think about our policies and our procedures to be nimbler, to be able to accelerate, to move faster than we are today?
  - Updated the executive committees- Staff Senate Executive Committee, University Senate and will update the Student Government Association later in February. At the same time, they will provide an update on our legislative session.
  - All 5 groups Will be presenting at the BOT meeting in two weeks.
- Legislative Session
  - The House budget has been moved to the Senate. There was a difference between the governor's budget and the house budget. We are seeing an inflationary increase of around 4% and that's a great thing, think of it in terms of \$10 million. If you're looking at performance funding, the house is also increasing that by 4% which could leave about \$1 million. On the Capital side we are going to see some more asset preservation, or we have paid feedback for projects like the Whitehall Classroom Building, for projects like Pence Hall. Taking our exiting facilities and improving them, preserving them as well. That's where we are right now on the operating and capital side. I would say, probably in one of the best positions we've been institutionally.
  - There are DEI Bills coming from both the House and the Senate. There is also a tenure bill being debated. Our team is monitoring hundreds of other bills. There is a hearing that is still going on one of those DEI bills. There is a lot of conversation and discussion around that.
  - The President continues to tell our story of our belief system that's evidenced in our strategic plan about our DEI efforts, and why that is important. And as we think about taking care of our people, and about advancing our Commonwealth, we will continue to do that, continue to advocate and to continue to tell the story of the University. We're monitoring them closely, and we look forward to giving an update to the shared governance groups later in the month of February.
- Consistent with one of those groups in Project Accelerate, our benefits optimization project is off and running. Premise is not to lose or add

	<p>benefits, it's about the benefits we are offering to our people what we need to be offering? We have 5 generations working at our institution and what each generation needs are different and how to do understand what our people need? There needs to be active conversation in which and feedback cycles to discuss what they need now versus what they need in the future.</p> <ul style="list-style-type: none"> <li>• Questions? <ul style="list-style-type: none"> <li>○ None</li> </ul> </li> </ul>
<p>3. Trustee Report</p>	<ul style="list-style-type: none"> <li>• Dave Melanson provided the update. <ul style="list-style-type: none"> <li>○ Hope everyone is well. Happy February.</li> <li>○ Always good to hear from him regarding legislative questions. They are happy to answer questions as needed. The team does a great job representing us and telling our story.</li> <li>○ BOT hasn't met since the last Senate Meeting; they are meeting in 2 weeks and will have a bigger update in March after the BOT meeting.</li> <li>○ Question: <ul style="list-style-type: none"> <li>▪ T. Keys: Clarification on the dates for the BOT Meeting <ul style="list-style-type: none"> <li>• D. Melanson: February 22-23</li> </ul> </li> <li>▪ T. Keys: unsure how we can help and advocate. Don't feel that we are asked to be a part of the process. How can we personally reach out if we feel strongly about the DEI bills and how we love working here the way it is now. How do we relay that information without violating any rules, etc. <ul style="list-style-type: none"> <li>• D. Melanson: We've grappled with this since the beginning. Government relations answer – the only people who can talk on behalf of the University is the President or those who are designated by the president. The team lead by Mark Hardin – they go on a daily basis and meet with our leadership to coordinator our efforts. We know what's being said/shared, etc. Really important to have a singular concise message. As a regular taxpayer in the commonwealth of KY, if you choose you want to send a message to your legislature – but DO NOT say you're from/work at UK. Don't use university resources, don't use UK letterhead, do not use UK phone lines, etc. Don't use anything related to UK when you are reaching out.</li> <li>• T. Keys: How can we be supportive of the University's mission and the people who are speaking on behalf of UK. How to be a helpful body/resource. <ul style="list-style-type: none"> <li>○ D. Melanson: The government relations committee is very good at reaching out to those who need to be consulted to help with them. Maybe re-engage with the governmental relations team and maybe hear what the legislative goals are, etc.</li> </ul> </li> </ul> </li> </ul> </li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>• J. Sumner: Board Meeting – has the board talked recently about live streaming the sessions for accessibility.             <ul style="list-style-type: none"> <li>○ D. Melanson: will reach out and ask.</li> </ul> </li> <li>• P. Gibson: What about being an employee of UK and campaigning on campus? Don't think there's a rule that bans us from saying we are from UK. But there's someone in our government that says they work for UK.             <ul style="list-style-type: none"> <li>○ D. Melanson: We need to be careful when speaking that we are not speaking on behalf of the institution. What you can say, he is not sure. Just make it abundantly clear that we are not lobbying on behalf of UK and not speaking on behalf of the institution.                 <ul style="list-style-type: none"> <li>▪ P. Gibson: e.g., if you're running for office and you're asked where you work, you can say you work at UK.</li> <li>▪ D. Melanson: we have one spokesperson and 1 lobbyist for UK.</li> </ul> </li> </ul> </li> <li>• Remember you get into some awesome UK events – you and a guest – Gymnastics is rated #3 in the country, baseball, softball, etc.</li> </ul>
