EXEMPT STAFF COUNCIL MEETING
The University of Tennessee at Chattanooga
May 19, 2008
Chickamauga Room, University Center


Others in attendance: Chuck Cantrell, Assistant Vice Chancellor, University Relations; Terry Denniston, Assistant to the Chancellor; Dan Webb, Director, Human Resources; Melanie Sadler, Administrative Specialist, Human Resources.

Call to Order: Mr. Bowman called the meeting to order.

Minutes: Motion was made and seconded to approve minutes of the April 21st meeting.

Guest: Chancellor Roger Brown

Dr. Brown told members it is hard to believe he has been at UTC for three years. Despite budget cuts he said the university will continue to work towards goals set in the Strategic Plan. The university is completing an application to the Carnegie Foundation to become known as a community engaged university. He noted that Penn State, an Ivy League school, and North Carolina State, a land-grant Division I research institution, are recognized by the Carnegie Foundation. Much documentation is required to prove everything a university does is in the interest of improving the community.

Guest: John Delaney, Vice Chancellor for Student Development

SGA leaders for next year have been elected and June orientations are filled with July orientations filling quickly. Enrollment is ahead of same time last year but retention numbers won’t be known until fall. The Recreation Center, a $16.3 million facility, will open February 2009, and discussions continue regarding access for faculty and staff. Bids go out in December for a pool complex. Renovations are underway in vacant Student Development space on the 3rd floor of the University Center that will house a multi-cultural Women’s Center.

Bids open May 27 for the RFP for Student Health, which will provide comprehensive health care for students, staff and faculty and allow use of private insurance. Dr. Delaney said recognized names in town are interested in the proposal as well as some not so well-known names. The present model for health care, under the direction of Dr. Chris Smith, is in place for the coming year as summer school begins and student athletes arrive in July. It is hoped that bids would include construction of a free-standing facility; criteria for the location is no more than 1 mile from Chamberlain Field, which is seen as the center of campus.

Dr. Delaney said he realizes that students’ first contact is with staff on the front lines and it is a priority to maintain positions. He said he appreciates the Chancellor’s positive attitude and those appointed to positions of leadership should model the same attitude.

Guest: Rick Hart, Athletics Director

Mr. Hart is completing his second year at UTC. He remains excited as his staff facilitates plans for the program and contributes and supports the educational
mission of the institution through student athletes and events. As they view their vision and direction they continue to reflect upon past successes.

Athletics has 17 varsity programs with 317 student athletes competing in NCAA Division I, highest level of competition that NCAA offers. Football is divided into Bowl Subdivision and Championship Subdivision (formerly I-AA), which UTC hosts at Finley Stadium. Seven sports progressed this year to post-season play.

Mr. Hart said Athletics is adapting to new academic measures, the Academic Performance Rate, which views eligibility to perform at end of each term and number of student athletes the institution retains. No penalties were assessed from the 2006/07 season but they still struggle with academic issues in Football and Wrestling; however, they are in excess of NCAA standards. This spring, 114 students were on the Honor Roll (3.0 GPA or higher); 80 on the Dean’s list (3.2 GPA or higher); and 21 students with a 4.0 GPA. Graduation rates are in excess of the general student population but Mr. Hart said he would like to see higher numbers.

UTC has just finished hosting the NCAA Men’s Golf Regional at Council Fire. The university will host the 2009/10 Basketball Championships; 1st and 2nd round of NCAA Women’s Basketball; National Championships for Men’s Golf in 2010. These events not only bring recognition to the university but have a positive economic impact on the community. Athletics is also involved in supporting Bethel Village, Children’s Hospital, and Komen Race for the Cure as individuals, as a team, and department. Mr. Hart said it is important for students to give back to the community.

