

# Exempt Staff Council

Meeting Minutes

November 15, 2023

UTC Library, Southern Writers' Room

**Meeting Description:** Chancellor Angle held an open forum meeting with members of the Exempt Staff Council to gather feedback and questions related to the university's ongoing operations, while sharing high-level updates regarding elements related to the student and employee experience at UTC.

**Guest Speaker:** Dr. Steven Angle, Chancellor

**Proposed Changes to Blue Ribbon Recognition Program:** In line with the ongoing Total Organizational Health initiative, several changes have been proposed to alter the Blue Ribbon Award Program. As it stands now, one staff member wins the Blue Ribbon Award per month and is invited to a biannual luncheon, where they are presented a monetary prize and commemorative plaque. These proposed changes include, but are not limited to, making the award accessible to different types of employee groups, such as faculty, staff, and separate academic colleges; presenting free attendance to and recognition at Athletic events; altering the number of winners per month and/or year; enhanced presentation on UTC's website.

## **Staff Priorities & Concerns (Surveys):**

- **Childcare:** lack of accessibility & affordability; lack of nighttime and infant childcare; waitlists; significant application fees; Hamilton County academic calendar misaligned with UTC
- **Hiring Process:** The timeline to hire qualified candidates in positions at UTC is perceived as burdensome for the university. Human Resources has been conducting an ongoing project with campus partners to eliminate extraneous steps and requirements while maintaining and reforming those necessary as a state entity.
- **Parking:** no discount for UTC employees; availability and number of lots to accommodate number of students and employees; conflict between parking availability and desire to increase number of students housed on campus (e.g., new Housing projects and residence halls)

- **Partnerships:** Engle Stadium and city partnerships as potential relief sites for various concerns (parking, affordable housing, etc.)

Chancellor Angle engaged members of the Council to discuss these issues, as well as share information regarding the financial outlook of the university. These include minimum wage at UTC being raised to \$15.00 per hour for regular employees, potential increases in tuition from zero to six percent over the coming years, efforts to make the UT Promise scholarship more inclusive to out-of-state students using income-based solutions, etc.

Next Meeting: January 17, 2024 (no meeting in December)