<p>4. Guest Speakers:</p>	<ul style="list-style-type: none"> <li>• Federal Work Study Program – David Taylor             <ul style="list-style-type: none"> <li>○ T. Keys: Does this have anything to do with the new FAFSA Forms? Hear that there is lots of turmoil with the FAFSA Forms.                 <ul style="list-style-type: none"> <li>▪ D. Taylor: There are some changes – are not allowed to indicate whether they want to opt in or out. If eligible we try to promote the FWS. Don't think it will be an issue with our office and role.</li> <li>▪ T. Keys: What are the criteria for being eligible?                     <ul style="list-style-type: none"> <li>• D. Taylor: taxes, etc. those who have a need – low social economic status. Lots of items are factored into the ability to be eligible for FWS.</li> </ul> </li> </ul> </li> </ul> </li> <li>• Vice Chair Chafin will share the slides from the presentation after the main body session.</li> </ul>
<p>5. Officer Reports</p>	<ul style="list-style-type: none"> <li>• Chair: Report supplied by Vice Chair Chafin             <ul style="list-style-type: none"> <li>○ Met with the required people to go over the Staff Appreciation Day. There may be changes in the entertainment this year and if you have suggestions, please reach out to Senator Mandi Banahan.</li> <li>○ We had a briefing session with the President on the legislative session in Frankfort. There are hundreds of bills being considered, some of which may impact our operations here at UK. The President and his team are monitoring those and conversing with legislators, legislators as appropriate. He is also committed to meeting with our Executive committee during the session, to keep us up to date on the developments and to engage with our</li> </ul> </li> </ul>

	<p>questions on the topics at hand. We'll share more details and things as we get those items.</p> <ul style="list-style-type: none"> <li>• Vice-Chair: C. Chafin <ul style="list-style-type: none"> <li>○ Bobbi Jo is out of the hospital and is home. She was released from the hospital a week earlier than planned. She's in quarantine until Cinco de Mayo. <ul style="list-style-type: none"> <li>▪ R. Earls: I just wanted to tell you all that. I went to go see Bobbi Jo yesterday before she left, and she looked amazing. She was in such good spirits. She is a warrior, a true warrior. I mean, it's our same Bobbi Jo and she is doing' so good.</li> </ul> </li> </ul> </li> <li>• Secretary: S. Steen <ul style="list-style-type: none"> <li>○ No Report</li> </ul> </li> <li>• Treasurer: K. Grey <ul style="list-style-type: none"> <li>○ No Report</li> </ul> </li> <li>• Parliamentarian: C. Larmour <ul style="list-style-type: none"> <li>○ No Report</li> </ul> </li> </ul>
6.	<ul style="list-style-type: none"> <li>• Consent agenda approved unanimously.</li> <li>• Pulled reports: Bylaws, Community Outreach, IFRA, PAC <ul style="list-style-type: none"> <li>○ Bylaws: K. Hahn <ul style="list-style-type: none"> <li>▪ Item 1: Mike Adams has created a guide for writing resolutions. We haven't written a resolution this year, but in previous years we have and the process has not always been smooth. Senator Adams has written a very helpful guide. The document was uploaded to the Teams Channel this afternoon and we are going to find a place for it to live. <ul style="list-style-type: none"> <li>• M. Adams: we can be a voice through resolutions from the body. Resolutions are a way to share an opinion/voice of the body.</li> </ul> </li> <li>▪ Item 2: The Bylaws committee may bring forth to the senate body some bylaws and SOP Changes. The four that the committee has been working on are: <ul style="list-style-type: none"> <li>• Reducing the voting requirements for the Officers, except for the Chair. Voting for the officers would be 50.1% of the quorum. The voting requirement of the Chair would stay at 50.1% of the whole Senate Body.</li> <li>• Changing the voting meeting to elect officers from May to April</li> <li>• Changing the term of the chair to 2 years with 2 consecutive term limits. <ul style="list-style-type: none"> <li>○ Brought forth last year and didn't pass. Must wait until the beginning of the next fiscal year to be brought again to the body.</li> </ul> </li> </ul> </li> <li>▪ It has not been determined whether we will bring some or all of these items in March but wanted everyone to be aware of them.</li> <li>▪ Questions:</li> </ul> </li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>• P. Gibson: any reason why bringing forth again if it failed last year?             <ul style="list-style-type: none"> <li>○ K. Hahn: There has been interest in bringing it back up.</li> </ul> </li> <li>• J. Sumner: Any reasoning as to why re-visiting these options and changes to the Bylaws? Would be nice to have as much advance notice as possible as to what will be shared in an upcoming meeting for voting.             <ul style="list-style-type: none"> <li>○ Community Outreach: D. Holt                 <ul style="list-style-type: none"> <li>▪ Remind about Dance Blue Mini Marathon on February 19 from 11:00am – 1:00pm in Charles T. Wethington 127.</li> <li>▪ Great way to show our support for a great program at UK and Bobbi Jo.</li> <li>▪ Will share more information via Teams for everyone to review.</li> </ul> </li> <li>○ IFRA: J. Howard:                 <ul style="list-style-type: none"> <li>▪ If you didn't have any questions for Dr. Monday today in the Main Body session, you have another chance because he is meeting with IFRA on 2/20. If you would like to be part of the meeting, please let Senator Howard know.</li> </ul> </li> </ul> </li> <li>• PAC: M. Marefat:             <ul style="list-style-type: none"> <li>○ Let everyone know that after this meeting ends, there will be a live link to a Qualtrics form that will take the place of reaching out to individual committees for items of concern or questions from constituents. You can submit a question on behalf of the constituent, and it will be filtered/emailed to the proper committee chair for their question.</li> <li>○ If you have questions, please contact Senator Marefat.</li> </ul> </li> </ul>
7. Items from the Floor	<ul style="list-style-type: none"> <li>• C. Lasley: Wanted to provide some updates from Dr. Monday's report. He mentioned the benefits workgroups. Thank you to her team for their hard work and would like to ask the senate to help promoting these focus groups to your colleagues and participate in the groups. Would like to get as many voices as possible in the focus groups.</li> <li>• C. Chafin: Appreciation Day is the 4th Thursday in May – May 23rd from 11:00am – 3:00pm. The location is at The 90 on the walkway like last year. The Special Events committee is working hard to create a fun event for everyone.</li> </ul>
8. Adjournment	<ul style="list-style-type: none"> <li>• Motion to adjourn by M. Adams with a second from D. Melanson. The meeting adjourned at 2:06 pm.</li> </ul>