

EXEMPT STAFF COUNCIL
November 16, 2022
Held via Zoom
Minutes

Members in Attendance: Anitra Barrett (Vice Chair), Mary Lee King, Sandra Jones, Christine Estoye, Alexa McClellan, Sherry Marlow Ormsby, Michelle Rigler, Kat Mortensen, Lance Keatley, Elizabeth Johnson, Elizabeth Smith, Kelly Griffin

Others in Attendance: David Seidel, Associate Director of Parking Services; Julie Brown, Director of Employee Relations; Logan Rader, HR Administrative Support Specialist

Call to Order: The November 2022 ESC meeting was called to order by Anitra Barrett.

Response to Survey – Parking Services (David Seidel): On behalf of Parking Services, Mr. Seidel shared information in response to various employee concerns expressed in the Exempt Staff survey sent out in late 2022. In response to a suggestion regarding free parking for UTC faculty and staff, Mr. Seidel acknowledged that parking pass pricing can present a financial challenge for some individuals. However, there are currently no opportunities to eliminate pass pricing entirely. There are specific financial policies (e.g. prohibition of departmental funds to purchase parking passes for individual employees) which prevent benefits like this. Other institutions do coordinate with the university or system foundations to purchase basic parking packages for faculty and staff. However, in compliance with policy, there must be a specific revenue stream which could fund those kinds of auxiliary benefits at the Foundation and/or System financial level.

There are currently no exceptions (e.g. hardship) for covering the overall costs of parking permits. However, adjunct faculty members are eligible to receive a discounted General parking permit, and this remains the only exception that has been authorized for Parking Services to offer. The department will work with situations and individuals to adjust payroll deductions for employees who will be on a leave of absence for an extended period of time.

Currently, parking permits begin on the first day of the semester, which is normally in mid- or late-August, but faculty contracts begin on August 1st. Parking Services was

able to move the effective date of Fall 2022 permits to the first day after the Summer semester ended. In Fall 2023, the first day of Fall permits will begin August 9th, so the gap has narrowed significantly. Mr. Seidel expressed that Parking Services is always willing to work with employees and departments with extraneous circumstances that are presented by this gap. Due to the ongoing Summer semesters each year, Parking Services is unable to provide Fall permits until the Summer semesters end due to permit and space availability.

Survey Work Group Update: Member Christine Estoye shared an update regarding the survey that was sent to Exempt Staff in late 2022. To minimize redundancy, volunteering members grouped all survey feedback into several categories, which the council will use to address a range of questions and concerns that were gathered by the survey. This feedback will inform the ESC by identifying target issues and guiding the work through inviting specific departments and individuals more directly involved with any given issue. A vote was held with unanimous consensus on which issues to discuss at the next council meeting. Human Resources and the Office of Equity and Inclusion will attend the next meeting to offer insight and answer questions regarding UTC's hiring procedures, work-from-home arrangements, compensation, and other relevant items relating to the survey feedback.

Blue Ribbon Award: Julie Brown presented the Blue Ribbon Award winner for October 2022 to the group. Kim Thomas, Administrative Specialist in the Occupational Therapy and Physical Therapy departments, was nominated by 36 individuals to receive the Chancellor's Blue Ribbon Award for October 2022. Congratulations and thank you to Kim for her incredible work and reception of this award.

Adjournment: Anitra Barrett adjourned the meeting.