

**Exempt Staff Council**

Tuesday, April 25, 2017– 2:30 pm to 4:00 pm

Andy Holt Tower, 8th Floor Conference Room

***MEETING MINUTES***

1. **Welcome**

PJ Snodgrass, ESC Chair, welcomed everyone to the April meeting of the Exempt Staff Council.

1. **Business**

* **Guest Speaker – Dr. Beverly Davenport, Chancellor of UTK**

Question: Where do you stand on the following issues?

• Guns on Campus

• Outsourcing

• Returning “Lady Vols” to all UT female sports teams

• Reopening the UT Office of Diversity and Inclusion

Guns on campus: I would be absolutely pleased if we have no guns on campus. I certainly have respect for the Constitution. I also have respect for safety and security of the people working here and our students. Students’ safety is always on my mind.

Outsourcing: The last board meeting in Chattanooga announced JLL as the vendor who won the bid. The campus was given a great amount of data at the board meeting. We are trying to replicate the model and understand the implications. We can opt in the outsourcing. We are analyzing various factors such as the financial aspect, the quality of the work, the economic impact, and culture fit. We will continue to conduct a thorough analysis of the data as we enter summer. I will know more once the analysis concludes.

Eric Carr: What do you see on employee stress and hiring?

Dr. Davenport: It’s a stressful situation for employees since job security is their top priority. It’s not lost on me that human dimensions such as loyalty, pride, and dependability can’t be put into a dollar amount. Stress levels are high and hiring is difficult. We hope to find resolution soon, but must do a thorough analysis of the data.

Lady Vols Brand: I know it’s something exceedingly important. I do understand the commitment to an ideal sense of excellence and history. There are so many people who deeply care about this topic. I am going to put a small group together to review this topic. This group will reach out to constituents, such as students and alumni, for feedback.

Office of Diversity and Inclusion: We are going to have a diverse campus. Diversity is not just two variables. Diversity is not just gender identity and race. I have met with the diversity matters committees. I want all people who share similar concerns to feel safe on campus. No one deserves to feel unsafe or humiliated. I am not bringing back that center. However, we are going to have a diverse campus and provide a safe space for all.

Eric Carr: Will there be any larger campus discussion to get people on the same page?

Dr. Davenport: We are waiting for the legislative session to end to determine our budget and next steps. I am currently building the communication team via the search for a Vice Chancellor of Communication. Ultimately, I plan to send updates regarding ongoing concerns and initiatives to the campus community.

Question: Is there a way to give minorities more opportunities for growth? How can you increase the pipeline of minorities who are qualified to move up?

Dr. Davenport: I am planning to search for a Vice Chancellor of Human Resources for the Knoxville campus to help me implement leadership and career development opportunities for underrepresented groups and all staff.

* **New Business – Performance Reviews, Dr. Mary Lucal, Associate Vice Chancellor of Human Resources**

The performance review completion rate has grown over the past 10 years. The goal is to improve employees’ experience with performance reviews. The HR strategic plan includes mandatory supervisor training and an automated performance review submission. Dr. Lucal shared that 360 degree review would require more supervisory training.

1. **External Commission Reports**

* **Campus Planning — LaShel Brown**

Not in attendance.

* **Commission for Blacks — None**
* **Commission for Women — Teresa Fisher**

Not in attendance.

* **LGBT Commission — Eric Carr**

No update.

* **Faculty Senate — None**
* **Work Culture Improvements — Brian Browning**

Not in attendance.

1. **Issues/Questions from Constituents**

Question: State specialists are evaluated by agents but have no input on the agent. It is lacking the upward feedback.

Dr. Lucal: The Institute of Agriculture Chancellor should be made aware of the needs for upward feedback. The information may be sent to Whitney Fair, Interim HRO for Institute of Agriculture.

Question:What is the status of the current service awards contract and how can employees submit feedback?

Julie Roe: The last contract bid was in 2013. O.C. Tanner was selected for a one-year contract with four annual extensions, totaling five years. We recently extended the contract. The contract is for Knoxville-area and includes UTK, UTIA, IPS, UTFI, and System. We will bid the program in 2018. Employee may submit feedback about the service awards program, please send it to Julie Roe at [jmonday@tennessee.edu](mailto:jmonday@tennessee.edu). Ms. Roe will put together a team to review our current program, solicit feedback from employees, and prepare for the next bid.

**Next Meeting**

May 23, 2017 @ 2:30pm at Visitor’s Center Ballrooms, A&B