

Minutes: Exempt Staff Council
Tuesday, March 22, 2016 – 2:30-4:00pm
Fred D. Brown Jr. Residence Hall, Suite 146

1. Business

- John Goddard welcomed all ESC Attendees

- Guest Speakers:

Dr. Amy Elizer Hastings, Madison County Extension Agent/ County Director

aelizer@utk.edu or www.extension.tennessee.edu 731-668-8543

“Extension: UT’s Original Outreach Arm” via Zoom

Please see attachment to view the slide presentation

- Extension’s Mission: Enable people to improve their lives through education using scientific knowledge focused on local issues and needs.
- March is UT Extension Month
- 4-H is the Extension’s youth development program:4-H stands for Head, Hands, Heart and Health

Yusof Al-Wadei, Employee Wellness Coordinator, Center for Health Education & Wellness yalwadei@utk.edu 974-5725

Laura Bryant, Center for Health Education & Wellness

Please see attachment to view the slide presentation

- 2013 Governor Bill Haslam created Working for a Healthier Tennessee
 - 3 Focus Areas: Physical Activity, Nutrition and Tobacco Cessation
- 2015 UTK and Healthier Tennessee partnered together
- Be Well Mission: Encourages community wellness through environmental and social support
- Be Well Vision: To improve the overall wellness of UT Knoxville Employees through health education and wellness activities that support positive lifestyle choices
- Be Well Goals: Increase employee access to health & wellness related information, Increase employee opportunity for individual and group wellness, Increase support and networks for positive lifestyle change
- Be Well Programming: Move more Mondays, Wellness Wednesday and Be Well Community Events
- Be Well Online Tools & Resources

- Bewell.utk.edu
- <http://Streaks.healthiertn.com/join/bewell>
- Healthiertn.com
- Twitter.com/BeWellUTK
- Facebook.com/BeWell

Eric Carr- Cautioned the group to be cognitive about privacy issues when considering downloading the applications.

Q: Eric Carr- Has there been any decrease in fees for faculty and staff to access the RecSports complex?

A: Yusof Al-Wadei- No, at this time RecSports does not offer a discount to faculty and staff, they do offer a two week trial period.

Q: Rachel Clemmons- Do you have any partnerships with other gyms such as: YMCA, Gold's Gym, Planet Fitness?

A: Yusof Al-Wadei- No

- External Commission Reports
 - Campus Planning- LaShel Brown (No Update)
 - Commission for Blacks- Judy King (No Update)
 - Commission for Women- Teresa Fisher

Women's History Month Roundtable: Closing the Confidence Gap" March 31, 2016 Noon – 1:00 Hodges Library, Mary Greer Room. Open to all faculty and Staff. Dr. Mary Lucal and Executive Dean Rita Smithy will facilitate the discussion of "The Confidence Gap"
 - The Commission for LGBT People- Eric Carr

Mr. Carr shared that the majority of the meeting was discussion on the legislative action involving the Diversity issue. Mr. Carr also stated that The Commission for LGBT People gave out membership awards and shared information on upcoming events. To view the list of all upcoming events, please go to www.lgbtcom.utk.edu
 - Faculty Senate- Dr. P.J. Snodgrass

Dr. Snodgrass shared that Chancellor Cheek attended the Faculty Senate meeting. Chancellor Cheek spoke about the diversity issue and the importance of staying in compliance. Questions were raised if we failed to stay in compliance the risk of losing federal contracts or even federal school scholarships. Dr. Cheek

reminded the Faculty Senate that the University is working very hard, as this is an important issue. The student government association was in attendance and spoke about what their organization has done when the legislature considered making changes that would affect student life. They started an on-line petition and spoke about how many times the students have been to Nashville. They reminded the legislatures that students do have a voice, they vote as do their parents and they do many activities to get students registered to vote.

