

PRESENT

Jutta Bangs (Guest), Christopher Binkley, Mary Beth Burlison, Caitlin Cai (Guest), Alicia Calderon (Campus Partner), Shane Colter, Jamie Cyphers, Kristen Davis (Guest), George Drinnon, Darrell Easley, DeAnna Flinchum, Jeff Flowers (Guest Speaker), John Goddard, Allyson Graves, Lauren Hatcher, Marcus Hilliard, Melissa Jenkins, Beth Kurtz, Amanda Middleton, Johanna Owenby (Guest), Ivonne Pizarro (Guest), Kim Raia, Cearra Sears (Guest Speaker), Sam Smith, Laylah Smith (Guest), Bryan Sodomora (Guest Speaker), LaShel Stevens, Hillary Tune, Matt Wsrđ, Leslie Wereszczak, Norma Wilcox, and Lisa Yamagata-Lynch

ABSENT

Michele Atkins, Jon Chandler, Bill Jackson (Campus Partner), Bonnie Johnson, Nathan McKinney, David Moore, Blake Reagan, Tonya Sartin, and Tanya Washington

1. WELCOME

Chair Beth Kurtz, ESC Chair, welcomed everyone to the August meeting. Guests were present from the IPS Leadership Academy to observe the meeting. For information, see the July 2023 minutes.

2. NEW BUSINESS

- a. Jeff Flowers – Empower/RetireReadyTN, Retirement Plan Advisor
Jeff Flowers and Brian Sodomora are the RetireReadyTN retirement plan advisors for the University of Tennessee campus. Their role is to support employees through the retirement process. The focus of their job is education. They can do presentations to groups or schedule one-on-one retirement readiness reviews to assess what an employee's specific retirement outlook may be. To schedule a one-on-one retirement readiness review, visit: <https://utk.empowermytime.com/#/>. Meetings can happen on campus or virtually and are free to employees. Jeff and Brian can also be contacted at Jeff.Flowers@Empower.com or Bryan.Sodomora@Empower.com. To be eligible to meet with a RetireReadyTN Retirement Plan Advisor, you must be enrolled in either a TCRS account or have a 401k through the University.
- b. Cearra Sears – Career Development Specialist
The Career Development team is growing. [Cearra Sears recently joined Nancy Burkett](#) to help fulfill the growing demand for career development for staff. They are

able to do one-on-one coaching, where they can help empower people to navigate their careers and have a safe space to talk about where they see their career progressing. For more information on all the services they provide, visit: [Career Development | Human Resources \(utk.edu\)](#).

They can also do sessions based on departmental needs. Campus wide events are being planned, with the first one set for September 12, 2023 at 12-1 p.m. in the Student Union, room 360. This event is called "[Career Compass: Navigating Careers Here at UT,](#)" which will include a panel of UT staff to speak about their experiences with career development. You can register for the [event now in K@TE](#).

c. Human Resources Update - Darrell Easley, Director of Employee Relations & Learning and Organizational Development

The Fall semester will be busy with events and presentations. Learning and Organizational Development is hosting sessions for leadership development for the New Leader Advantage program. Professional development sessions are hosted each month. If you are interested in staying up-to-date in what is happening with Learning and Organizational Development, follow [these instructions](#) on how to sign up for their listserv and newsletter.

August is a very busy month for Human Resources. The Records division is busy entering in all the new hires for the Knoxville campus. Open Enrollment will be October 1 - 13, 2023. Marchelle Robinson is scheduled to join next month's meeting to go over any changes for Open Enrollment and answer any questions. The annual Outside Interest Disclosure forms are due now. A campus-wide reminder was distributed to help with completion. Monthly reminders will begin at the end of August to complete the form if you haven't already done so. It takes approximately 3 minutes to complete.

d. Volunteers for Committees

Representatives shared experiences serving on various other committees for the Exempt Staff Council. The following representatives volunteered to serve on committees that need ESC representation:

- i. Employee Relations Advisory Board: Shane Colter
- ii. Faculty Senate: Jamie Cyphers
- iii. Police Advisory Council: LaShel Stevens
- iv. University Leadership Council: Beth Kurtz
- v. Council for Diversity and Inclusion: Hillary Tune

3. CONSTITUENT ISSUES

a. No issues were submitted before the meeting.

b. Leslie Wereszczak brought up the issue of parking on campus. There are limited parking spots left for staff if they arrive on campus around 10 a.m. or after. Many representatives agreed that parking has been an issue for them or their constituents, and that many have had to circle lots many times before they can find a spot. There

was interest from the group to have a representative from Parking join the next meeting to discuss the issue.

4. OTHER BUSINESS

- a. [Open Enrollment](#) begins October 1, 2023, and runs through [October 13, 2023](#).

5. REMINDERS

- a. Next meeting: September 26, 2023 at 2:30 pm EST via Zoom.
- b. Please email Beth Kurtz (ekurtz2@utk.edu) or Sam (samsmith5@utk.edu) with constituent issue(s) or questions by noon the Friday before the next meeting.