**Exempt Staff Council**

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

Visitor’s Center Ballrooms A&B

***MEETING MINUTES***

1. **Welcome**

Heath Nokes, ESC Chair, welcomed everyone to the July meeting of the Exempt Staff Council.

1. **Business**

* **Guest Speaker – Tyvi Small, Executive Director of Talent Management, Diversity & Community Relations, Haslam College of Business**

Mr. Small shared that in August 2016, Dr. Cheek, former UTK Chancellor, charged the Diversity and Inclusion implementation working group with guiding implementation for the Vol Vision 2020 diversity and inclusion priority. The working group conducted listening sessions with faculty, staff, and students. The group’s recommendation includes: prepare students for success in a diverse global workplace and expand partnership with Tennessee communities, especially those with socioeconomic challenges; increase diversity in recruitment for students, staff, and faculty; hire senior level administrator to direct campus efforts; ensure campus leadership (Provost, Vice Chancellors, and Deans) are held accountable for the diversity implementation; and include diversity and inclusion themes in curriculums. Mr. Small also shared that each Vice Chancellor and college are asked to provide a diversity plan.

* **The ESC Representative’s Role and Responsibilities Training – Mike Herbstritt**

Mike Herbstritt, Executive Director of Human Resources, shared that ESC representative serve as the liaison between employees and the administration. ESC representatives may be asked to attend disciplinary action meeting by his/her constituents. The October meeting will include training on the role of the representative in disciplinary action.

* **ERAB Meeting Report – PJ Snodgrass**

PJ Snodgrass, ESC Previous Chair, shared that ERAB is a state-wide employee relations advisory board that meets four times a year. During the July ERAB meeting, President DiPietro shared the 3% salary increase pool information with the group. Concerns about merit versus across-the-board raises were discussed. President DiPietro also shared that recommendations for outsourcing may be shared within next few weeks.

1. **External Commission Reports**

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

Not in attendance.

* **LGBT Commission — Eric Carr**

No Update.

* **Faculty Senate — None**

1. **Issues/Questions from constituents**

* Potential changes to Federal Employee Retirement System (FERS)– John Goddard

John Goddard: Are there any potential changes to the Federal Employee Retirement System (FERS)?

\*Jon Gushen, Director of Retirement and Benefits, responded after the meeting: There is a proposed budget that would potentially change the Civil Service Retirement System (CSRS) and Federal Employee Retirement System (FERS) salary calculation from a 3 year average to a 5 year average. Since this proposed legislation is not yet being voted on and may never materialize we can really only plan for its approval if it happens. There is nothing to discuss currently, however we are monitoring the budget proposal. When there is something concrete to communicate, we will reach out to the 143 active federal appointees.

1. **Next Meeting**

August 22, 2017 @ 2:30pm at Visitor’s Center Ballrooms, A&B