

Staff Advisory Committee

January 7, 2016

Members Present: Becky Asher (presiding), Kevin Edwards, Lauren Graves, Patrena Hicks, Liz Kasserer, Jerry Keeton, Misty Kline, Debbie Mayberry, Valerie Nash, Toni Nelson, Kathy Reynolds and Cheryl Sullivan

Others Present: Leslie Crickenberger, President Phil Oldham, Terri Taylor

President's Comments

The University is winding down to close out the Centennial year celebrations and to begin a second century of providing higher education opportunities for students.

In early December, Governor Haslam announcement his intent to present a proposal for a new structure which would remove the six universities from the TBR system purview with the creation of local governing boards for the six universities. The Focus On College and University Success (FOCUS) Act will be presented during the January legislative process for potential implementation if approved by the General Assembly. The proposed legislation was coming from the success in Tennessee and unprecedented demand around the community colleges and Tennessee Colleges of Applied Technology (TCAT). A board focused more on those institutions can help take advantage of the distinctiveness of programs and the growing strategic importance of community colleges and TCATs in Tennessee. The opportunities provided by universities having boards with members who have the luxury of focusing on individual schools will allow for more flexibility and autonomy as well as advocacy at the state level.

The Governor has since named members of the transition task force (consisting of higher education leaders and professionals) to offer guidance on the proposed FOCUS Act during the legislative process which will have two components: a steering committee to provide high level implementation guidance to the Governor and a working group that will offer technical assistance and report back to the steering committee.

President Oldham reiterated his message sent to the campus in early December, that as a member of the steering committee he looks forward to working toward a transition that allows TTU and other universities to keep the focus on student success. The governance structure will provide the opportunity for each university to operate in a way that plays to its strengths and resources. The goal/objective to be the best institution possible hasn't changed.

Earlier today, notification was received that the TBR Chancellor was retiring effective January 31, with an interim chancellor to be named. When developments are finalized relative to the FOCUS Act, the information will be shared with the University.

President Oldham noted that the facilities management outsourcing (FMO) initiative is not a major agenda at this time. All state governance aspires to operate in the most efficient manner.

Ground breaking for the new fitness center is projected for early fall with an anticipated occupancy date of fall 2018. The design is in final stages and construction bids will follow that completion. Currently, designers for the science building are being interviewed and TTU is waiting on the SBC's final selection. The construction project for this building is expected to take three years.

Performance Evaluations

Associate Vice President for Human Resources Dr. Leslie Crickenberger provided a presentation of the paperless performance evaluation process. Human Resources is deploying PeopleAdmin Performance for the 2015-16 evaluation process for administrative and clerical/support staff employees. This implementation is at the request of the President to provide a more efficient and paperless evaluation process. The following goals were developed and the system will incorporate these four areas with the performance evaluation process for all employees:

Core Competencies

Goal 1: Establish a set of core competencies relevant to ALL positions at TTU

Job Responsibilities

Goal 2: Ensure evaluation scores tie directly back to actual job responsibilities

Rating Scale

Goal 3: Establish a consistent/reliable rating scale across ALL positions at TTU

Future Merit Increases

Goal 4: Ensure flexibility for future merit increases tied to performance

The system will go live on March 1 for supervisor access and then in April for all employees. This process does not eliminate the face-to-face meeting of employee with supervisor. The goal is to have all evaluations completed with employee acknowledging evaluation by May 14. More information will be forthcoming via Tech Times and email. Self-help videos for completion of the evaluation process will also be provided on the PeopleAdmin webpage.

There being no further business of the committee, the meeting ADJOURNED at 2:34 p.m.

Terri Taylor, Recorder