

EMPLOYEE RELATIONS COMMITTEE MEETING

The University of Tennessee at Chattanooga

September 17, 2009

Heritage Room, University Center

Members attending: Joyce Blevins, Sue Carroll, Julia Cronin, Kelly Griffin, Mike Headlee, Valerah Hodges, Ken Hood, Anne Jay, Anna Lane, Jack Pitkin, Joyce Powell, Sue Stephens, Jan Uhles.

Others in attendance: Chuck Cantrell, Assistant Vice Chancellor, University Relations; Dan Webb, Director, Office of Human Resources; Melanie Sadler, Administrative Specialist, Office of Human Resources.

Call to Order: Ms Hodges called the meeting to order.

Minutes: Motion was made and seconded to approve minutes of the July 9th meeting.

Blue Ribbon Award

July 2009: Kellie Karaky, IT Technologist II, Walker Teaching Resource Center

Guest: Chancellor Roger Brown

Acting President Jan Simek visited the campus this week and spoke with five students from across the state about why they chose to attend UTC. Chancellor Brown said it is important to show the value of the university along with UTC's tradition and history, especially as UT embarks on a search for a new president.

Total enrollment at UTC increased 7% this year to 10,526 students. Admission requirements were raised and this year's freshman class of 2,209 had the highest GPA and ACT scores. The entire application was reviewed for those applicants with average scores, which includes viewing high school courses, involvement in extracurricular activities, and leadership potential.

While black enrollment has declined for three years in a row, UTC has the highest minority level of any university in the state. Since ROTC was re-established the program has seen a 200% growth. Chancellor Brown said the great strength of the university is its diversity.

Speaking recently to the UT Foundation Board, Provost Oldham said graduate students comprise 15% of UTC's total enrollment but would like to see an increase to 3,000 students. UTC's Ed.D. program will be offered at ETSU in Kingsport with some on-site faculty. Five graduate programs are completely online and developing and running online program is expensive. More students are seeking online programs as Dr. Brown pointed out that the University of Phoenix is entirely online. Some members said that the use of computers and texting has resulted in students not developing much needed social skills. Dr. Brown agreed and recommended Bowling Alone, which surveys the decline of social connections.

The university must continue to state Chattanooga's need to grow more graduate programs, helping to train individuals for critical professions and fuel the drive for economic development. Chattanooga's downtown business community has stated that they would like to see UTC in the middle of the central business district.

Approximately 150 students exceeded the capacity for on-campus housing and are staying at The Chattanooga and The Read House. It is possible that many will remain in hotels into the spring semester. Talks with the state will take place in the next 2 years about the need for additional housing, which is growing steadily at 4% every

year. The purchase of Bryan Funeral Home will provide space for parking and possibly student housing in the future.

A member questioned if an empty building on M.L. King Street could be purchased for additional housing. The chancellor replied he would like to see a private developer for the area, which is a mix of business and property owners. He has spoken with a Memphis businessman who is interested in developing Vine Street to Georgia Avenue with a mix of housing, retail, and restaurants similar to development around the University of Memphis. Some members said they had seen banners in establishments along M.L. King and Market Streets. Mr. Cantrell said the university supplied the banners to merchants. Students feel isolated from the downtown area and the university wants merchants to welcome them.

Groundbreaking will take place in the spring for the new library. A "math mall" will be established soon, which allows students to be self-paced. In other universities "math malls" have led to rapid gains in math literacy, which increased student retention.

The north stadium for Chamberlain Field, which is still being heated and cooled even though it is condemned, will be dismantled at a cost of \$500,000. Contrary to what many believe, the Field is not on the National Register of Historic Places. Football shaped finials that once topped the building are being stored at Finley Stadium and will be used when another structure, with the same façade, is built.

UTC has become the recipient of \$2 million dollars from former alumnus, John Murphy, and his wife, Renee Haugerad. The College of Business will receive \$1.5 million to establish the Haugerad-Murphy Global Finance Center for business students, particularly female business students. Ms Haugerad manages a hedge fund, which is typically run by males. The Mocs football program will receive \$500,000 that might be used to improve the Manker-Patten practice field.

Federal stimulus funds of \$28 million will maintain the university's 2007/08 budget but when funds are depleted by summer, 2011 the budget must be balanced, according to President Simek. The Executive Team has narrowed a list of ideas for stimulus funds that will be presented to URPAC, with items ranging from classrooms and technology, upgrading physical plant, improvement of "cardiac hill", to increased student services.

The Strategic Plan has been in place for 1 ½ years and Mr. Cantrell said that may be surprised at the accomplishments. UTC is a highly successful and respected institution and the goal is to enhance that. Mr. Cantrell said the website will highlight actions taken to accomplish goals. The university should submit plans this fall for an academic reorganization that will emphasize retention and student services. There is talk that the university may be asked to cut 6% of its budget. The entire budget for the university amounts to \$100 million with \$48 million from state funds.

Human Resources Reorganization

The UT System has announced the reorganization of its Human Resources Offices. Two regional service centers will be established; West TN Service Center in Memphis and the East TN Service Center in Knoxville. Linda Hendricks, UT Vice President for Human Resources, will address the ERC and ESC in a joint meeting on October 1 from 1:30 - 3:30, Lookout Mountain Room, University Center. Members are asked to submit questions/issues to Ms Sadler before the meeting.

Training

The Chancellor's Challenge, spearheaded by Carol Oglesby, will kick-off in January and encompass the whole person. The Challenge will be a Jeopardy-board format with 30 slots, 10 of which will be training focused. The Staff Performance & Development Review (SPDR) has been redesigned to incorporate an Individual Development Plan (IDP) to include training. The university is also viewing mandatory compliance training. STAR Achievement for administrative professionals will begin in the spring.

Compensation Committee

Mr. Webb said \$75,000 has been set aside to address equity among non-exempt staff. He will meet with Ms Cronin, Chair, and other committee members to review plan that was used in 1999, 2000, 2004, and 2007.

Communication Committee

Ms Hodges said she would ask Sue Carroll, Chair, to provide a report at the November meeting.

Christmas Eve

The university is scheduled to be open December 24. Employees may use annual leave, personal day, or leave without pay at their supervisor's discretion.

Adjournment

Motion was made and seconded to adjourn.

Respectfully submitted,

Melanie Sadler
Administrative Specialist
Human Resources