

## Staff meeting notes 12/08/2015

- Brenda welcomed everyone including our guest presenters from HR.
- Kathy Rademacher has set up a link to an anonymous survey for staff to submit thoughts, concerns, issues, suggestions or comments. This will be shared with all CON staff. This link will be shared with staff.
- It was noted that not many staff attended. Small discussion on how to engage more people to attend. 25 box lunches for the first 25 to attend were offered. There were about 6 box lunches left at the end of the meeting. Yikes! We need to discuss engaging more staff to attend. I think some people who work in research do not consider themselves true CON staff...
- Bill Verble, the Senior HR business partner for the provost office, Joey Payne, the chief benefits officer, and Jody Ensman, the manager for HR Health and Wellness, were each introduced to us.

Joey Payne presented many impressive benefits resources for UK staff and faculty to take advantage of:

- Employee Education program: Employees may attend any college in the state for 18 hours a year.
- Family Education program: Spouse and dependents < 25 years old may attend graduate courses. Limited to UK.
- Financial Wellbeing counseling: investments, retirement, educate on terms related to retirement portfolios, offers courses on virtually everything to do with finances such as debt management. All services are free. Todd Murphy is the benefits program officer.
- Employee assisted housing: UK allows employees to purchase a forgivable home loan if they choose to purchase homes near the UK campus especially in neighborhoods that are being revitalized. Eligible to first time home buyers.
- Retirement Counseling: Everyone was encouraged to do this regardless of age. In 2016 there will be regularly scheduled retirement seminars targeted to all age groups.
- Pharmacist Consultations: UK began this collective coalition in which pharmacists are available for side effects, drug interactions, basic medication questions, how to save money on prescriptions. This is offered to employees who have a UK HealthCare physician, for prescriptions written at UK HealthCare, and filled at the UK pharmacies. There is an 800 number on the Benefits Web Page. There is a 50% discount on prescriptions if you use the UK pharmacies.

Jody Ensman present Health and Wellness Benefits:

- Many new Health and Wellness initiatives have been recently launched for you, spouses, and retirees.
- Live Well: Incentives to earn money for participating in the health measures such as sharing your Cholesterol, Blood Pressure, Glucose monitoring, risk levels.
- Fit bit challenge offers a subsidy on Fitbit if you are a .75 FTE. The cost is \$19.00 if you commit to participate in the step up challenge to be physically active – any activity!

- Move Well: New Fitness Center at Export Street. Cost to join is \$7.00 a month. Membership allows you to access all fitness centers at UK: Seton Center/pool, Export site, all classes such as Tai Chi, Kinesiology, Yoga, aquatics, etc... The staff at Export is all trained as Exercise persons who have the most up-to-date knowledge in the fitness industry. They may help you with any fitness goals including fitness during pregnancy, limitations you may have and much more.
- Eat Well: There are two registered dieticians on staff who provide classes, such as how to make healthy holiday meals, healthy snacks, knife skills, kitchen skills. The dieticians also offer a individual meal planning and consultations for a \$50.00 lifetime fee. This is a \$80.00-\$90.00 value.
- Be Well: Individual well-being is the focus on this program. You may take advantage of counseling for up to three months, stress reduction, weight loss, tobacco cessation which includes free nicotine replacement. Along with these offerings are community events such as the Farmers Market at the stadium parking lot, various physical activity challenges, Walk with a Doc and more.

Bill Verble spoke on employee opportunities to learn and develop their skills: Leadership courses, supervision, conflict resolution, and excellence in people management.

- Leadership academy: John Maxwell, leadership speaker, and the author of: "Developing the Leader Within." Holds chapter discussions weekly. It was noted that people really enjoy this program.
- Business certificates series: Using different applications, humanity academy offered for a week once a year focusing on facilitating change, issues with diversity, unconscious bias training and education to enable us to be aware of how bias plays out.
- Technology training with Microsoft and adobe, eT&D is a contracted provider offering hundreds of courses, e books on many topics.
- Career Development: Offers one on one counseling on career development, help with resumes, help with mapping out your career, a lending library.
- Work Life: Offers elder care services including caregiving, help finding resources, placement, relative care. This is a tremendous resource.
- Work Life Connections: Offers personal free up to five counseling sessions by a licensed therapist
- Big Blue Family Care: Assistance for single or any working parents on finding caregiving, babysitting. A background check is done on all students who participate in the program. You will be connected with a babysitter, or other person providing a service who has been vetted. You negotiate the pay with this contact. There is also a Connect Support Group for people caring for ill and elderly family where you may share ideas and just talk.
- Summer Camp Faire in March 2016: For parents who wish to collect information on many types of camp environments for their children in the summer months.
- Work Life Survey is also part of the offerings HR has.  
You may find this information at [www.uky.edu/hr](http://www.uky.edu/hr).

UK HR presented a very impressive array of resources UK employees may tap into. Visit the University of Kentucky Human Resources to find more information on any of the programs discussed. HR is very helpful and committed to enriching our lives.

- The excellent presentations by the very impressive group from UK HR took longer than planned and the meeting was casually adjourned.

Respectfully submitted with very few editorials,  
Jeanine Vezie