

University of Kentucky
College of Agriculture Staff Liaison Committee
September 12, 2000 Meeting

ATTENDANCE

Members: Kabby Akers (for Sheila Hollin), Malinda Cooper, Mary Jane Gaines, Carl Harper, Sue Herald (for Pat Baber), Sandra Hutchens, Carl L. King, Jim Lawson, Libby Noble, Rita Parsons, Karen Pulliam, Ruth Anne Ring, Kathy Scahill (for Janet Pfeiffer), Steve Sells, Susan Sponcil, Nancy Strang, Pat Van Meter, Carol VonLanken, Jayne White, Pat Yancey, Michelle Yeargan

Guests: George DeBin, Vice President for Fiscal Affairs, Dr. Oran Little, Dean, College of Agriculture, T. Lynn Williamson, Human Resources, and Chancellor Elisabeth Zinser.

RECEPTION – Before the business meeting started, a reception was held to recognize original CASLC members who were ending a 3-year term and welcome new members to the committee.

MINUTES – July Minutes were approved as presented.

OLD BUSINESS

AG NORTH ITEMS – Ruth Ring reported that Dr. Linus Walton received a response concerning maintaining the fountain. It is on the Physical Plant schedule to be worked on in Spring 2001. It will be filled with soil and flowers. The greenhouses are scheduled to be whitewashed every summer. The standing water problem on the sidewalk between Ag. North and the Garrigus Bldg. is still being studied. A request for government funding was included in the capital project request. However, funding was not received, therefore, the lattice work will not be repaired this fiscal year.

SECRETARY ELECTION – Ruth Ring accepted the nomination to serve as the next CASLC Secretary. Congratulations Ruth, we know you will do a great job!

PERPETUAL PLAQUE – Rita Parsons displayed the new plaque that was created to list the College of Agriculture recipients of the Chancellor's Outstanding Staff Award since 1991. The plaque will be hung on the first floor of the Ag. North Bldg., near the existing perpetual plaque for the College of Agriculture Outstanding Staff Awards. The committee would like to express our thanks to Dr. Little for providing funding for the new plaque.

CASLC WEB SITE – Nancy Strang reported that the web site should be functional within the next few weeks.

STAFF APPRECIATION DAY 2000 – Libby Noble provided a summary sheet listing information about the day's events. Approximately 700 staff and faculty members were served at the luncheon (614 staff members were preregistered). Door Prize Give Away totaled 113 prizes! CASLC members on the Planning Committee included Malinda Cooper, Rita Parsons, Pat Yancey, and Libby Noble. Other committee members were Barbara Coughlin (Outstanding Staff Awards Committee); Sandy Duff (Extension Administration Staff); Grace Gorrell (Ag. Alumni Office); Marilyn Hooks (Princeton area staff), Pam Poe (Dean's Office staff); David Sparrow (Administration); and, Steve Workman (Faculty).

CASLC workers included Joyce Belcher*, Malinda Cooper, Mary Jane Gaines*, Carl Harper, Sheila Hollin, Sandi Hutchens, Carl King, Judy McCracken, Libby Noble, Karen Pulliam*, Steve Sells, Nancy Strang, Pat Van Meter, Carol VonLanken, Jayne White*, and Michelle Yeargan* (* incoming members). Thanks all who helped make this such a successful day!

CASLC members nominated for the 2000 Outstanding Staff Award include Carol VonLanken, Ruth Ring, Pat Yancey and Susan Sponcil. Congratulations to each of you for being nominated for the outstanding job you do! Special Thanks to Walter Hollin, who volunteered to help, and also was an Outstanding Staff nominee.

DEANS SEARCH UPDATE – Malinda Cooper reported that there are several highly qualified applicants for this position. The search is going well, however, someone will not be hired by the September 30 date as originally planned. Dr. Little has agreed to serve in an advisory capacity until a new Dean is hired.

GUEST COMMENTS

George DeBin: As this was Mr. DeBin's second visit to a CASLC meeting, he reminded us that our exchange in 1997 had been very informative and that he had left with a better understanding of the employee's point of view. When asked about the PDP forms he indicated that by implementing the process, it has opened the door for communication between the employee and his/her supervisor. When asked if it was here to stay, he said that was not his call, but feels that the simplified form will lead to more consistency in filling it out and the developmental aspects will be kept. DeBin reminded employees to take advantage of the benefits UK offers, by taking college classes, supervision courses, etc. and being able to market ourselves.

T. Lynn Williamson: There have been some changes in the Human Resource Department to improve services. The phone system has been changed so that when the caller dials #1 they will speak with the next available representative instead of getting voice mail. An effort to better educate the staff on basic issues will hopefully result in better overall customer service.

