

Exempt Staff Council Meeting Minutes

February 26, 2019

1610 University Avenue, Room 112

Present: Michele Atkins, Jeannie Berge, Chelsea Bligh, Brad Briggs, William Bruhin, Leah Buffington, Eric Carr, Joe Christian, Elizabeth Greene, Johnny Jones, Emily Miller, Heath Nokes, Charles Primm, Tammy Renalds, Julie Roe, Rosie Sasso, Nicholas Simson, Izetta Slade, Melissa Ward, and Wesley Wright.

Absent: Rex Barton, Brian Browning, Linda Daugherty, Teresa Fisher, Deanna Flinchum, Keith Groves, Kimberley Hardaway, Kandi Hodges, Kevin Lauer, and John Rich.

Welcome – Julie Roe, Sr. Employee Relations Consultant welcomed everyone to the meeting.

Presentation – Training: The Role of ESC Representative in Disciplinary Action.

Ms. Roe discussed the procedures for disciplinary action and the ESC representative's role in the process. At the employee's request, his/her ESC representative may serve as a second set of ears in any disciplinary meetings. If representatives have any additional questions regarding the process, please contact Julie Roe at jmonday@utk.edu.

Commission reports

Commission for LGBT People– Tammy Renalds

Changes to restrooms throughout campus have begun. There will be changes with the signs to say "All Gender." The campus map has been updated to reflect these changes. The LGBT Commission is looking to partner with the Pride Center to create a campus wide needs-assessment and a campus climate survey. They will be referencing other institutions and their implementation of these tasks. The Pop-up Shop, an event combining Smokey's Closet, Smokey's Pantry, and the UT Recycling Free Store was hosted by the Commission for LGBT People for the LGBT student community. Smokey's Closet is in need of hangers if individuals or groups are willing to donate. The mentoring program has been revised and applications are now on the website at <https://cflgbt.utk.edu/mentorship/>.

Faculty Senate – Leah Buffington

The Faculty Senate met with Tisha Benton, Vice Chancellor for Communications, and spoke about a strategic plan. Ms. Benton was open to comments and suggestions. The next speaker, Tyvi Small, Interim Vice Chancellor for Diversity and Engagement, discussed building the infrastructure of his office. He has met with the Knoxville Legislative Delegation to discuss diversity and the concerns of the University.

Commission for Women – Rosie Sasso

The "United at the Rock" event was held last week on February 20th, 2019. There is a lot of planning going on in preparation for March which is National Women's Month. There are several investigations going on by different committees within the Commission for Women. An example of an

investigation is the gender salary analysis. Dr. David Manderscheid, Provost & Senior Vice Chancellor, was there to address any questions the commission might have. He discussed education on mental illness and substance abuse, interdisciplinary work between faculty and tenure. Dr. Manderscheid is working with his office to better the culture of UTK.

Commission for Blacks – Eric Carr

Tyvi Small, Interim Vice Chancellor for Diversity and Engagement, spoke to the commission about creating the infrastructure of his office. The role of Mr. Small's office is to coordinate pre-existing programs. The commission is working on a survey to go out to faculty and staff with results coming in the near future.

Constituent issues

1. Discussion to coordinate responses from the Exempt Staff Council and the Faculty Senate (and similar representative groups) to address recent announcements by from the Office of the President. Izetta Slade added that Human Resources takes no position on this topic.

The Council agreed to move this agenda item to the March meeting.

2. UT Medical Center discount: The University of Tennessee is still very much a recipient of the Employee Medical Discount Plan at The University of Tennessee Medical Center. The discount plans only apply to inpatient and outpatient services provided by UTMC. The deductible may or may not be waived. The hospital does not have any control over that. It all depends on billing. We as a university cannot/should not tell employees that they are not responsible for their deductible. To clarify, the discount plan is as follows:
 - Discount Plan A – Applies to the Premier PPO Plan. A full write off (100%) of the balance after all insurance plans have paid. This applies to inpatient and outpatient services ONLY. Covers: UT and UT leased employees, their spouses and dependents, and UT retirees covered by the Premier PPO Plan.
 - Discount Plan B – Applies to the Standard PPO and CDHP Plan. A 25% write off of the balance after all insurance plans have paid. This applies to inpatient and outpatient services ONLY. Covers: UT and UT leased employees, their spouses and dependents, UT retirees covered by the Premier PPO Plan. Benefit eligible employees, their spouses and dependents not covered by a State of Tennessee health plan
 - EXCLUSIONS – The discount will not apply to an eligible person participating in Medicare (A or B) and/or TNCare, or emergency department visits.

Presentation – Employee Assistance Program (EAP)

Melissa Ward, Optum Account Manager, discussed the programs and services available to University employees. There is a limit of five EAP visits per issue, per year. Benefit eligible employees do not need to be enrolled in UT medical insurance to receive EAP benefits. Some benefit categories included are Work and Life Services, Legal, Mediation, and Financial Services. Select services can also be conducted virtually. For more information or a list of services, visit www.Here4TN.com or call 1-855-437-3486.

Other business

None

Next Meeting

Wednesday, March 26th, 2019 from 2:30 to 4:00 pm
IPS, 1610 University Ave. Room 118
Please send agenda items to Rex Barton at rex.barton@utk.edu