

EXEMPT STAFF COUNCIL MEETING

The University of Tennessee at Chattanooga
Wednesday, December 14, 2016
Fortwood Room, University Center

Members attending: Holley Beeland, Amy Davis, Christine Estoye, Angie Johnson, Tim Johnson, Tonia Martin, Becca McCashin, Lindsey Pearse.

Others in attendance: Melanie Sadler, Administrative Specialist, Human Resources.

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

Minutes: A motion was made and seconded to approve minutes of the November meeting.

Guest: Dr. Daniel Pack, Dean of the College of Engineering & Computer Science

Dr. Pack was hired in January, 2016 as the Dean of the College of Engineering & Computer Science and is originally from South Korea but grew up in Arizona before attending Harvard and Purdue. His undergraduate degree was Electrical Engineering and his PhD thesis of a quadruped walking robot led to his work in unmanned aircraft or drones at the U.S. Air Force Academy where he served as the founding director of unmanned aircraft systems. He was later employed by the University of Texas at San Antonio.

UTC's College of Engineering & Computer Science has discipline specific degrees and now encompasses 15 undergraduate degree programs, 3 master's degree programs, and 1 PhD program. The college has 1400 students, undergraduate and graduate; 40 tenure-track faculty; and 19 staff. The college began as the College of Engineering in 1969 before being renamed to the College of Engineering & Computer Science in 1977.

While there is no comprehensive recruiting plan, the college is in the process of recruiting more females. Currently 16% of students are female, which is about the national norm, as compared to ½ of UTC graduates that are female. The college also regularly holds outreach activities for middle and high school students.

Dr. Pack said there are plans to add applied research, which he said is not separate from teaching but both serve to enhance each other. Successful schools include academics and an internship or cooperative experience, undergraduate research experience, and community engagement. The college is in discussions to establish a community service internship with the city, whose purpose is to offer time and expertise.

As the college continues to grow, Dr. Pack said their focus is concentrated on 5 areas: pursuing energy with TVA and EPB; being on the forefront of a Smart city; 900+ jobs in automotive and auto-related manufacturing in the Chattanooga area; more intelligent machines in society, requiring an investment of resources in man, machine, and cyber systems; reputation of online courses. He said the online Engineering Construction Management course is ranked #7 nationally and is the most affordable and quality engineering management program. The program is administered by 6 full-time faculty and adjuncts. Plans also include increasing enrollment in the college to 2,020 by the Year 2020.

FLSA Concerns

In light of the injunction by a federal court halting implementation of the Fair Labor Standards Act, new rules did not go into effect as expected on December 1st. An email to the campus from Chancellor Angle, announced that any previous changes would remain in effect until details are finalized.

A member expressed concern that 2 new staff members were recently hired as nonexempt while 2 other staff members are exempt and accruing additional leave. A question arose as to if they would receive back-leave if their positions are determined to be exempt.

ERAB Update

Ms Martin attended the ERAB meeting with Ms Lane, ERC Chair, via videoconference. Agenda items included:

- Discussion of facilities outsourcing with many questions and comments about the audit and reiteration that we still have the option to opt-out if justified. The timeline has been adjusted multiple times and is still not known when a decision will be made.
- Two days of weather-related leave for employees as (paid) administrative leave. This proposal was submitted by Knoxville representatives and a subcommittee has been formed with Ms Lane serving as the UTC representative before a presentation to the CAB (Compensation Advisory Board). There was discussion that this could open the potential for abuse but sick leave could also be abused.

Ms Martin said if members have any input about a proposed policy they should submit to her and she will forward to Ms Lane.

Next Meeting

Michelle Prince is scheduled to speak at the January 18, 2017 meeting.

Adjournment

The meeting was adjourned.

Respectfully submitted,

Melanie Sadler
Administrative Specialist, Human Resources