



Employee Relations Organizations Meeting
February 23, 2023 – 2:00p to 3:00p
Zoom

Moderator: Debbie Long

Representatives Present:

ERC: Elaine Robinson, Jessica Ross, Linda Johnson, David Meyer, Shannon Brown, Katora Jones, Kyle Smith, Shenicia Robinson, Janette Smith, Veronica Horton

ESC: Peggy Reisser, Terri Fought, Kristi Forman, DeSha Bolden, Kimberlee Norwood, Selena Strong, Patti Smith, LaTisha Williams

Representatives Absent: Blake Dingman, Cynthia Tooley, Yin Su, Libby Pelham, Keshia Giboney, Flavenia Leaper, Corey Newell, Ann Fields

Minutes Secretary: Katora Jones

Visitors: Dr. Chandra Alston, Tim Barton, Olivia Ralph

Meeting Agenda and Minutes

- 2:00 pm** **Welcome and Attendance – Debbie Long**
Just reminder to the committee we are the pulse checkers for the UTHSC staff and we serve a plethora of purposes for the Health Science Center.
- 2:00 am** **Chancellor Buckley addressed the committee**
Chancellor Buckley was unable to make it to the meeting.
- 2:05 pm** **Campus Safety Committee – Tim Barton**
Tim Barton is the Chief Safety Officer. The Campus Safety Committee was created over a year ago. There are representatives from each college and major departments as well as each of the Campuses (Nashville, Knoxville (covered by UTK safety committee), Chattanooga). The Campus safety committee serves the same role as the Employees Relations Committee. There is a representatives list available. You can obtain the list from Tim Barton or it will be on the Employee Relations channel on Teams. Any safety concerns you can report it to your representative or Tim Barton. Safety concerns can be emailed as well to labsafety@uthsc.edu. There are two safety departments on campus but they are ran by the same people. The two departments are Campus Safety and Emergency Management and the Office of Research Safety Affairs. Terri from the College Health Profession had a question concerning whom

the Campus Safety representative for the Speech Pathology for UTK. Tim advised Speech Pathology could reach out the Health Science Center Safety Committee. Peggy Reiser from Communications called attention to the representative list needs to be updated since some of the representatives have left the University. Dr. Bruce Shack (UTC), Dr. Chisholm-Burns, and the Faculty Senate. Dr. Kathy Kenwright from Health Professions will be retiring in June. Safety Committee meets quarterly. One of the agenda items for the upcoming meeting is the Exposure Control Plan. Needle Stick is the most common injured reported. The 2nd most common injury reported is slips, trips, and falls. Elaine Robinson inquired about the 930 building had concerns about the trash and sensitive material that are on the elevator. Tim advised he did not have a timeline when the elevator issues will be resolved, however he will follow up with Facilities. Tim will provide Ms. Robinson with an update. The 2022 Annual Safety Report will be available in the next few months.

2:23pm **Round Table Updates**

Kristi Norman: Next Tuesday the UT Presidents Awards Nomination information will go out to go out to all faculty and staff. UT System selects the winners, which will consist of a faculty and staff winner in each category. The criteria for the President Awards are the Be One UT Values. This year we will be able to nominate faculty and staff for each category. Ultimately, Chancellor Buckley will review and send 14 candidates for the rewards. On the President Awards form, there is a place for you to express why the faculty or staff members you recommend should be recognized. If they are nominated the nominee will have to get three recommendation letters. IPE Day is March 3rd. Volunteers needed for the poverty stimulation.

Peggy Reisser: Would like to give a report on three or four stories from UTHSC News Site (news.uthsc.edu). Our Two top leaders Dr. Kennard Brown and Chancellor Buckley is in the Power 100 in the Business Journal. The Black student association honored their award 7 winners of 2023. College of Dentistry Dr. Christina Rosenthal founded and runs Determined to be a Doctor Someday (DDS) featured on Good Morning America presented \$18,000 for the program, which helps young people on the community about jobs in the healthcare field. There is also an article on Dr. Brown's retirement.

Elaine Robinson: Administration Constituents had questions concerning the hybrid schedule as well as will the 5 percent raise cause insurance to increase. Departmental wise Siham Sherif was one of the seven students honored as Black Student Association as outstanding student leaders. There is a question concerning the retirement parties for Drs. Brown and Tony Ferrara.

(Debbie) There will be at least two or three parties for Dr. Brown to allow an opportunity for everyone come wish him well on his next endeavors and

congratulate him. The five percent raise is not tied to our insurance so it will not affect it. The five percent was proposed but not yet approved.

(Olivia) The five percent raise proposed and not approved yet. It has to be voted on by the state. If it is approved, it goes into effect on the August or September paychecks. There are no changes regarding Hybrid schedules, working remotely and working in person. It has been left up to the departments to evaluate the position and determine if the position can be hybrid, in person or fully remote. The staff or faculty will have to demonstrate the performance level or at least maintain good performance to become hybrid or work remotely. Documentation can be submitted to HR for review. In surveys it shows work life balance is essential. Chancellor Buckley loves the feeling of campus events being full. It is advised when live events occur to encourage high participation so hybrid and remote work can stay.

(Anna) Tony Ferrara's retirement will be sometime in June. Anna is still working with Tony's family concerning the date.

Terri Fought: Inquiring about the exempt staff that plans administrative professional's day activities next year budgets are pretty set for the year. Possibly like professional development on campus as well as some token of appreciation for the exempt staff for retention bases.

Would like an update on Ring Central installation on the rest of the campus?

Kyle, The rest of the campus will have Ring Central installed. Delays have put hold for now. Kyle will follow up for Terri since almost all of students have her number.

Anna: Inventory is due by March 31st. Please send this to Procurement Services and Account Payables

Debbie: Performance Evaluations are due March 31.

Long Distance: No update

Facilities: No update

Nursing: No update

Graduate Health Sciences: No update

Forensic Center: Forensic Center has two new hires Thomas Ellis and Jennitra Anyaso. Currently looking for Forensic Tech. In addition, we will be working on migrating to a new case management system called MDI Log. Over than that all is well at the Forensic Center.