



Dental Impressions

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From the Dean's Desk by Sharon P. Turner, DDS, JD

Many of you have heard bits and pieces about the Work-Life Survey which UK administered last year and may be wondering what were its outcomes and what steps the university has taken after gathering the input of its employees. You may even wonder what started all this "work-life stuff." The Staff Advisory Council has asked me to provide a brief review of the current status of the Work-Life Survey outcomes and activities to date and to indicate what changes may be coming and how those changes would play out in the College of Dentistry.

The Work-Life Survey was conducted by the Work-Life Office within UK Human Resources. This office was established by President Todd in 2004 and is currently directed by Laura Koppes, the wife of our very own Kim Bryan. Dr. Todd envisions UK becoming an "Employer of Choice" for the people of the Bluegrass region and has emphasized that by making sure that the UK Strategic Plan reflects the importance of the human resources here at the university. Goal 1 of the Strategic Plan states: "Enhance the University's Stature among its Peers and Objective 4 goes on to say "The University will offer competi-

tive salaries and benefits, and professional support to retain and attract outstanding faculty and staff." In order to identify, prioritize and address employee concerns in a systematic manner, the first task was to conduct the survey and find out what those concerns are.

The good news is that in general 60% of UK faculty and 71% of UK staff are satisfied with their jobs. The outcome was even better with the dental school where 70% of faculty and 73% of staff are satisfied with their jobs. Of course, areas that are

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Employee of the Quarter

The Margaret A. Jewell Employee of the Quarter Program, established to recognize outstanding contributions by staff employees, was started by the Staff Advisory Council and College of Dentistry in February 1989.

AWARD: The Employee of the Quarter will receive \$100 and a silver mint julep cup appropriately inscribed. The individual's picture will be displayed on the Employee of the Quarter recognition plaque.

ELIGIBILITY: The person nominated must have been

employed by the College for at least one year.

CRITERIA FOR NOMINATIONS: Nominations can be made by any member of the College of Dentistry (staff, faculty, residents or students). The following criteria should be considered when making nominations: Work Performance, Motivational Factors, Attitude, Productivity Enhancement, Contributions beyond Job Responsibilities, and Extracurricular Activities.

All nominations are confidential. Upon receipt of a

nomination, the Council will seek further information from the nominee's supervisor and a brief summary from the two given references. The nominations will then be ranked independently by each member of the Council after reviewing their performance based on the above criteria, and rankings will be totaled to choose a winner.

Please watch for announcements regarding the submission of nominations.

axiUm Update

The next phase includes installing workstations in operatories throughout the College. Completion is expected by Fall 2007.

ADULT EDUCATION

Are you interested in attending undergraduate and graduate courses? Thinking of going to college for the first time, and as a “non-traditional” student? Or are you considering earning an additional bachelors or master’s degree?

The University of Kentucky offers many different opportunities for adult learners. Please visit <http://www.uky.edu/AdultSS> for information about Adult Student Services. Also, check out the Employee Education Program to find out how you can use one of your benefits as an employee to earn undergraduate and graduate credits (http://uky.edu/HR/benefits/eep_overview.html).

Perfect Attendance

Each recipient chose between lunch for two at Ovid’s or two coupons (\$12.50 each limit) that can be used at the Hospital Cafeteria, Coffee Shop, Blue Deli or the Café at the Whitney Hendrickson Building.

Lisa Johnston (January)
Elaine Stafford (February)
Debra Grant (March)
Natasha Hurst (April)
Hailey Wilson Gallivan (May)
Heather Schenk (June)
Cheryl Huffman (July)
Yelena Alimova (August)
Ginni Haynes (September)
Rita Rose (October)
Vanessa Hodges (November)
Gus Hovanski (December)



What is Staff Advisory Council?

The Staff Advisory Council has many roles and serves many purposes within the College of Dentistry. The Council plans the Staff Appreciation Lunch, hosts the Holiday Luncheon, is responsible for Employee of the Quarter and Perfect Attendance awards, provides treats on Halloween and Valentine’s Day, and serves as a staff advocate. If you have questions or concerns, please address one of the members of SAC.

Christine Levitt	Ex-Officio
Glena Jarboe	Chair
Margaret Burton	Secretary
Phyllis Howard	Employee of the Quarter
Debbie Goggin	Perfect Attendance
Kandace Bright & Dewayne Martin	Newsletter

Members at large	
Kurt Buterbaugh	Clem Stambaugh
Allyson Cooper	Amber Truax
Ginni Haynes	Michelle Wagener
Sandy Marks	Melanie Warren
Lisa McCoy	Cathy Young

Health & Wellness *Biggest Loser*

Thanks to an anonymous donor, the Staff Advisory Council was able to sponsor a member of the College of Dentistry in the Health & Wellness *Biggest Loser* competition. The sponsored individual was drawn from a number of entries received by the Council and wishes to remain anonymous. According to the Health & Wellness site, the male and female winner of the 10-week program will receive a choice of the following prizes: a catered meal, a bicycle and gear, a spa package, and a gift certificate for new clothing after weight loss. Check out the Health & Wellness site for updates and additional offerings (<http://www.uky.edu/HR/wellness/>).

Best of luck to our sponsored entrant from UKCD!

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targets for improvement also surfaced. As a result of the survey response, UK established five committees to address specific work-life concerns. These committees have been meeting regularly since the fall of 2006 and are at varying stages of completion of their work which will result in recommendations for actions by the university. The five committees were: Child Care Committee, Career Advancement and Professional Development Committee, Employee Assistance Program Committee, Employee Education Program Committee, and Domestic Partner Benefits Committee. The dental school was represented by Julie Jakway on the Child Care Committee and Kim Bryan on the Employee Education Program Committee.