United Health Care – It is usual for health care services to be renegotiated. Because UK is a self insured company, if a hospital drops a particular provider, UK cannot

change carriers in the middle of the year. Clients will need to find a health care provider who still accepts their insurance and then may choose to change plans during open enrollment. The exception to this rule would be a family qualifying event (i.e., birth, death, lost employment). It is important to remember that facilities and medical practices are always renegotiating contracts, “not” individual coverage plans. UK will continue to offer a plan and coverage for employees. Unfortunately, there is no good news in health care today as the costs continue to rise and pharmaceutical costs are far exceeding insurance costs. UKHMO is looking into expanding services into more counties, particularly in the western part of the state. Mr. Williamson predicts that in the near future, all employees will pay a percentage of their health insurance coverage and that there will be a standard plan for all UK employees by next year.

When asked about providing additional employee benefits, Mr. Williamson referred to the increase in the amount of life insurance coverage provided (from \$7,000 to \$10,000) for all employees as a positive change. He also stated that when benefits are provided, they must consider as many employees as possible, not a select group (i.e., tuition for employee’s families).

Chancellor Elisabeth Zinser: The College of Agriculture has a wonderful sense of community and family that is felt everywhere she goes. The interpersonal respect and enjoyment set the tone for other colleges and units to emulate. She is currently putting together a staff council with representatives from each of the groups, such as CASLC, in order to create a common bond across the university campus. She plans to convene the group in November with a meeting and social event, with regular meetings once a quarter thereafter. Representatives are then to report back to their various groups and units. She asked that CASLC send her a list of our top priority topics and accomplishments to share with this council. Regarding developing job families, and career ladder opportunities, Dr. Zinser said she would be interested in designing a mini program, similar to the UKadvance program, for research and lab technicians and asked for our thoughts on what it would take to develop an effective program.

Dean Oran Little: Dr. Little is looking forward to his retirement and has agreed to stay on for a short time after September 30, so that no interim Dean would be assigned. He feels very strongly that with the timing and search for a new university President, it would be very beneficial for the College to fill the position of Dean before the new President is hired. Regarding the job families discussion, Dr. Little restated that we need money to help make improvements, such as providing opportunities to give promotions in current jobs and “It’s About Staff” changes fell short due to lack of funds. Our most critical need is paying our people and we should go after the legislature to get increased funding (currently, the state provides 2.4% toward salaries).

NEW BUSINESS

PARKING FEES – Carl King brought up the question of tax sheltering our parking fees. Susan Sponcil suggested that he send a letter to Rosemary Veach and/or T. Lynn

Williamson. It was also suggested that life insurance could be tax sheltered, but the Human Resource System will not commit the funds to implement this. Currently there are bids being taken for a new software program for HRS that might be able to implement these types of changes. Carl will send letters to both Ms. Veach and Mr. Williamson and report the results.

BOT STAFF COMMITTEE MEETING – Pat Yancey, reporting for Ruth Ring, shared information about the August meeting with Russ Williams. Russ encouraged staff to attend the next presidential forum to be held August 30 at Norsworthy Auditorium. In answer to why a search firm was necessary, he said that the firm can do things that the committee is unable to do. They can provide staff support. The search firm will not choose our next President. The B.O.T. will vote on the top candidates selected. Russ explained that the goal is to have candidates recommended by March 1, 2001 and have a new president in office by July 1, 2001. Other items discussed included forming a university staff council, the capital campaign kick-off, and the UK Listserv. The next meeting will be September 14 in Scovell Hall. Libby Noble will plan to attend and report at the next CASLC meeting.

OTHER BUSINESS – Dr. Little presented each member rotating off of the committee with a certificate of appreciation for their work on the committee and thanked them for serving a 3-year term. (Malinda Cooper, Carl Harper, Sandra Hutchens, Carl King, Rita Parsons, Nancy Strang, and Pat Van Meter). New members, Joyce Belcher, Mary Jane Gaines, Karen Pulliam, and Jayne White were welcomed and will serve a 2-year term. Carl Harper, Sandra Hutchens, and Nancy Strang were reassigned by their respective departments to serve an additional 2-year term on the committee.

NEXT MEETING DATE – The next meeting is scheduled for Tuesday, November 14 at 1:30 p.m. in Rm. 341 Agr. Engr. Bldg. Members who cannot attend are reminded to send a representative.

Respectfully submitted by Rita Parsons

For questions about the [CASLC web pages](#), please contact CASLC-www@sv.uky.edu. For other questions about CA Staff concerns or about CASLC, please contact any of the [committee members](#).