

Staff Advisory Committee to the President
September 15, 2014, 10 a.m.

Members Present: Becky Asher, Kevin Edwards (presiding), Lauren Graves, Patrena Hicks, Jerry Keeton, Tina Martin, Debbie Mayberry, Randal McCloud, Valerie Nash, Kathy Reynolds, Cheryl Sullivan and Randa Thompson

Others Present: John Brooks, President Oldham and Terri Taylor

Opening Welcome

Chairman Edwards opened the meeting with a welcome and introduction of members. Chairman Edwards took a few moments to state the purpose and objectives of the Staff Advisory Committee which are listed as follows: to act in an advisory capacity to the President's staff; to represent all non-exempt employees of Tennessee Technological University; to establish a line of communication between the non-exempt employees and the President as well as his staff; to promote cooperation and fellowship among non-exempt employees, and to evaluate University policies affecting non-exempt employees. He also outlined the process for the submission of comments and suggestions with boxes located in the RUC and the Facilities building. All suggestions and comments will be submitted to the President's Office for distribution to the appropriate administrator for follow up.

President's Comments

President Oldham opened stating that as we prepare to celebrate the Centennial year we are also preparing to celebrate distinctiveness, innovation and people that will raise our national profile and put us on the international stage. Tennessee Tech is raising its profile while our students are gaining exceptional knowledge from the amazing experience that only our university offers. The experiences our students receive are a product of the men and women of this university who make this institution a home for our students, and that is what sets Tennessee Tech apart from our competition. Looking at our numbers is proof of this, through the help of faculty, staff and administration our university has seen a recent 6% increase in first year retention, 14% increase in graduate studies, and our overall enrollment is up 2% while the rest of TBR institutions are down, with the exception of TSU. We can clearly see that your hard work is paying off, Tennessee Tech is ranked as one of the best public universities in the South, we provide our students with the highest return on investment, and we are positioning our graduates to earn the highest mid-career salary potential of any public university graduates in Tennessee. For those and many other reasons the energy level of campus is high and we must maintain that momentum as we address challenges that we will face this year. The challenges we will soon be faced with include: a tuition increase that positions us well in the state, and reflects the quality of education we provide; we must focus on bolstering undergraduate and graduate enrollment; and we cannot rely on further tuition increases to help our budget. These challenges are well within our ability to address and we must accept them and attack them with great tact and enthusiasm. It goes without saying, you are all doing a wonderful job and thank you for the hard work you do for this university and our students.

Human Resources Updates

Associate Vice President for Human Resources John Brooks gave an update regarding the streamlining and automating of processes within the Human Resource unit. Examples given were an online orientation process currently in draft stage, and also a newly advertised training development position to assist university employees with mandatory training, soft skills training, job development as well as personal development skills.

Non-faculty Grievance Pool

According to university policy, the non-faculty grievance pool was presented before the committee for approval. Ms. Sullivan made a motion to approve the pool as distributed. Mr. McCloud seconded. The motion was APPROVED.

Service-Pin Presentations

President Oldham presided over the presentation of service pins which represented an accumulation of 810 years of service by Tech staff.

Ms. Reynolds moved to adjourn and Ms. Hicks seconded. The meeting ADJOURNED at 10:30 a.m.

Terri Taylor, Recorder

Listing of Pin Recipients

Year 5	Year 15	Year 25
Kathy Faulkner	Lee Bledsoe	Carol Boles
Rex Miller	Joy Cook	Charlotte Elligan
Toni Nelson	Michael Hooper	Patrena Hicks
Tina Smith	Allan Jones	Kaye Loftis
Alex Swartz	Lorie Judd	Vickie Mayberry
John Trobaugh	Tina Martin	Sue Richardson
Zeb Waller	Steve Masters	Debbie Walker
Lisa Crow	Troy Parks	
Lucian Finch		Year 30
Linda Fox	Year 20	Sharon Buckner
	Jim Dillon	Phyllis Stallion
Year 10	Tereasa Herron	Patti Tudor
Pam Allen	Debbie Turnbow	
Sherri Allen	Denette Way	Year 35
Candice Bates	Bruce Flatt	Melinda Bybee
Phil Bilbrey		Sherry Ligon
Bruce Brown		Michael Widmayer
Ricky Cartwright		
Carmen Gettings		Year 40
Matt Kilgore		Maggie Hooks
Holly Mills		Edward Wright