

EXEMPT STAFF COUNCIL MEETING

The University of Tennessee at Chattanooga
January 16, 2013
Fortwood Room, University Center

Members Attending: Debbie Bell, Cindy Carroll, Jean Dake, Cindy Hornsby, Deborah Hyde, Bruce Hilbert, Susan Lazenby, Miles Ledford, Tonia Martin, Virginia Moore, Stephanie Orr, Julie Russ, Chris Stokes, Karen Vann, Barbara Webb.

Others in attendance: Dan Webb, Director, Human Resources; Melanie Sadler, Administrative Specialist, Human Resources.

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

Minutes: Motion was made and seconded to approve minutes of November 14, 2012 meeting. (The ESC did not meet in December.)

Guest: Dr. Grady Bogue, Interim Chancellor

The university is in good financial shape and enjoys a great academic reputation and standing in the community. Dr. Bogue said he and his wife had discussed retiring to Nashville or Knoxville before accepting this position but are now considering calling Chattanooga their home.

Announcement of a new chancellor could come from the Board at their February meeting in Chattanooga. Dr. Bogue said he is trying to stay disengaged from the search, leaving the selection process to UTC faculty and staff. He and his wife, along with Drs. Obear, Stacy, and Brown, have had dinner with each candidate and his/her spouse.

Although UTC was the only campus in the state with enrollment growth this year, the university is facing some tough financial challenges. The governor's budget recommendation will be released soon and some increase in appropriations and a 4-6% tuition increase are expected.

In subsequent years, higher education will face a challenge to eliminate or reduce continuing tuition increases as heavy public pressure mounts to stop tuition increases. Such financial challenges will result in careful review of academic programs on every campus to identify those that may need to be discontinued.

Dr. Bogue sees the challenge for the future as a 'tug of heart' about the mission of the university. UTC has earned a reputation as a caring and competent place of teaching and Dr. Bogue believes this will create a tension between teaching and the new emphasis on research. UTC needs a promotion policy that is different from Knoxville's policy that tends to reward faculty who contribute to the community through research. The UTC promotion and rewards policy for faculty may need to

place more weight on service to the industries and organizations of our region as well as excellence in teaching, without such a heavy weight on the production of publications. UTC need not be the same kind of research university as UTK, but should develop its own identity as a comprehensive metropolitan university. Dr. Bogue added that he doesn't like the terminology 'flagship' used to describe the Knoxville campus and is confident that UTC can fashion a distinctive mission.

Dr. Bogue was asked what we could tell others about what is distinctive about UTC. He responded that UTC's distinction is a heritage of compassionate and competent teaching that draws students from across the state and region. Every staff and faculty member creates teachable moments and every student leaving the university should be an ambassador for UTC.

A low retention rate this year means UTC lost a significant amount of money and the data shows that many students were lost due to low Math scores. Some members said there exists a language barrier in Math and many freshmen choose Chattanooga State for Math classes. Dr. Bogue said he was unaware of this and would speak with Provost Tanner.

A member said the closing of Adult Services created a void that is not being filled. Dr. Bogue said the Evening School in Knoxville was also closed but he liked the concept of a one-stop shop and said the university should be a service-culture. Enrollment Services has expanded hours during the first two weeks of school and within areas can be flexible with their hours; however, a member said Mocs card should expand their hours accordingly.

The university has become aggressive in dealing with the high volume of wait-listed classes by purchasing software that projects course needs. As enrollment increases, Dr. Bogue was asked if the university would be able to maintain a teaching distinction. With the opening of the new Lupton Library, the current library space will open up some possibilities for additional classes. The next project, within 3-5 years, will be a \$35 million Life Sciences building. A new dorm, location to be determined, should help with enrollment. There are areas to be more effective with technology and the university has extended an MBA program to a site at VW.

Mr. Webb said Human Resources has talked with the Executive Team about 2 major initiatives - Work Culture Improvement and Leadership Development - as a follow-up from the Employee Engagement Survey and the chancellor will be the kick-off speaker for a series of training sessions for supervisors. Dr. Bogue said teachers not only teach content but (teach) values and believes we should build a culture of caring. Hopefully, most can look back and remember one faculty member that elevated their vision of what was possible with their life. Each member of the university makes a contribution to the College Complete Act and Dr. Bogue sees his mission as to advance the performance

policy of the university and create a climate of civility and dignity for each person.

A member asked Dr. Bogue if he thinks the entire campus would be smoke-free. He replied that society has taken a dramatic change in its view to smoking in public and asked the member to email him so he may share it with the Executive Team to view ways to enforce the current Smoking Policy. A member asked if feedback from conversations with students could be relayed to the chancellor's office without flooding him with emails. Members can and should email their dean, Provost, or the Chancellor with concerns.

Dr. Bogue said he was proud to reward faculty and staff last year with a 2.5% across-the-board, bonus, and market/equity adjustments. He added that it has been a fun and renewing experience to serve as chancellor and a pleasure to serve President DiPietro who cares for the specific identity of each campus.

Employee Relations Advisory Board Meeting

Ms Dake has emailed minutes of the ERAB meeting in December to members.

Additional Issues

Both the representative and alternate from Athletics have left the university and new members will be selected. Amy Davis has moved to a position outside of her representational group and is now a Representative-at-Large. Chris Stokes has moved from alternate to representative for Group 2.

No update was available from the Communication Ad-Hoc Committee.

Two more Chancellor candidates will visit today and tomorrow at 1:30 with the ESC and open forums at 2:45.

Ms Hyde said she expects the Provost search will launch immediately after the Chancellor selection is announced and a selection could be made by the beginning of the fall semester.

Applications for transfer students are down as compared to the same time last year.

Yancy Freeman, Assistant Vice Chancellor for Enrollment Services, will be invited to speak at the March meeting.

Ms Hyde told members they could send feedback about the Math department to Associate Provosts Dr. Jocelyn Sanders and Dr. Fran Bender.

Adjournment

A motion was made and seconded to adjourn.

Next Meeting

The ESC will meet February 20 @ 10:00. Dr. Karen Adsit and Kim McCroskey are scheduled to speak.

Respectfully submitted,

Melanie Sadler
Administrative Specialist, Human Resources