

# 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

## **WORK GROUP 4: MORE EMPLOYEE RECRUITMENT AND RETENTION**

### Charge per 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, Hire and Retain 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

# Our progress

### Recruit, Hire and Retain initiative

- 21 of 33 identified projects have been completed
- Already complete:
  - Enabled applications to multiple positions through one job posting.
  - Created new section of Human Resources website dedicated to supervisors to provide clearer guidance and more support for the hiring process.
  - Provided guidance to college and unit decision-makers on considerations for implementing new flexible approach to salary increases.
  - Established employee recruiting function in UK HealthCare.

## **WORK GROUP 4: MORE EMPLOYEE RECRUITMENT AND RETENTION**

# Our progress

### Recruit, Hire and Retain initiative

- Recent positive results
  - Turnover rate has decreased from 12.9% in 2021 to 11.2% in 2023.
  - Once again named one of America's Best Large Employers by Forbes and a Great College to Work For by ModernThink.

## WORK GROUP 4: MORE EMPLOYEE RECRUITMENT AND RETENTION

# Our progress

### Recruit, Hire and Retain initiative

- Nearing completion
  - Updates to pay equity practices to allow more flexibility with new hire offers.
  - Update and disseminate standard hiring offer letter.
  - Implementation of career pathing for key roles within grants administration.
- Next steps
  - Engagement with UK Marketing to develop a plan for employment branding.

## WORK GROUP 4: MORE EMPLOYEE RECRUITMENT AND RETENTION

# Our progress

### Review of employee benefits design

- More than 20,000 benefit-eligible faculty and staff invited to participate in live or flex online sessions throughout February to provide feedback on health, financial and inclusive work-life benefits.
- Provided Fidelity with benchmarks to complete market scan of perception of benefits at other institutions.
- Conducted leadership interviews.

### Next steps

- Complete analysis of benefits costs.
- Receive a benefits scorecard from Fidelity, evaluating our benefits through an inclusive lens.
- Conduct benefits choice modeling after spring open enrollment period.



## **WORK GROUP 4: MORE EMPLOYEE RECRUITMENT AND RETENTION**

### Leadership conversations

- Flexibility is increasingly a topic of conversation across the entire employee experience.
- The conversation around flexibility may be partially attributed to UK's growing workforce.
- Employees may not be aware of the value of their benefits.

### Faculty and staff focus groups

- Virtual focus groups are open through February 27.
- So far, 2,304 faculty and staff have participated.

## **WORK GROUP 4: MORE EMPLOYEE RECRUITMENT AND RETENTION**

### Our progress

#### Expand UK Invests to employees

- Received update about UK Invests rollout to students.

#### Next steps

- Discussion among work group on recommendations for expanding to UK employees.

# QUESTIONS

