

UNIVERSITY OF KENTUCKY BOARD OF TRUSTEES

Katrice Albert, Vice President for Institutional Diversity

Melissa Frederick, Vice President for Human Resources



AN EQUAL OPPORTUNITY UNIVERSITY

PROJECT ACCELERATE

ACCELERATE GROWTH TO DO MORE AND BE MORE FOR KENTUCKY

Work Group 4: More Employee Recruitment and Retention

Guiding Principles

- We are committed to The UK-PURPOSE, the institution's Strategic Plan adopted in 2021 that places as the university's north star the idea of advancing Kentucky in everything that we do. We are focused now on accelerating the progress envisioned by the plan.
- The Board of Trustees asked President Capilouto to focus on accelerating efforts to grow in ways that align with the state's workforce needs and challenges:
 - More educated Kentuckians who can meet the state's workforce needs.
 - More readiness in preparing our students for the workforce and for lives of meaning and purpose.
 - More partnerships that will extend our mission and provide opportunities for students in the state.
 - More employee recruitment and retention.
 - More responsiveness that will enable UK to be nimble in a changing economy.
- We will move quick and thoughtfully — using a shared governance approach to promote support and understanding across the campus — to build and implement an acceleration plan that will strengthen our efforts to make Kentucky healthier, wealthier and wiser.

WORK GROUP 4: MORE EMPLOYEE RECRUITMENT AND RETENTION

Narrative Charge per Chairman's Recommendation 1 (CR 1)

Reviewing how UK takes care of all its people to maximize recruitment and retention of the best and most inclusive employee base while continuing to be responsive to the evolving needs of employees.

WORK GROUP 4: MORE EMPLOYEE RECRUITMENT AND RETENTION

What We Hope to Accomplish

- Complete implementation of Recruit, Retain and Hire Initiative.
- Build process for review of employee benefits design.
- Assist with efforts to expand UK Invests to all UK employees.

WORK GROUP 4: MORE EMPLOYEE RECRUITMENT AND RETENTION

Membership

Melissa Frederick (Human Resources) co-facilitator

Katrice Albert (Institutional Diversity) co-facilitator

Jason Schlafer (Athletics)

Kristen Cheser (Provost Budget Office)

New HR AVP for UK HealthCare (UK HealthCare)

Richard Amos (Human Resources)

Trisha Clement-Montgomery (Student Success)

Marianne Young (Student Success)

Bailey Pierce (Rosenberg College of Law, Student Government Association Representative)

Karen Skaff (College of Health Sciences, University Senate Representative)

Olivia Ellis (UK International Center, Staff Senate Representative)

Recorder: Steve Ivey (PR and Strategic Communications)

Next Steps

For the February Board of Trustees meeting:

- Report on progress with respect to Recruit, Retain, Hire Initiative.
- Report on evaluation of benefits design.

QUESTIONS

