

## **EMPLOYEE RELATIONS COUNCIL MEETING**

The University of Tennessee at Chattanooga

Thursday, July 16, 2020

via Zoom

**Members attending:** Melita Rector, Kellie Karaky, Sharon Thomas, Kate Gill, Juanita Wade, Cindy Williams, Laneeta Derrick, Lenore Cawthorne, Lindsay Roden, Mark Stotts, Megs Hazare, Sandra Jones, Shirley Hatfield, Nancy Rogers, Susan Gutshall, Jean Marie Lawrence

**Others in attendance:** Laure Pou, Assistant Vice Chancellor of Human Resources; Julie Brown, Manager of Employee Relations, Human Resources; Janice Michaels, HR/OEI Assistant, Human Resources

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

**Minutes:** The minutes for the June 2020 meeting were submitted and approved electronically with no changes needed.

**Blue Ribbon Award:** Donald Behneman, Academic Affairs, was the recipient of the Chancellor's Blue Ribbon Award for May 2020.

### **Guest: Yancy Freeman, Vice Chancellor, Enrollment Management and Student Affairs**

The Division of Enrollment Management and Student Affairs has 7 strategic priorities they have established for their division: Health & Wellness, Diversity & Inclusion, Strategic Enrollment Management, Leadership, Experiential Learning, Compliance & Assessment, and Stewardship and Division Investments

- I. Health and Wellness- EMSA values a state of well-being for all students, faculty, and staff.
  - a. The Division is committed to providing opportunities to engage students, faculty, and staff in health and wellness activities.
  - b. The Division is committed to providing services that support the well-being of students, faculty, and staff.
  
- II. Diversity and Inclusion- How the "parts reflect the whole." EMSA values diversity and inclusion in hiring, training, programming, education, and student success.
  - a. The Division is committed to providing programs and services to recruit and retain a diverse student population.
  - b. The Division is committed to providing staff training and professional development about inclusivity.

- III. Strategic Enrollment Management- EMSA values the university experience and the completion of post-secondary education.
  - a. Meeting the completion goals established by the state, UT system, and institution. These goals reflect a desire to increase the number of students with a post-secondary credential.
  
- IV. Leadership- EMSA values the personal and professional development of students and staff.
  - a. The Division is committed to providing opportunities related to professional development and performance management to cultivate growth.
  - b. The Division is committed to providing opportunities for students' personal and professional growth.
  
- V. Experiential Learning- EMSA values learning beyond classroom instruction.
  - a. The Division is committed to providing meaningful learning experiences for students to achieve personal growth.
  
- VI. Compliance and Assessment- EMSA values the rights of students and faculty. EMSA values the achievement of all assessment standards for the division.
  - a. EMSA is committed to ensuring that the division complies with the appropriate state and federal regulations to ensure that student and faculty rights are met.
  - b. EMSA is committed to developing learning outcomes and assessments of programs (CAS).
  
- VII. Stewardship and Division Investments – EMSA values the appropriate use of funds to support student success.
  - a. EMSA units are committed to fiscal responsibility and measuring return on investment (ROI).

### **Next Meeting**

There will not be a meeting in August. The next meeting will be Thursday, September 17, 2020 at 2:00 p.m.

### **Adjournment**

Respectfully submitted,

Janice Michaels  
HR/OEI Assistant