**Presiding:** Burr, Stephen (Chair), ITS

**Present**:

 Buchheit, Rudolf, Dean, College of Engineering

 Doty, Christopher, COM – Emergency Medicine

Greer, Jennifer, Dean, College of Communications, and Information

Martin, Troy, Libraries

Miller, Stacy, Ag Extension Assistant Director

Routt, Thalethia, Office of Institutional Equity and Equal Opportunity

Stamper, Shannan, Office of Legal Counsel

Talbert, Tukea, Chief Diversity Officer EVPHA

Tearney, Michael, Retiree

Ward, George, EVPFA – Executive Director Coldstream Research Park & Real Estate

Younce, Elaine, Chief of Commercial & Government Payer Admin UKHC

Ex Officio:

Albrecht, Travis, Know Your RX (KYRX) Representative

Boelhauf, Marissa, Know Your RX (KYRX) Representative

Amos, Richard, Chief Benefits Officer/Executive Director Know Your Rx Coalition

Beatty, Azetta, Manager, Work Life

Carbol, Gail, Benefits Manager

Cox, Penny, Treasurer

Ensman, Jody, Manager, Health and Wellness

Frederick, Melissa, Chief Human Resources Officer

Lasley, Catie, AVP HR Operations

**Absent:**

Hahn, Grace, Student Success

Harned, Lyndall, Agriculture Extension Agent

Martin, Angie, Planning, Budget, and Policy Analysis

Swartz, Colleen, Vice President for Hospital Operations

Vega, Leslie, HR Informatics Business Partner

**Recorder**: Robinson, Sherri, Benefits Administrative Support

| **Agenda Item & Speaker** |  | **ACTION** |
| --- | --- | --- |
| **Call to order – Stephen Burr** | Stephen Burr, elected to a new term as Chair, called the meeting to order at 11:00 AM and welcomed new and old members. | No action needed. |
| **Review of the** **September 26, 2023****Agenda** | Stephen Burr asked for review and approval of the agenda.* Rudolph Buchheit approved. Thalethia Routt seconded.
 | Agenda was approved by a show of hands. |
| **Review of the** **May 22, 2023** **Minutes** | Stephen Burr asked for review and approval of the minutes.* Thalethia Routt approved. Motion seconded.
 | Minutes were approved by a show of hands. |
| **Benefit Review Project: Richard Amos**  | * The goal of the Benefit Review Project is to ensure we are providing value with the employee benefits that UK provides. Looking for vendors to assist in a short comprehensive survey of the employees’ view of our benefits that will be conducted late this fall.
* Follow up with focus groups to see if there is a need to modify. This is an important project for Eric Monday, Melissa Fredrick, and HR.
* ModernThink, in 2023, conducted a higher education insight survey which generated a benefit satisfaction benchmark report. It was based on measurements of Honor Roll, Carnegie Research, Enrollment Size, Region Southeast, and Control Public. Overall, UK was better than or equal to in all instances.
* Medical insurance, dental, vision, dependent coverage, vision, short term disability, long term disability, life insurance, vacation/PTO, 403b, tuition reimbursement for employees and family, maternity/paternity leave; professional/career development programs, physical workspace, work/life balance and flexible work arrangements, wellness programs, and employee recognition were all good or better than the benchmarks. We are always looking for ways to improve our benefits.
* Employee recognition is something HR is in the process of relooking and revamping through activities, celebrations, and volunteering opportunities.
* The benefit satisfaction report will become one of the informational pieces as we go through the project to assess our benefits and ensure they are still robust and flexible to meet both faculty and staff varying life needs as we get feedback.
 | No action needed.  |
| **Weight Loss Medication Update: Richard Amos** | * UK medical plans don’t cover weight loss medications but will continue to monitor for the future. (pharmacy only) UK does cover type 2 diabetes—Ozempic, Manjaro, and Wegovy. The only one approved for “weight loss” by the FDA is Wegovy.
* UK pharmacy can provide Wegovy for UK employees with a prescription from a UK provider, as well as anyone who is a patient of UK. (does not go through the plan)
* Discount only if UK pharmacy prescribes it. The pharmacy is working on a process to provide outside of UK.
* GLP (type 2 diabetes/obesity prescriptions)—shortages come and go.
* Cost ranges from $450-$750 (1/3 of retail cost)
* Safer than obtaining from medical spas, etc.
* Can only track UK Pharmacy prescriptions for diabetes and not obesity.
 | No action needed. |
| **Retiree Fair and Retiree Conference: Gail Carbol** | **Retiree Fair** September 27, 8 to 11:00 am at Gatton Student Center Grand Ballroom.* Mailed postcards and sent emails to current retirees.
* Flu shots from the Rx Coalition for retirees and spouses covered by a UK Health plan.
* Vendors on site—Anthem, UnitedHealthcare, UK Dental, Delta Dental, UK HR Benefits, MPM Group, and UK HR Work-Life.
* Light refreshments available.
* Parking lot adjacent to the student center for retirees.

**Retirement Planning Conference*** Sent emails to age 55 plus employees.
* October 2 – Social Security and UK Benefits – 8 to 12:00 pm at Gatton Student Center Harris Ballroom (and Online); breakfast provided.
* October 3 – Retirement Readiness with CAPTRUST – 12 to 1:00 pm (Online)
* October 4 – STEPS Employment – Post Retirement 12 to 1:00 pm (Online)
* October 5 – Turning Retirement Savings into Income – 12 to 1:00 pm (Online)
* October 9 – Common Estate Planning Considerations – 12 to 1:00 pm (Online)
* October 11 – Thriving in Retirement: Planning Today for Wellness Tomorrow – 12 to 1:00 pm (Online)
* 400 plus signed up Online.
 | No action needed. |
| **Meeting adjourned-Stephen Burr** | Stephen Burr ended the meeting at 11:39 AM* Penny Cox approved. Jennifer Greer seconded.
 |  No action needed. |