Mr. Hart was asked if a new sport would be added or if a club sport would be converted to a varsity sport. He answered that he doesn’t anticipate adding another sport in the immediate future. As part of compliance in the NCAA, Southern Conference, and other governing bodies, the gender equity plan will be reviewed again in 18 months. Women’s Golf was added when the plan was last reviewed, although it was a sport in the 1980’s for a short period of time. Women’s Golf ranked 5th in conference play, won 4 tournaments, and the Southern Conference Freshman of the Year competed in the NCAA Regionals the first year it was added as a varsity sport. The department continues to view progression in the plan as they move towards full compliance under the law.

Guest: Richard Brown, Vice Chancellor for Finance & Operations

Governor Bredesen has announced plans to layoff 2,000 state employees and cut $55.8 million from higher education. Of the $22 million cut to the UT system’s budget, UTC must cut 5.7% of the base budget or $2.7 million. Dr. Brown said an immediate hiring freeze was enacted and the Executive Team’s goal is to retain jobs. A 2% raise for state employees has been eliminated. There is talk in the legislature of a one-time bonus although he said it’s unlikely to pass.

Books on the 2007/08 fiscal year have been closed. Funding for a new library was not cut from the budget although capital maintenance projects, which include the next phase of Metro renovation, have stalled. Dr. Brown said Banner, the new student information system, must be implemented. He remains hopeful that funds for the central energy plant remain in place, as only one boiler is operational.

President Petersen will talk with THEC later today and Board of Trustees tomorrow regarding tuition increases. Dr. Brown expects a 6-7% increase since the governor has stated he does not want double digit increases. The university remains committed to delivering a quality education with SACS qualified instructor, which
means cuts to the budget will not be across-the-board. The state must graduate more Tennesseans and by doing so it will be part of the solution.

Dr. Brown said he thinks the following year could be just as challenging for the budget; the governor has said he won’t use rainy day funds. The state’s budget problems are fueled by the home mortgage crisis and the rising cost of gasoline and Dr. Brown noted that other states are in far worse shape.

When asked if a buyout plan would be offered to UT employees, Dr. Brown replied that the governor has asked higher education to review a plan. The governor will announce a buyout plan soon for state employees although questions have arisen regarding whether the plan is voluntary, a RIF, or targets older workers.

**Guest: Bob Lyon, Vice Chancellor for University Advancement**

Mr. Lyon said University Advancement is comprised of WUTC Radio Station, Alumni, Development, and University Relations.

WUTC, under the direction of John McCormack, completed a spring fundraising campaign that was extended by 4 days and raised $150,000 in spite of tough economic times. Underwriting increased 35% last year and raised $47,000 in one month alone. Mr. Lyon said WUTC ranks 18th in the country in its market.

Alumni departments across the country are very good at organizing the next party, Mr. Lyon said, and while UTC’s Alumni Affairs plans great parties, it views the mission and Strategic Plan and how they factor into it. This year Alumni hosted “dinner with 12 strangers” that combined students, staff, faculty, and alumni. The Alumni Board visits high schools to encourage students to graduate and attend college. Approximately 70% of high school seniors are college-bound and Mr. Lyon said one school Alumni visited had 90% college-bound seniors.

The Development Office continues the Faculty/Staff Campaign until June 30. Contributions have doubled as compared to last year with 52-53% of staff participating. Mr. Lyon said UT Martin has 55% participation at present.

University Relations is responsible for publications, media releases, website, and communications. Mr. Lyon said other universities lack the coverage UTC receives in the local market and praised University Relations for constantly showcasing UTC.

**Guest: Phil Oldham, Vice Chancellor and Provost for Academic Affairs**

Dr. Oldham has been Provost for one year and though the university is facing a challenging time, he sees no change to the Strategic Plan. Chattanooga is a great community and UTC can have a huge impact on the community. In light of the budget, academic programs are being reviewed by the deans. The university’s principal mission is to grow enrollment, improve retention, and graduate students.

