EXEMPT STAFF COUNCIL
TUESDAY, JANUARY 28, 2025 | 2:30 – 4:00 P.M.

VIA ZOOM

THE UNIVERSITY OF
TENNESSEE
KNOXVILLE

EXEMPT STAFF COUNCIL

PRESENT

Mary Beth Burlison, Alicia Calderon (Campus Partner), Jon Chandler, Shane Colter, Jamie Cyphers, George Drinnon, Darrell Easley, DeAnna Flinchum, John Goddard, Allyson Graves, Lauren Hatcher, Melissa Jenkins, Whitney Jenkins, Tarah Keeler, Beth Kurtz, Paula May, Amanada Middleton, David Moore, Shay Riggs, Tonya Sartin, Sam Smith, LaShel Stevens, Hillary Tune, Samantha Ward, Leslie Wereszczak, Brooke Wichmann, and Lisa Yamagata-Lynch

ABSENT

Michele Atkins, Chris Binkley, Marcus Hilliard, Kim Raia and Matt Ward

1. WELCOME

   Shane Colter, Exempt Staff Council (ESC) Chair, welcomed everyone to the January 2025 meeting. Mr. Colter spoke about delays in getting guest speakers for the ESC, but they are still on his radar.

   The UT System has partnered with Gallup to collect feedback on free speech and viewpoint diversity on our campus. Search Gallup in your email for a personalized invitation to take part in this quick, confidential survey. The deadline for survey completion is Feb. 24.

2. NEW BUSINESS

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

   DASH has now gone live. There are still issues that the DASH teams are still working through, so please be patient as we learn how this new system works together.

   The 2024 Performance Reviews will be done in the DASH system. K@TE has online trainings for both the employee and manager to explain how to complete a review in DASH. You can search "Understanding and Navigating the Annual Performance Review Process in DASH" to find the training. The Employee Relations Team has designed two performance review training sessions to help employees and supervisors navigate the annual performance review dialogue and continue performance discussions throughout the year. "Empower Your Staff" is specifically

created for those who supervise staff and the "Take Charge of Your Performance" session is open for all employees to learn about emotional intelligence, collaborative goal setting, and connecting through conversation. You can register in K@TE by searching for the session title.

The Learning and Organizational Development team has created a new initiative for 2025 called the Rocky Top Leadership Challenge. Leadership Development sessions provide leaders at all levels opportunities to develop across the Tennessee Leadership Competency Model. Leaders can attend 1 session or all 12. Complete the Rocky Top Leadership Challenge by attending all 12 LD sessions in 2025! You can see what sessions are available in the Challenge by searching "Rocky Top Leadership Challenge: in K@TE.

A staff favorite event, "Connect the Dots," is returning this Spring on March 10, 2025, from 12:00 p.m. to 1:30 p.m. This is a career development networking event. This is a low-pressure way to network and meet new people from across campus. Registration is in K@TE.

b. Committee Updates
- o   Employee Relations Advisory Board (Shane Colter)
- o   Faculty Senate (Jamie Cyphers)
- o   Police Advisory Council (LaShel Brown)
- o   University Leadership Council (Beth Kurtz)
- o   Council for Diversity and Inclusion (Hillary Tune)
- o   Shared Governance Committee - aka The UTK Collaborative Leadership Council (Shane Colter and Beth Kurtz)

The Employee Relations Advisory Board met in December. UT President Randy Boyd attended and shared his excitement on the upcoming year for the University. Mr. Colter brought up the issues of parking on the UTIA section of campus. President Boyd is also excited about the new Staff Senate and is pleased with how other UT Campuses have implemented their Senates.

The University Leadership Council met in early January and Chancellor Plowman had everyone break up into groups to answer three questions: (1) When we dream of what we can do at UT, we see BLANK; (2) When people think of UT, we want them to think BLANK; and lastly, (3) How do we want to describe our next level efforts?

Faculty Senate did not meet in December 2024 and did not have an update for this meeting.

The Police Advisory Council did not have an update for this meeting.

The Council for Diversity and Inclusion is not currently meeting as they are restructuring their group to make it more effective.

The UTK Collaborative Leadership Council met and decided that they want to restructure what their meetings look like and try to redefine what their purpose for meeting is.

3. CONSTITUENT ISSUES
   a. **(Q):** Inclement Weather Policy Statement (for staff) – Multiple staff members like to get clarification on remote workers/exempt & non-exempt staff due to wide variety of staffing across the country.

      (A): Associate Vice Chancellor for Human Resources, Tarah Keeler, has taken note of the concern and has passed the feedback onto Vice Chancellor for Finance and Administration, Paul Byrnes, who is open to reviewing the wording on future messages.

   b. **(Q):** Issues with Locust Street Garage parking are getting worse. I've recently been stopped at the parking garage entrance because I'm not a monthly pass holder. Can we get courtesy alerts for large non-UT events (100+) that are likely to affect us?

      (A): The [Parkopedia app and website](#) shows the availability of downtown Knoxville Parking garages, if the Locust Street Garage is full.

   c. (Q): Why is there a discrepancy at UT System Schools that staff work a 40 hour work week and all of the TBR schools and other state universities only work 37.5 hour work weeks?

      (A): Associate Vice Chancellor for Human Resources, Tarah Keeler, has taken note of this concern and has brought it up with Vice Chancellor for Finance and Administration, Paul Byrnes. Ms. Keeler is still waiting for a response and will share more information when it is available. Shane Colter also stated that he will try to get this question on the ERAB agenda for the next meeting.

Other Business:

- Next meeting is February 25, 2025 at 2:30 pm EST.
- Please email Beth Kurtz (ekurtz2@utk.edu) or Sam (samsmith5@utk.edu) with constituent issue or questions the Friday (by noon) before the next meeting.