

Minutes: Exempt Staff Council  
Tuesday, October 27, 2015 – 2:30-4:00pm  
Andy Holt Tower 8<sup>th</sup> Floor Conference Room

1. Business

- Welcome to all ESC Attendees

- Guest Speakers:

**Steve Smith- Dean of Libraries**

Mr. Smith shared with the committee about the Vol Vision 2020, the past progress And the future opportunities for The University of Tennessee. Please see the Attachment to view the slide presentation

- Continuing Our Journey To The Top, Past progress and Future Opportunities
- Vol Vision 2020
- Process- Milestone Strategic Assessment Feb-June 2015  
Stakeholder Engagement Aug-Dec 2015  
Vision 2020 Dec 2015-Feb 2016
- Our Journey
- Some of what we've heard and learned
- What Does "Top 25" Mean?
- Five years of progress
- Strategic Priorities- Existing and "New-uanced" for 2020
- We need your feedback:
  1. What do you think have been the most important accomplishments over the past 5 years?
    - A. Infrastructure (Buildings)
    - B. Academic strength of undergraduates
    - C. Sharing Research (Ag vis Extension)
    - D. Consistency of leadership and Great support
  2. How would you describe the Volunteer Difference (strengths, Attributes)? How can UT build on these strengths over the next 5 years?
    - A. Locations- (Oak Ridge- Smoky Mountains National Park)
    - B. Geographic hub for East Coast
  3. Where are the greatest opportunities for improvement over the next 5 years?
    - A. Look at benefits, be more creative with them and more progressive (Ex: Annual leave cash out/ Cash in a week's vacation)
    - B. Help with student loan payback

- C. Capture better dental options
- D. Free Access to T-Recs/ Women's only area/ pay as you go/ parking issues at facilities
- E. Restaurants open for staff/ faculty specifically during times when students are not on campus
- F. Transportation- Commuter/ Public transit/ flexible parking/ ride buses vs. monthly parking

**Dr. Mary Lucal- Associate Vice Chancellor UTK-HR**

Dr. Lucal shared with the Exempt Staff Council what the role of a representative is. Please see the attachment to view Dr. Lucal complete presentation.

- Representative's Role in ESC
- Purpose of Disciplinary Action Process
- Formal Disciplinary Action Steps
- Representative's role in Disciplinary Action Process

Please call Employee Relations if you have any questions or visit their office at:

**Human Resources, Employee Relations**

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 Conference Center Building  
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Dr. Mike Herbstritt- [herbst00@utk.edu](mailto:herbst00@utk.edu)

Julie Roe- [jmonday@utk.edu](mailto:jmonday@utk.edu)

Alica Shamblin- [ashambli@utk.edu](mailto:ashambli@utk.edu)

Jonathan Ramsey- [jramse17@utk.edu](mailto:jramse17@utk.edu)

- External Commission Reports
  - Campus Planning- LaShel Brown
    - Please see attachment from Master Plan Meeting
  - Commission for Blacks- Judy King
  - Commission for Women- Teresa Fisher
  - LGBT Commission- Lynn Sykes
    - Lynn shared that she would not able to attend meetings due to a conflict with scheduling and that she would need a replacement. Meetings are the first

Monday of the month and they meet in the library. Eric Carr said he would be able to be the representative for this

- Faculty Senate- Tiffany Harmon
- Work Culture Improvement- Brian Browning

Chris Cimino and Dave Irvin will be at Texas A&M on October 27<sup>th</sup> with UT, TBR, and State Officials to gain insight into their outsourcing project. The latest update we have was provided by President DiPietro in his email last week. (Please see attached email letter)

- Issues/ Questions

**Q:** Insurance: The suggested tool "**Alex**" does not calculate physical therapy, so employee had some difficulty in deciding which insurance package they would need  
-Kari Hodges

**A:** Check with Rob Chance in Payroll for assistance and better clarification- Dr. Mary Lucal

- 2. Future Business

November Guests- Joe Arnone, Associate Athletics Director, Ticket Office  
Teresa Gregory- Assistant Director Disability Services

Meeting adjourned, next scheduled Exempt Staff Council meeting is November 24, 2015 in the Andy Holt Tower 8<sup>th</sup> Floor Conference room from 2:30-4:00pm