

University Operations

Employee Relations Committee
Tuesday, July 1, 2014 1:30-3:00
Andy Holt Tower, 8th Floor Conference Room

MEETING MINUTES

Present Jeff Barnes, Brian Browning, Karen Hackworth, Mike Herbstritt, Dave Irvin, Mary Lucal, Ed McDaniel, Jill Mayfield, Janet Miles, Randy Miller, Claudine Nagel, Megan Redmon, Dennis Saben, Josh Smyser, Lisa Turner and Karen Valero

Absent Tom Anderson, Dan Berryman, Robert Bryant, Carlos Carrillo, Rose Rita Cooper, Robert Dykes, Paul Fulcher, Eddie Golden, Sharon Jackson, Rick McCarter, Jeff Maples, Julie Monday, Ed Roach, Anthony Seabolt, Patrick Smith and Mike Werley

Welcome

Mike Herbstritt, Human Resources, welcomed everyone to the meeting.

New Business

1. Presentation of Major Capital Projects currently around campus- Dave Irvin, associate vice chancellor Facilities Services and Operations

There are currently one billion dollars dedicated to major capital projects on the Knoxville campus. When smaller projects (re-roofing, masonry repairs, etc.) are added, the amount grows to 1.3 billion dollars.

- **Major New Capital Projects**
 - ❖ Henson Hall Renovation – Refresh - New Space and Student Lounges for Social Work
 - ❖ Hodges Library Renovations
 - ❖ Research Lab Renovations (Science & Engineering Research Facility, Dougherty) for expanded research
 - ❖ Clement Hall
- **Major Deferred Maintenance Underway**
 - ❖ Reroof 120 + Building
 - ❖ Masonry Repair/ Replacement
 - ❖ HVAC Building System Upgrades
 - ❖ Code and Elevator Upgrades
- **Major Projects in Initial Programming/ Planning**
 - ❖ Ellington Plant Science Replacement
 - ❖ Arena Deferred Maintenance (15-20 Million)
 - ❖ New Engineering Building- for Nuclear and freshman engineering. This building will be three times the size of the new Tickle Building.
 - ❖ Programming and Planning for the Hill
 - ❖ Potential Cherokee Farms Research Campus Expansion
- **Major Infrastructure Projects/ Steam Plant Conversion/ Utilities Improvements (Continue thru 2016)**
 - ❖ Campus Steam Line Upgrades (Change from coal to natural gas)
 - ❖ Chiller and Cooling Tower Replacements
 - ❖ Removing Overhead Electrical Distributions
 - ❖ Substantial Equipment Replacement

- **Campus Utility Master plan**
- **Sustainability Improvement**
 - ❖ 11th Street Garage Solar Project
 - ❖ Storm Water Measures
- **Support Service Building**
 - ❖ Former Precast Plant on Sutherland Avenue that will be the new Facilities Service Bldg.
 - ❖ Key Shop will remain on campus
- **Volleyball Practice Facility/ Off Stevenson Drive**
 - ❖ Opening Fall of 2014
- **UT Student Union (2 Phase Project)**
 - ❖ Old Parking Garage Area - New building will open in 2015
 - ❖ Existing building area - Expected completion date is spring 2017
- **Landscape Projects**
 - ❖ 18-20 Million Dollars over 4-5 years
 - ❖ Fraternity Park Landscape
 - ❖ Student Center/ Hill Connection
 - ❖ Hill Landscape Improvements
 - ❖ Ayres "Lawn"
 - ❖ Pedestrian Mall Expansion
 - ❖ Second Creek Landscaping
 - ❖ Volunteer Boulevard "Revisioning"
- **Cumberland Corridor: This is a City of Knoxville Project (2 Phases)**
 - ❖ West End (University to Cumberland) - Start date after the 2014 football season completed by football season 2016
 - ❖ East End (20th-17th Street) - Start date after football season 2015 and approx. complete time of 18 months
- **University Commons (Walmart)**
- **17th and Cumberland Retail/Dining Center (two buildings)**
 - ❖ Finish by start of 2014 football season
 - ❖ VolShop on the East side
 - ❖ Two food vendors (Panda Express & Canes) on the west with the space for one additional food area.
 - ❖ Students will be able to use their Dining Dollars at these locations
- **Strong Hall Site**
 - ❖ 350,000 square feet
 - ❖ Utility Project currently in process
 - ❖ Finished projected date - Late December 2016
- **Science Research Facility- 13th and Cumberland**
 - ❖ All Animal Research Building /9 stories/250,000 square feet
 - ❖ Six departments will share (first time UT has ever done this)
- **Fred Brown Residence Hall**
 - ❖ Open July 2014
 - ❖ Series of suites. Fully booked with a waiting list.

