



Employee Relations Organizations Meeting
September 28th, 2023 – 2:00p to 3:00p
Zoom/HR Training Room

Moderator: Debbie Long

Representatives Present:

ERC: Jessica Ross, Michelle Shiver, Flavenia Leaper, Shannon Brown, Kyle Smith, Ramona Jackson, Keshia Giboney, Anna Norris, Elaine Robinson, Linda Johnson

ESC: Patti Smith, Yin Su, Cynthia Tooley, DeSha Bolden, Kimberlee Norwood, Blake Dingman, LaTisha Williams, Selena Strong, Peggy Reisser

Representatives Absent: Terri Fought, Veronica Horton, Katora Jones, Corey Newell, Janette Smith, Michelle Shiver, Shenicia Richardson, David Meyer, Ann Fields, Libby Pelham, Kristi Forman

Minutes Secretary: Debbie Long

Visitors: Gina Curry, Insurance Coordinator, Dr. Chandra Alston, VC of HR, and Dr. Peter Buckley, Chancellor

Meeting Agenda and Minutes

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

2:08pm **Annual Enrollment and key changes to benefits for 2024**

Annual Enrollment newsletter mailed to all employees and available on the website:
<https://www.tn.gov/content/tn/partnersforhealth/ac/materials/state-and-higher-education-enrollment-materials.html>

Premiums will increase 2 – 5 %

No increases in deductibles or out-of-pocket maximums.

Long Term Disability coverage will be provided to each employee and covered at 100% by the state.

Basic Term Life premiums will also be covered 100% by the state for employees.

The option to have dependents on the state provided term life policy is going away.

If you want to gain coverage on your dependents, you will need to enroll in voluntary term life.

ShareCare is the new wellness incentive provider, the incentive will remain at \$250 for employee activities, or \$500 for employee and spouse activities.

It is recommended that you check your benefit elections during open enrollment, even if you do not plan to make any changes. Elections will roll over to the next year if you do nothing.

If in an FSA, enrollment is required each year through Optum. Flexible Spending Account enrollment period is 10/1/23 – 10/31/23.

2:30pm Round Table

Elaine R. The Women's Resource Group Power Walk is tomorrow in the SAC Gym.

Anna N. Melissa Norris has joined UTHSC as the Executive Administrative Assistant for new EVC, Raaj Kurapati. For scheduling needs to reach Raaj please contact Melissa.

Peggy R. Employee Appreciation Day is October 6th. Registration for the event is October 2nd and 3rd. The event should be similar to last year's event. For those who wish to volunteer with the event please contact Shuntae Brown at sbrown50@uthsc.edu

CHIPS has been nominated for the 2023 Innovations Award, with more news to come.

Chancellor Buckley spoke briefly on the leadership reorganization that has taken place at UTHSC, including the merging of the CFO and COO role into the EVC role. The floor was opened for any questions or comments.

Our vision – Healthy Tennesseans, Thriving Communities can be seen in the tag line of email signatures, on a sign at Union Ave. and around campus. This is just one facet of our strategic plan and an active commitment to our promise to make our strategic plan a reality on our campus. Much effort was put in by a large number of people, including Organizational and Strategic Planner, Bill Mallen, who conferred with the building of the strategic plan and will present at the Retreat on October 27th to facilitate the continued efforts to make the strategic plan live.

Employee Appreciation Day is October 6th, it is important people show up to these events and are highly encouraged to come have some fun and feel appreciated. (I'll be there!)

Chandra A. In regards to DASH training, we have purchased a product called MAVERICK to aid in our end user training on the DASH product. It looks a lot like DASH and mimics its capabilities for users to practice on the system. Currently testing will occur in three stage, we are in stage 1 right now.



Blake D. Dr. Kenneth Tilashalski, aka Dr. T, new Executive Associate Dean begin on September 1st. There is reorganization to the structure of the College of Dentistry coming in the future.