- Work Culture Improvement- Brian Browning (No Update)

- Announcements:

John Goddard shared that the Employee Relations Advisory Board Meeting had met earlier in the day. The topic of outsourcing was discussed and the time line of events; Dr. Herbstritt shared that The University will wait until the final results from an independent third party are released. This result will come in the fall of 2016; there will then be a request for a proposal that will be finalized between November 2016 and January 2017. April 2017 is the tentative date that any decision will be made as to whether the University would participate. The President also reminded the Employee Relations Advisory Board that each campus can decide to opt in or out. Dr. Herbstritt stated that if the University does decide to be a part of this, the contractor has stated that all employees will keep their positions. There has not been any discussion as to what benefits the employee would retain or the rate of pay.

John Goddard- Fair Labor Standards Act (FLSA) proposal update:

Dr. Mike Herbstritt- The Department of Labor has referred their proposal to the Office of Management and Budget, which is a subunit of their Office of Information. They will review the proposals and have up to 90 days to make a decision on them. During this period of time, organizations have the right to an appointment with the administrator to discuss concerns. The Department of Labor has not announced what the exact proposal will be, but once the final order is announced there will be a 60 day implementation period. The House and Senate are putting forth a bill in each chamber try to slow this bill down. Two sponsors for this are Senator Lamar Alexander from Tennessee and Tim Scott from South Carolina. Linda Harig, VP of Human Resources with UT system and VC of Human Resources of Knoxville, along with the VP of Human Resources at Vanderbilt have been invited to Washington D.C. in April to testify in front of Congress on the impact this will have on higher education.

Judy King- Judy shared that she had watched the hearing and was very proud of how Dr. Cheek handled himself and represented the University.

- ❖ Sick Leave Bank Open Enrollment – April 1st through June 30th is the annual open enrollment period for the Sick Leave Bank. Regular employees in a leave-accruing position can apply to the bank. The employee must have a sick leave balance of at least 48 hours as of June 30. A 24 hours donation is given by the employee to join the bank. Employees can contact Jonathan Ramsey at 974-8299 or iramse17@utk.edu with questions. The application for open enrollment is located at <http://hr.utk.edu/employee-relations/sick-leave-bank/>. Look for more information in TN Today.
- ❖ UTK Human Resources has moved to campus! HR is now located at 105 Student Services Building. Benefits & Retirement and Employee & Organizational Development have remained at the Conference Center Building. UTK HR will be having an Open House April 12th from 2:00 to 4:00pm. Chancellor Cheek will be present to open the event. Linda Harig, Vice President of Human Resources, UT System Administration and Vice Chancellor of Human Resources, UT Knoxville, will also be present for the event. We invite you to come out and tour our new location.
- ❖ Picnic on the Plaza – Friday, April 22nd will be the date for the next Picnic on the Plaza. The event will take place from 11am to 2pm at the Humanities Plaza. There will be food, guests, and drawings for prizes. Make plans to stop by and enjoy the event!
- Issues/Questions
 - John Goddard- A Constituent raised the questions from UT Parking & Transit Services if anything had been done to allow off-campus employees more convenient parking passes on the Ag Campus. (Follow up to Heath Nokes question at ESC 11-23-15)
 A: Mark Hairr, Director of Parking & Transit Services-“UT Parking is developing a system in which “print-at-home” permits will be available for special parking needs for UT departments and individuals in the summer of 2016. This system will continue to require approval in advance by the UT Parking Office so that problems will not be created by overassigning these types of permits in student and faculty/staff lots. Specific to the UTIA campus, all requests for special permits require a review by the UTIA Facilities Office staff before final approval by UT Parking to ensure these permits are assigned in an appropriate location to ensure student and faculty/staff parking is not negatively impacted.”
 - Q: Eric Carr- A constituent has requested information related to the new parking policy revisions related to accessibility parking on campus.
 A: Dr. Herbstritt- Every employee has to purchase a hang tag to park on campus. UT is in compliance with the government regulated handicap spaces required.

Lisa Byrd added Dr. Chris Pionke, Associate Professor College of Engineering will be the guest speaker in April to address this specific issue.

2. Future Business

Meeting adjourned, next scheduled Exempt Staff Council meeting is April 26, 2016 in the Andy Holt Tower 8th Floor Conference room from 2:30-4:00pm