

Exempt Staff Council

University of Tennessee
Chattanooga

ESC Members

- **Jean Dake** Placement; Admissions; Counseling; OSD; Student Success Center
- **Don Harris** Athletics
- **Lori Henry** TEIS; Children's Center; Challenger Center
- **Jennifer Hoff** Grants & Research; Cont Ed; OPEIR; Teaching Resource Center
- **Tonia Martin** Financial Aid; Records; Advisement; Coop Ed; Adult Services; Graduate School
- **Becca McCashin** Teacher Prep Academy; Chemistry; Biology; COBA; Health & Human Performance; Math; Univ Honors; Nursing
- **Nathaniel Pinkard** Development; Alumni; Radio Station; University Relations

ESC Members

- **Cindee Pulliam** Facilities Mgt; Auxiliary; Mocs Card; Campus Law; Human Resources; Business & Financial Affairs; Safety
- **Scott Rosenow** CECA; Engineering; Sim Center; Southeast Center; Theatre; Cadek; Art
- **Charles Scott** Purchasing; Bursar; Disbursements; Fine Arts Center; Arena; Vice Chancellor; Housing
- **Shannon Smith** Student Development; University Center; Multicultural Affairs
- **Shirl Gholston** *Vice Chair* Student Support Services; Gear UP; Prism; Upward Bound ; CCCE; EOC
- **Jim Bowman** *Chair* Help Desk; Computer Center; Info Sup Serv; Network Services; Telecommunications

ESC Purpose

The purpose of the Exempt Staff Council is to serve as a *direct channel of two-way communication between regular exempt staff and senior UTC administration* by:

- ✓ Soliciting and disseminating information
- ✓ Serving as an advisory body to the Chancellor
- ✓ Serving on campus committees as requested
- ✓ Participating in the operation of UTC

ESC Committees

- **By-Laws Committee**
- **Compensation Committee**
- **Policies and Procedures Committee**

ESC Accomplishments 2006 - 07

- Council Assisted ERC in coordinating the campus wide picnic for staff and faculty. For the first time, we took the bold step of moving this activity indoors. This was wildly successful and we wish to thank Carol Oglesby at Mac Gym and her staff for amking this work.
- Informational sessions have been presented by Richard Brown on our budget process and future capital developments. Also administrators have provided sessions on :

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ESC Accomplishments 2006 - 07

- the new eRecruiting Process
- Staff Compensation for a small mid year increase considering
 - Years of service
 - Current salary
 - Market Value
- New 32 hour training policy HRO128

ESC Accomplishments (cont.)

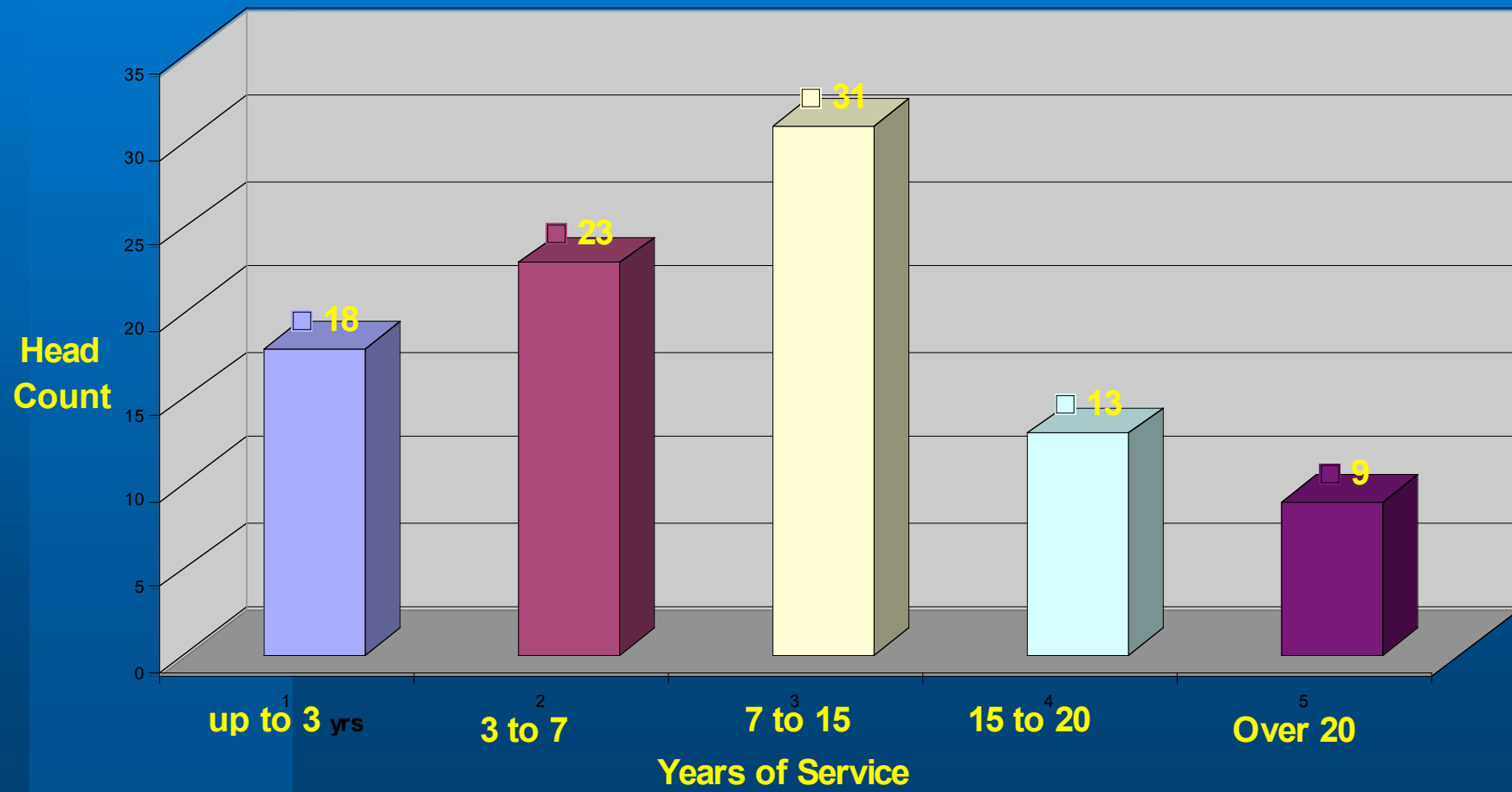
- **ESC chair participated in the UT System Employee Relations Advisory Board meetings in June and December with the other UT campus reps, Dr. Peterson and Sylvia Davis allowed extensive discussion of areas of concern from each campus. From this a review of compensation has begun.**

ESC – 4 R's

- Retain – good employees
 - Est. 70% with 7 years service or less
- Reward – long term employees
 - Valuable to UTC
- Regain – equity for all divisions
 - Continue reduction of compression for exempt, non-exempt & faculty
- Restore – Professional development
 - Restore funds for professional development & travel

UTC Exempt Staff

UTC Exempt Staff less than market value



Proposal for Adjustment to Salaries

Years of Service	Goal to % Mkt Value
Up to 3	80.0%
3 to 7	85.0%
7 to 15	90.0%
15 to 20	95.0%
Over 20	98.0%