

EMPLOYEE RELATIONS COUNCIL MEETING

The University of Tennessee at Chattanooga

Thursday, January 21, 2021

via Zoom

Members attending: Melita Rector, Juanita Wade, Cathy Eppinger, Jean-Marie Lawrence, Terri Bearbower, Lenore Cawthorne, Sharon Thomas, Shirley Hatfield, Laneeta Derrick, Cindy Williams, Jonah Lasley, Megs Hazare, Nancy Rogers, Sarah Wetherill, Susan Gutshall, Leah Herron

Others in attendance: Julie Brown, Manager of Employer Relations, Human Resources; Janice Michaels, HR/OEI Assistant

Call to order: Ms. Rector called the meeting to order.

Minutes: The minutes for the November meeting were distributed and approved electronically.

Blue Ribbon Award: Valara Samples, Housing & Residence Life, was the recipient of the Chancellor's Blue Ribbon Award for October 2020. Craig Gosnell, Campus Rec, was the recipient of the Chancellor's Blue Ribbon Award for November 2020.

Guest: Stacie Grisham, Assistant Vice Chancellor for Student Success, Enrollment Management and Student Affairs

Ms. Grisham gave a presentation on the UT Promise Scholarship. Some of the highlights from the presentation were:

What is the UT Promise Scholarship?

1. New undergraduate last-dollar system-wide scholarship that covers tuition and mandatory fees (launched Fall 2020)
2. Eligible entering freshmen must qualify for HOPE and have a family household income is under \$50,000 a year in addition to other requirements
3. Student-success oriented program that requires volunteer service hours and meeting with a mentor each semester

Fall 2020 Demographics for UTC Promise Recipients:

There were 448 total recipients with the average award amount being \$144

- Gender:
 - 69% Female
 - 31% Male
- Population:
 - 65% first-time college students
 - 30% returning students
 - 5% transfer

- Race/Ethnicity
 - 60% White
 - 22% Black or African American
 - 6% Hispanic/Latino
 - 4% Multiple Values
 - 3% Asian

The top counties with UTC Promise Recipients:

- 28% Hamilton
- 7% Shelby
- 6% each Davidson & Knox
- 5% Rutherford

Community Service:

Community service is time contributed to a nonprofit or public service organization. There are some general common guidelines for service for the program including:

- Students cannot be paid
- Students cannot be supervised by someone who is a family member.
- Students can volunteer with more than one organization to meet their eight-hour requirement.
- Travel time to and from destinations does not count as service.
- Make sure your service aligns with your UT campus service guidelines

All UT Promise recipients must complete 8 hours of community service. The community service submission deadlines are:

- Spring term – December 1
- Summer term – April 1
- Fall term July 1

The most frequent service opportunities submitted for UTC students this fall were:

- Chattanooga Area Food Bank (88)
- Chattanooga Community Kitchen (39)
- Chambliss Center for Children (23)
- Orange Grove Center (10)
- Scrappy's Cupboard, Erlanger and a number of other food banks, churches & schools

Over 200 site locations were reported on over 650+ submissions.

Any specific questions regarding the community service definition (i.e. what activity, events, or initiatives meet the above regulations), opportunities, or the tracking form itself should be directed to Daniel Grzesik (Daniel-Grzesik@utc.edu), Director of Leadership Development and Programs.

Additional information regarding community service can be found at <https://www.utc.edu/financial-aid/utpromise.php>.

Mentors:

- All mentors are required to complete a one-hour training and complete a background check
- Students must complete three meetings with mentor by deadline each semester. Meetings were designed to be held monthly with mentees.
- Mentoring program is coordinated by UT system and includes over 2,000 volunteer mentors across
- Matching based on a combination of factors including preferences selected by mentees, shared interests, and background identified in program registration questions
- Mentors can find additional resources, including a handbook, in the Mentoring Portal at <https://mentor.tennessee.edu>.

UT Promise Website:

<https://tennessee.edu/ut-promise> contains information on the scholarship application, deadlines, program eligibility and some FAQs.

Students wanting information on scholarship eligibility or any other questions related to financial aid should contact the Mocs One Center.

Other Issues

Ms. Rector reminded everyone that it is time to start completing performance reviews and about the EAP resources that are available to employees.

Nominations for the ERC co-chair should be submitted to Jan by February 1.

Next Meeting

The next meeting will be Thursday, February 18, 2021 at 2:00 p.m.

Adjournment

Respectfully submitted,

Janice Michaels
HR/OEI Assistant