

PRESENT

Annette Beets, Alicia Calderon (Campus Partner), Jon Chandler, Natalie Crippen, Darrell Easley, Amy Gregory, Connie Inman, Chief Troy Lane (Guest Speaker), Ami McCarter, Sarah McFalls, Kristi Pearson, Christopher Pierce, Jen Roder, Jen Scagnelli, Denise Sears, Sharon Sexton, Melinda Simmons, Suzanne Smalley, Sam Smith, Patrick Sullivan, Lindsy Whitaker, Chrissy Wills-Maples, and Angela Woofter

ABSENT

Elizabeth Coleman, David Hodges, Gennie Hope-Davian, Jennifer Horner, Renee Johnson, Alexander Merkle, James Murphy, Stephanie Phillips, Lee Ann Ratledge, Kathryn Shepas, Sidney Snoddy, Elizabeth Tampas-Dixon, Sandy Thomas, Lisa Vandergriff, Roy Wood, and Jill Zambito

1. WELCOME

Jon Chandler, Senior Employee Relations Consultant, welcomed everyone to the October 2023 meeting.

2. GUEST SPEAKERS

- a. New Security Enhancements – Troy Lane, Chief of Police & Associate Vice Chancellor for Public Safety

The Tennessee Higher Education Commissioner released a document about security standards for schools approximately 2 years ago. There were a few broad guidelines that Chief Lane noticed, which talked about exterior building security and require that all exterior doors to campus buildings be secured. Campus leadership did a safety study of campus buildings and how best to apply the security standards from the document.

Since the University is a public institution, our doors are open to the public. Due to this, new locks are going to be installed across campus that allow the doors to be automatically unlocked during business hours and automatically locked at a set time each day. The new locks will also allow the Police department to lock certain doors and monitor what doors are open during an emergency on campus. Most of these new locks will have card readers added to the door to be able to be unlocked by

staff members of the campus community who need access to the building and have permissions to open the door. Any doors that do not receive the digital card readers, will become exit only doors.

For more information, visit the public safety page on the UT website: <https://safety.utk.edu/>. For information on central alarms and building access, visit: <https://safety.utk.edu/physical-security/>.

3. UPDATES

- a. Office of the Provost Update – Jen Roder, Communications Manager for Provost & Senior Vice Chancellor

Forbes and the Wall Street Journal recently released their higher education rankings, placing UT among the top public universities in the country. Provost Zomchick would like to extend his heartfelt appreciation for all the amazing work that our faculty and staff do to ensure that our students have access to the resources they need to succeed while they're here.

The [academic calendars](#) have been posted through the 2026-27 school year. October is National Disabilities in the Workplace Awareness month. Visit the [Office of Equity and Diversity website](#) for more information on activities that are planned for the month. Student Success is hosting the [UT Thrive Summit](#) in November. It is open to anyone on campus who is interested in learning more about how to ensure our students wellbeing and success. Mike Night will be held on November 16, 2023. Registration is open at <https://micnite.utk.edu/>.

One initiative of the Provost's Office is encouraging wellbeing among our campus community, not only for students, but also for faculty and staff. Visit the [BeWell site](#) to see upcoming sessions and activities.

- b. Human Resources Update – Darrell Easley, Director of Employee Relations and Learning and Organizational Development

The McLean Employee Engagement Survey was emailed to employees across the entire system on September 20, 2023. We appreciate participation as the results of that survey are reviewed by the Cabinet, and acted upon.

Many HR Staff are involved in the DASH implementation project. The prototype phase is currently underway, and it is exciting to see everything come together.

Many training, learning, and career development sessions are being conducted by several departments in HR. Look for opportunities in K@TE for upcoming sessions held by our departments, as there are many great sessions scheduled for this Fall.

4. CONSTITUENT QUESTIONS

- a. (Q): Why parking is not being enforced on Fraternity Park Drive?

(A): Human Resources has reached out to Mike Ragsdale, Director of Parking, for feedback and are awaiting a response.

- b. (Q): When traveling into campus in the morning from Neyland Drive there is a blinking yellow light at Phillip Fulmer Way. I would think this light is to allow traffic to enter campus without causing a backup of traffic to Neyland. However, many people will still stop at this yellow light and motion cars to enter from Phillip Fulmer Way. This is very dangerous as most cars behind them will not be expecting this person to stop.

(A): Human Resources reached out to Phillip Reyes, UT Traffic Engineer, for feedback and he responded with the following:

“While I understand the frustration, this is a very common occurrence with a flashing yellow/red signalized intersection. You are correct; it is to get a steady flow of traffic onto campus, but you do have the occasional motorists that will yield to the other side. Lots of motorists see ‘flashing yellow signals’ similar to a ‘Yield’ condition. While they are similar, they do not mean the same. The MUTCD states *‘the flashing yellow sequence is permitted to cautiously enter the intersection to proceed straight through or turn right or left’* and the TN Drivers Manual states *‘Slow down and proceed with caution at the intersection’*.

The intersection of Phillip Fulmer Way and Lake Loudoun Drive is a UTK owned signal and the other is controlled by the City of Knoxville. The plan is to get these signals interconnected (communicating with each other) so we do not flash the signal. I am actively exploring the costs for these improvements and will present a budget proposal for the upcoming fiscal year.”

- c. (Q): When sitting at the red light heading toward Cumberland Avenue, your vision is blocked by tall vegetation. You cannot see if a pedestrian is about to step out until you are right at them. It would be best if that could be removed and replanted with something that grows no higher than two feet.

(A): Human Resources reached out to Phillip Reyes, UT Traffic Engineer, for feedback and he responded with the following:

“This is also on my list due to the pedestrian/ vehicle conflicts created by vegetation. Several sections of Volunteer Boulevard have overgrown trees and shrubs. I have been working with the Arborist to get sections trimmed back.”

Employees can also call Facilities Services One Call at (865) 946-7777, to request assistance on this matter. One Call is a great place to start with any maintenance concerns on campus.

- d. **(Q):** Handicap parking at the Conference Center Building appears to have been taken over by Audiology and Speech Pathology vehicle traffic. We have non-UT people coming to our offices. Are there plans to review and increase handicap parking for others?

(A): Human Resources has reached out to Mike Ragsdale, Director of Parking, for feedback and are awaiting a response.

5. OTHER BUSINESS/ANNOUNCEMENTS

- a. Open Enrollment is happening now! Now is your chance to make any changes to your insurance benefits for the 2024 year. Open Enrollment ends on October 13, 2023.
- b. EAP Overview Webinar – Learn about your EAP benefits on October 17th, 2023
- c. Financial Wellness Series – Check out K@TE for upcoming sessions. Next session will be “How to Manage Finances” on October 18th, 2023
- d. Career Well-Being: Be Happy & Healthy @ UT Knoxville – October 25th, 2023, hosted by HR Career Development and Be Well
- e. Online Office Games: Fall For Fun Edition – October 30th, 2023

6. REMINDERS:

- a. Please email Jon Chandler (jchand41@utk.edu) or Sam Smith (SamSmith5@utk.edu) any constituent questions.