

EXEMPT STAFF COUNCIL MEETING

The University of Tennessee at Chattanooga
Wednesday, March 16, 2022, at 10:30 a.m.
via Zoom

Members attending: Chris Sherbesman, Laura Perryman, Susan Lazenby, Terry Sanford, Rebecca Dragoo, Yasmine Key, Jessica Pierce, Robert Keatley, Donald Behneman, Alexa McClellan, Brenda Johnston, Jamie Booth, Kim McCroskey, Kristin Nalley, Michal Wells, Tonia Martin, Zachary Ridder

Others in attendance: Laure Pou, Assistant Vice Chancellor of Human Resources; Julie Brown, Director of Employee Relations; Sarah Canatsey, Instructional Developer

Call to order: Chris Sherbesman called the meeting to order.

Minutes: The minutes for the February meeting were distributed and approved electronically.

FY2023 Budget Process Update

Sherbesman shared a budget update PowerPoint presentation. The snapshot reflected the university's current budget from the revenue perspective with the E&G and auxiliary budget being just under \$219 million. The revenue consists of 58% tuition and fees, 30% state appropriations, and 10% auxiliaries. The largest expenses are 39% instruction, 14% student services, and 10% auxiliaries. YTD actual revenue is approximately \$168 million, and YTD actual expenses are approximately \$117 million. The current surplus is \$50 million, although remaining encumbrances are slightly greater than the current balance. Summaries for the reserve and HEERF fundings were also provided. Sherbesman shared information about the FY2023 budget planning, highlighting challenges and opportunities, and investments. The presentation provided the budget planning timeline, which ranges from February 28, 2022, through June 24, 2022. Proposed new revenue total over \$11 million and proposed new expenses total over \$15 million. UTC will be receiving over \$100 million in rewards for capital appropriations that will include renovations to the Health Sciences building and 540 McCallie (CSOB), and upgrades to Brock Hall. Sherbesman also shared an FY2022-23 proposed budget allocations document that provided revenue and expenses line item details. He provided a brief overview, highlighting certain elements of the document. Sherbesman responded to questions regarding inflation and minimum wage increases. Operating dollars, which offset inflation costs, have historically not been prioritized within each divisions budget requests, but the budget is reviewed to identify opportunities in the budget where there is less spending or more savings. UTC did consider the cost to increase employees to \$15 per hour, but unfortunately, the finances would not be able to accommodate that increase. Pou added that there must be a strategic multi-year approach and a review of compression in order to support significant pay increases.

Staff Engagement Survey

Pou shared an engagement presentation similar to the presentation the Staff Engagement Taskforce shared with the Executive Leadership Team. The information pertains to the system-wide staff engagement survey that was administered by McLean & Company in September. The taskforce was created to think about engagement, review and capitalize on the feedback, and determine the best next steps. Along with Pou, Julie Brown, Dr. Lisa Burke-Smalley, Dr. Chris Cunningham, and David Steele are other members of the taskforce. The taskforce started meeting in January to discuss next steps. Pou solicited feedback from the ESC regarding what engagement means and why it matters. She shared that engagement is just one construct that explains worker behavior. The results from the McLean engagement survey provides information that can drive meaningful conversations for taking action. The results from the Best Places to Work survey that was conducted in December and included UTC faculty and staff will be incorporated into this effort as well. There was also a faculty survey recently administered by Coach, so that feedback will be reviewed as well. Pou shared that engagement can be discussed in terms of the ABC's: Affect, behavior, and cognition. She provided additional information regarding the ABCs of engagement. She also shared a priority matrix that was provided by McLean. The matrix identified engagement drivers that can be leveraged, maintained, evaluated, and improved. The next steps are continued engagement with ELT, ERC, ESC, and other staff representative groups, and identifying other impactful strategies. ESC was asked to think about engagement best practices in their division and how they may be leveraged in other areas of the campus.

Other Matters

ESC Elections

Sherbesman reminded everyone about the ESC pre-election email that will be communicated soon. The election will take place in April, and the retreat and transition will take place in May. He encouraged everyone to spread the word about the election.

Next Meeting

The next meeting will be Wednesday, April 20, 2022, at 10:30 a.m.

Adjournment

The meeting was adjourned.

Respectfully submitted,

Julie Brown
Director of Employee Relations