The Child Care Committee has not yet made final recommendations but is expected to recommend that UK partner with a private entity for the establishment of two child care centers for children under the age of five and that at least one of the centers be in close proximity to the Medical Center. The Domestic Partner Benefits Committee has recommended that health insurance benefits and other university benefits be made available to both same sex and opposite sex domestic partners who meet eligibility parameters. The Employee Assistance Programs Committee is reviewing expansion of existing programs for counseling on personal and family issues and has not yet issued any final recommendations. It is likely to recommend that the university increase the amount of money available for referrals for those needing such services, establish a database of available service providers, hire a full time coordinator for referrals, and establish a web based site identifying resources which can be accessed 24 hours a day, 7 days a week. The Employee Education Program has recommended that the current educational benefit for employees be transferable to spouses and dependents of employees with a maximum of 18 credit hours per year of tuition fee course work permitted.

The most extensive (and likely most expensive in the future) work so far has fallen to the Career Advancement and Professional Development Committee which has made preliminary recommendations aimed at the survey finding that many employees do not know what they need to do to advance or do not believe that they have advancement opportunities. Their recommendations are many and varied and if implemented have the potential of changing much about the employee culture at UK. These recommendations include a cash bonus incentive for GED completion with the assistance of an on campus resource center; a computer loan program; a staff career counseling office and an employee mentoring program; on line degree completion opportunities for bachelors degrees; flexible work hour scheduling; telecommuting for work; on line job posting of all positions; development of career pathways for advancement for all jobs; enhanced training opportunities for all employees, especially supervisors; and a new performance evaluation system where the needs of the position are matched against the skills and performance of the employee.

Each of these committees has also been directed to estimate the costs

associated with the enhancements that they have recommended or will recommend. For example, the Employee Education Program will likely cost the university several million dollars per year depending on the utilization rate among spouses and dependents of eligible employees. Each of these committees will submit a final report to the Work-Life Advisory Council which will work to determine which recommendations should have priority for implementation. It is highly likely that the combined costs for all of the recommendations will exceed the university's available funding and choices will have to be made. There will also need to be collaboration with the University Benefits Committee and the University Senate to the extent that recommendations relate to changes in benefits or changes in degree granting programs. Final reports are due by May 21, 2007. An overall report should be issued after the Work-Life Advisory Council has reviewed all of the reports. We here at the dental school will be waiting to see what the final decisions are and we will support those decisions whole heartedly so that our faculty and staff can take advantage of every possible opportunity for continued personal and professional enhancement.

Important Dates

There will be a College of Dentistry Strategic Plan Open Forum Meeting for all Faculty, Staff and Students on Thursday, **February 22nd** at 5:00 p.m. in room MN363. This is an important informational meeting and you are encouraged to attend.

The 15th Annual University of Kentucky Staff Appreciation Day will be in the Student Center on Wednesday, **May 23rd** from 10:30 am—1:30 pm.

The date for the UKCD Faculty and Staff Conferences is Tuesday, **June 26th**.

The theme for UKCD Staff Appreciation Day is "Ultimate Dentistry Survivor". We will announce the date as arrangements are decided.

[http://
www.mc.uky.edu/
Dentistry/](http://www.mc.uky.edu/Dentistry/)

Mission Statement:
Promoting Oral Health
Within
Kentucky and Beyond

Links of Interest

Campus Guide: <http://www.uky.edu/CampusGuide>
Compensation: <http://www.uky.edu/HR/comp/salary2080.html>
Employee Discount Program: <http://www.uky.edu/HR/edp>
Employee Education Program: <http://www.uky.edu/HR/benefits/eep.html>
HR Training and Development: <http://hr.uky.edu/TandD>
New Employee: <http://www.uky.edu/HR/newemployee>
Staff Handbook: http://www.uky.edu/HR/staff_handbook/welcome.html
Top 20 Business Plan: http://www.uky.edu/OPBPA/business_plan.htm
UK News: <http://news.uky.edu/news/>

Ask the Dean will be a regular feature in upcoming *Dental Impressions* newsletters. Please submit questions to Kandace Bright via email (knmoor3@email.uky.edu) or via campus mail (UKMC D-406, speed sort 0297). Questions will be selected and answered by Dean Turner. The question, name of person asking question, and answer will be printed in the newsletter.

Welcome New Faces to the College of Dentistry!

Welcome smiling faces to the College of Dentistry! Below is the list of new staff hires since November 2005.

Anne Auxier—Oral and Maxillofacial Surgery

Linda Baber—Dental Clinic

Pamela Baldrige—Dental Clinic

Beverly Bush—Patient Records

Heather Glaros—Patient Records

Robin Hambly—College of Dentistry

Brenda Hays—Student Affairs

Vanessa Hodges—Research & Graduate Studies

Pamela Jones—Sterilization

Jason Judd—Patient Records

Kellie Konkle—Kentucky Clinic

Amber Lawless—Patient Records

Linda Lutz—Patient Records

Paula Sue Lyons—Kentucky Clinic

Andrea McGuire—Oral Health Science

Terri McLaughlin—Patient Records

Anthony Nall—Dental Supply

Erica Odusanya—Clinical Affairs

Jennifer Parks—Sterilization

Melissa Persley—Kentucky Clinic

Kelly Petersen—Dental Clinic

Pamela Powell—Orthodontic Graduate Program

Wendy Romanowski—Kentucky Clinic

Angela Townsend—Orthodontic Faculty Practice

Jessica Williams—Oral Health Science