A campus wide task force studied freshmen last fall and not surprisingly, grades improve when students attend class. Survey data must be developed to understand the root cause for students not attending class. The task force must be able to identify at-risk students and intervene. Dr. Oldham noted that 30% of students live on campus. He hopes to hire a full-time person to address student retention, advisement, and student success. The university spends $2 – 2.5 million a year in efforts, which are varied and spread throughout the campus, to address student success.

SACS (Southern Association of Colleges & Schools) is a member organization that self-polices each other. Without bodies like SACS, Dr. Oldham said the federal
government might impose some restrictions. Dr. Karen Adsit will lead the SACS efforts and a steering committee will be in place in a few weeks.

The next step for SACS accreditation, will be reaffirmation due Fall, 2010 with a site visit in Spring, 2011. The reaffirmation process has changed into a two step process, which includes compliance and a qualified enhancement plan (QEP). The QEP is an opportunity for the institution to decide what they want to do in the future, whether research, international study for students, etc.

Dr. Oldham was asked if the QEP would be based on the Strategic Plan or some component of the plan. He said he expects it to be some component of the Plan. An assessment will be done to see how much can be accomplished.

Recognition of Incumbent Members

Mr. Webb presented certificates of appreciation from Chancellor Brown to incumbent members for serving on the Exempt Staff Council. Those recognized were Jim Bowman, Cindy Carroll, Jean Dake, Shirl Gholston, Don Harris, Jennifer Hoff, Tonia Martin, Becca McCashin, Cindee Pulliam, Linda Rivers, Scott Rosenow, Charles Scott, Shannon Smith.

Introduction of Incoming Members

Incoming members for the 2008-2010 term are:

- **Group 1** (Grants & Research, Cont Ed, Inst Research, Teaching Resource Ctr): Jennifer Hoff
- **Group 2** (Fin Aid, Records, Advisement, Coop Ed, Grad School): Amy Davis
- **Group 3** (ARCS, Engr, Sim Center, Southeast Ctr for the Arts, Theatre, Cadek, Art): Trevor Elliott
- **Group 4** (Stdt Support Serv, Gear UP, Prism, Upward Bound, Center for Career Ed, Challenger Center): Shirl Gholston
- **Group 5** (Education, Math, Chemistry, Biology, Geology, School of Business, Health & Human Performance, Nursing, Honors): Connie Boroughs
- **Group 6** (Children’s Center, Teacher Prep, Social Work): Linda Rivers
- **Group 7** (Athletics): Mackenzie McDonald
- **Group 8** (Purchasing, Bursar, Disbursements, Fine Arts, Arena, Housing): Val Sample
- **Group 9** (Facilities Mgt, Auxiliary, Mocs Card, Campus Law, HR, Business & Financial Affairs, Safety): Michelle Morales
- **Group 10** (Help Desk, Computer Center, Info Supp Serv, Network Services, Telecommunications, Stdt Comp Labs): Jim Bowman
- **Group 11** (Student Development, University Center, Campus Rec):
- **Group 12** (Placement, Admissions, Counseling, OSD): Jean Dake
- **Group 13** (Development, Alumni, Radio Station, Univ Relations): Cindy Carroll

Election of Chair and Vice Chair

Mr. Webb directed members to the ESC by-laws, Section D, regarding election of the officers and opened the floor for nominations. Mr. Bowman was nominated Chair and with no other nominations, a motion was made and second to close nominations. Mr. Bowman was elected Chair.

Ms Gholston was nominated Vice Chair and with no other nominations, a motion was made and seconded to close nominations. Ms Gholston was elected Vice Chair.

Picnic
A picnic is scheduled for August 8, to coincide with New Faculty Orientation. Mr. Bowman said the location will be announced.

Meetings

The ESC meets the 3rd Monday of the month, except August, at 10 a.m. in the University Center. Next scheduled meeting is June 16.

Adjournment: Motion was made and seconded to adjourn.

Respectfully Submitted,

Melanie Sadler
Administrative Specialist, Human Resources