

Exempt Staff Council Meeting

November 27, 2018 ()
1610 University Avenue, Room 112 ()

Present: Rex Barton, Chelsea Bligh, Brad Briggs, Leah Buffington, Eric Carr, Joe Christian, Elizabeth Greene, Kimberly Hardaway, Johnny Jones, Emily Miller, Heath Nokes, Charles Primm, Tammy Renalds, Rosie Sasso, Nicholas Simson, Izetta Slade, Nate Taylor, and Wesley Wright

Absent: Michele Atkins, Jeanine Berge, Brian Browning, William Bruhin, Linda Daugherty, Teresa Fisher, Deanna Flinchum, Keith Groves, Kandi Hodges, Kevin Lauer, and John Rich

Welcome – Rex Barton

Commission reports

LGBT – Tammy Renalds

Dr. David Manderscheid, Provost and Sr. Vice Chancellor, visited the group on November 5th, 2018. He was interested in hearing the impact of issues that have occurred on campus and ideas of how to address them. Subcommittees are working on multiple projects including a Campus Climate Survey and the establishment of a clothing closet. Wayne Davis, Chancellor, will be a guest speaker at the upcoming meeting.

Faculty Senate – Leah Buffington

The commission met on November 19th, 2018 and continued working on previous issues like parking for expectant mothers. Two new items were brought before the Faculty Senate. The first item was a recommendation to reinstate a Chief Diversity Officer. The Student Government Association (SGA) was in attendance and presented a bill to endorse security supplies for the rock. With the recent actions of negative symbols on the rock, the SGA is trying to take action by gaining funding for cameras, lighting, and paint.

Commission for Women – Rosie Sasso

The commission met on November 1st, 2018 and received multiple representative reports to discuss increasing attendance and involvement in clubs such as the University Women's Club, American Association of University Women- Tennessee, Women's Leadership, and the Higher Education Resource Services (HERS) Institute. Dr. Matthew Theriot, Associate Provost, FDSI, discussed the UT Ascend Program which will offer programs and resources to help support women faculty and staff. The HERS Institute awarded Lisa Yamagata-Lynch and Kay Jones for attendance at their institute for the coming year. They were successful in establishing the commission for Women's Excellence Fund with a \$2,000 USD starting base. Anyone can donate now to the fund.

Commission for Blacks – Eric Carr

No report

By laws update – Kimberly Hardaway

Rex Barton suggested that the committee aim for either January or February to review the bylaws to allow the Council to make any additional changes. Please go on the Google Doc and make suggestions.

Constituent issues

1. (Parking passes for expectant or nursing mothers (update)

Rex Barton sent Brian Browning a letter endorsing the Faculty Senate's resolution on behalf of the Exempt Staff Council with one exception. The ESC recommends that there should be a hangtag in place of a permanent parking space.

2. (Travel allowance for state specialists – Alan Bruhin

Robert T. Burns, Dean & Professor, said UTIA Departments are provided with annual travel and operating funding to support Extension programming by their specialists. While UT Extension provides significantly more travel and operating support than our peers, it is still an expectation that Extension specialists will supplement this funding with extramural grant and fee based funding as needed to provide statewide Extension programs. Having said that, the amount of travel and operating funding support provided UT Extension to the departments has been increased over the past twenty years. In fact, Extension Administration increased travel and funding support to each UTIA department by 10% last year. It is important to note that while Extension Administration has increased travel and operating funding support to each department, there is no set travel allowance, and the allocation of travel funding to Extension specialists within a department is left entirely to the discretion of each department head.

The ESC concluded this topic as the budget issue remains within the department.

3. (Constituent from Communications Dept. says: "I am one of several individuals with documented disabilities who work in the Communications Building. There are too few handicapped spaces to meet the need. It would not be a hardship for the University to add more spaces in the front and back of the building." Is there a way to assess the need for spaces in this area compared to available handicapped parking spaces? On the parking map, there appear to be 3 surface spaces behind Communications, two beside it, and 19 spaces beneath Andy Holt Tower (which might not be very accessible for certain areas of the Communications building).

The Council agreed to table the topic and send it directly to Brian Browning.

4. (Constituent from College of Law asks about the timing and process for the approval of and the amount for longevity pay each year. She said she sees an announcement each year saying that it has been approved, but wonders if there is a possibility of it not being approved sometime in the future. If it's not a given, in the interest of personal budgeting/planning, she asks when one should know the situation for that year.

Rex Barton stated that there is no way to know what is in the budget until the governor signs off on it. History has shown that this decision could be anytime between May and July. The longevity pay is something that is not guaranteed.

Other business

- February's meeting will have Disciplinary Action Training prior to ESC meeting.
- Please email Rex Barton with any questions the Council would like to ask Randy Boyd during the Employee Relations Committee's 11/29/18 meeting.

Next meeting – December 18, 2018; 1610 University Ave.