- **New Residence Hall/Parking (Volunteer Blvd. & Lake Loudoun)**
 - ❖ Old Gibbs Hall is currently down and Stokely Athletic Center will be down by the end of Summer 2014
 - ❖ Expand the number of outdoor football fields to three.
 - ❖ New residence hall will have 700 beds
- **Presidential Courtyard Concepts Redevelopment (formerly the UT Housing Masterplan - Redevelopment Site)**
 - ❖ Five-year, four-phase project costing an estimated 250 million dollars Two and Three story buildings
 - ❖ Pedestrian orientated

Dave Irvin asked if there were any questions:

Q: Will UT become a 24/7 Campus- Mary Lucal

A: Research shows the more students can be on campus the more they are able to achieve higher grades, which makes graduation rates increase. We are close to being a Top 25 Institute in this area, but to complete this step, we have to offer students 24/7 space to interact with others.

Q: Tickle Engineering Building - The corner of the building looks unfinished. Are there any plans to make the corner more aesthetic appealing, possibly mosaic tile to make it look more finished? - Claudine Nagel/Ed McDaniel

A: This is an engineering building. In order to be able to do the kind of structural testing they do for UT, Federal research projects, ORNL, etc., they have to have an area that can handle the stress of the tests. There are no plans at this time to change the building.

Q: Parking fees were raised in 2012 to fund Lot 9 to be turned into a parking garage. Since this is no longer going to take place what are they going to do with the money from the increase in parking fees? – Janet Mills

A: The monies will be used for the new parking garage at the old Stokely Athletic Center site.

Q: What is happening with Melrose? – Ed McDaniel

A: Melrose has to be empty by 2015. Half will be torn down and half will be remodeled. This project will be a long-term project.

1. Lot 70 Repaved – Lisa Turner

Q: Lot 70 is in bad condition with large holes and uneven surfaces. Can this lot be re-paved?

A: The cost to repave the entire lot would be approximately \$150,000. Brian Browning will contact Mark and see if a patch job can be done until this lot is on the schedule to be resurfaced.

2. Parking Voucher for Occupational Health at UT Medical Center - Claudine Nagel

Q: Can parking vouchers be given out when you have an appointment over at the UT Medical Center?

A: UT Hospital is separate from the college. It is up to each individual department to make the decision if they give out parking vouchers. Decision is probably based on their budgets. You can purchase a weekly pass for \$5.00 if you know you are going to be visiting several times during a week verses paying individually.

2. Parking Voucher for Occupational Health at UT Medical Center - Claudine Nagel

Q: Can parking vouchers be given out when employees have an appointment over at the UT Medical Center?

A: UT Hospital is separate from the campus. It is up to each individual department to make the decision if they give out parking vouchers. An employee may purchase a weekly pass for \$5.00 if there will be visits several times during a week.

3. Merit Raises – Mike Herbstritt

- Chancellor Cheek is making plans for a merit raise hopefully in January. Several factors have to play into this before this can officially happen. This will not be an across the board raise. It will be based on merit only.

4. Performance Reviews - Mike Herbstritt

- UTK's percentage of performance reviews completed for the period December 31, 2013 was 97.4 percent for staff.

5. Insurance Deadline - Mike Herbstritt

- If an employee is in the Partnership Promise, he/she has until July 15' to complete his/her biometric screening (height, weight, waist circumference, blood sugar, blood pressure and cholesterol levels). Please be aware of this deadline so you are not moved from the Partnership Promise to the Standard plan.
- There will be no insurance increase in January 2015

6. Parking Fee Increase - Mike Herbstritt

- There will be no parking fee increase in July 2014

7. Fall elections- Mike Herbstritt

Employee Relations has a new system they will use during the election period. Departments can place their vote electronically or they can manually vote as done previously in the past. Julie Monday will share more on this at a later date

- The new fall election will be sometime in October- November
- This will be a 2 year term
- There will be an orientation in January 2015 for all reps elected

Old Business

- ❖ None

Announcements & Other Comments

- ❖ None

Distributions

- ❖ May 2014 Minutes

Next Meeting

Tuesday, August 5, 2014, from 1:30-3:00

Andy Holt Tower, 8th Floor Conference Room

Submit agenda items to Julie Monday at jmonday@utk.edu or 974-6452.