



**Employee Relations Organizations Meeting**  
**December 7<sup>th</sup>, 2023 – 2:00p to 3:00p**  
**Zoom**

**Moderator:** Debbie Long

**Representatives Present:**

**ERC:** Shannon Brown, Keshia Giboney, Anna Norris, David Meyer, Veronica Horton, Jessica Ross, Flavenia Leaper, Ann Fields

**ESC:** Kimberlee Norwood, Peggy Reisser, Libby Pelham, Kristi Forman, Blake Dingman, Cynthia Tooley, Yin Su

**Representatives Absent:** Katora Jones, Corey Newell, Michelle Shiver, LaTisha Williams, Selena Strong, Linda Johnson, Patti Smith, DeSha Bolden, Terri Fought, Elaine Robinson, Janette Smith, Shenicia Richardson, Kyle Smith, Ramona Jackson,

**Minutes Secretary:** Debbie Long

**Visitors:** Chancellor Peter Buckley, Dr. Chandra Alston – Vice Chancellor of Human Resources, Dr. Kimberly Williams Collins

**Meeting Agenda and Minutes**

**2:00pm**      **Welcome, Attendance, and Announcement – Debbie Long**  
“We are elected to support employee issues, policy, and organizational challenges.”

Beginning in 2024 we are re-branding our presence on campus as the “Staff Senate”. This rebranding will include an update to the website, a small marketing campaign to inform the campus, and the beginning of social activities from the group to better connect with staff.

This rebranding does not change the structure or process of the ERC ESC groups. The election of non-exempt and exempt staff members for representation of the colleges and VC areas will maintain. Other campuses in the UT system do not have a staff senate at present, therefore use of the ERC ESC terminology will continue to be present. Activity among the ERAB will also continue, with our current representatives being Keshia Giboney for non-exempt and Kimberlee Norwood for exempt.

**2:08pm**

**Chancellor Peter Buckley Announcements**

At the end of September we had our retreat and most notable from the event was people convened on the notion of the statewide-ness of our organization. We also discussed the strategic plan and will be continuing to move it forward. A cabinet meeting will take place on the 21<sup>st</sup>, where topic of conversation will continue on the strategic plan and looking at the diversity of our workforce, student body, and faculty. Currently, staff is the most representative of the nature of Tennessee, but the faculty and administration do not represent the diverse nature of Tennessee. We are looking at how we bring new people into our organization that will lead to a more equal representation of the Tennessee diversity. I am really proud of us as an organization and our response to the disastrous situation in the middle east. In January, we will be having a presentation from a colleague of mine from Wisconsin on how they manage and communicate highly charged public situations. This presentation will have cabinet members, staff, faculty, and student representatives present. Another item you have received a message on was the new position of Chief Wellness Officer for UT, Dr. Jessi Gold. She will be based in Memphis and an employee at UTHSC but will help serve our sister campuses. We also have commencement here on Monday and are very excited about that as we graduate another round of graduates. We are fortunate to have President Boyd joining us for Commencement this coming Monday.

**2:20pm**

**Brief talk on What to Look Out for in Your Coworkers and Loved Ones during the Holidays – Dr. Kimberly Williams Collins, psychologist with University Health Services**

**2:50pm**

**Final Announcements**

Reminder the Holiday Gathering is next Tuesday, December 12<sup>th</sup> from 9:00am to 11:00am – come to the Mooney Library, Room 201 for a warm beverage and pick up a sweatshirt.