



for your SPRING 2022

BENEFIT

NEWS AND INFORMATION ABOUT
YOUR UNIVERSITY BENEFITS

TOWERING INNOVATION

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WELCOME

Greetings UT faculty and staff across the system!

In this issue, we are excited to highlight the new UT Tower. We are so excited to be in the UT Tower and particularly the UT System Administration Human Resources space on the 11th (HR and Employee and Organizational Development) and ninth floors (Payroll, Benefits and Retirement). We are also pleased to finally have a true system office where all UT System Administration employees can interact and re-establish a common culture. This move will afford us the opportunity for greater collaborations and team dynamics between and amongst the various departments within our offices. The “new digs” are quite impressive. They represent a welcome change and an improved workspace for what we hope will yield greater employee engagement and opportunities for creativity, innovation and the opportunity to demonstrate our Be One UT values in action.

The new UT Tower will certainly give rise to a new “people first” culture and create opportunities for improved collaboration and connectedness for system employees. While we are excited to be in our new spaces and have a responsibility to be good stewards of the space, we know that workplace etiquette is an essential component of any relocation effort. Office etiquette is arguably one of the least attended to topics. During a move like ours, we need to be vigilant about modeling exemplary UT System Administration citizenship with each other. This is an exciting era for system administration and we look forward to establishing new norms and traditions together.

In this issue, we will also highlight the results of the full engagement survey that we conducted in the fall of 2021. The survey helped us establish an engagement baseline. We are eager to share our findings with our staff as it will be continuously useful as UT strives to reach its greatest decade in history.

As we continue with our “Everywhere You Look, UT” mural campaign, we show the presence and community engagement of UT across the state. We intend to remain a beacon of light to our constituents and these murals are a fine representation of how we intend to continue to expand our UT brand ambassadorship.

In keeping with the idea of “towering” in this issue, we will explore the various ways in which UT and its campuses have been reaching new heights in innovation and creativity across the system. We will identify a few noteworthy items where our colleagues across the system have reached new heights in innovative approaches to the creation of exciting programs, services and other deliverables serving Tennesseans across our great state. We hope you will enjoy this issue as we share a little taste of all things new at UT.

BRIAN K. DICKENS



**Produced by the UT System
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WORKPLACE ETIQUETTE

ADVICE

Leave the sweatpants, bring the skills

As we spent the last two years primarily working from home, workplace etiquette took a backseat. Now as we ease back into spending more time in an office environment, workplace etiquette has made its way to the forefront once again. However, some off-site habits do not necessarily need to follow us back to the office. Now is the opportune time for us to refamiliarize ourselves with what workplace etiquette means at UT.

EXERCISING SOCIAL SKILLS

While socialization amongst coworkers is encouraged throughout the workweek, it is important to remember how to do so professionally in and out of the office. From office events to meeting coworkers after hours, understanding their comfort level for socialization is key. It may take a moment to get back into the swing of proper social skills. Taking it one day at a time is the best way to proceed as you start to relearn the social habits of your colleagues.

WORKPLACE ATTIRE

Office attire is one of the biggest shifts for employees as they start their journey back into the office. From leisurewear to appropriate workplace attire that matches your day, the right outfit not only portrays employees' personalities but also highlights their professionalism for work and life. It is possible to marry the comfort of leisurewear and the professionalism of proper workplace attire. While it may take a moment to perfect this style, play around with your clothing items to see how you can feel good and look great.



COMMUNICATION

The last two years have been filled with solo work. Every employee has developed a personalized way to work that best suits them. It can be easy to bring your at-home habits to the office, such as putting on your headphones and tuning out those around you. While this is acceptable when you work remotely, communication is key in an office environment. Being in the same location as your coworkers lends itself to great collaboration. Utilizing the in-person time you have to connect on projects or conduct brainstorming sessions will ultimately allow you to overcome potential roadblocks without waiting on an email response. It is ideal to help others know that you are open to communicate throughout the day. This can be done by leaving one headphone out of your ear, walking around the office and connecting with colleagues or sitting in a communal location for lunch.

PUNCTUALITY

The days that you work in the office require additional planning whether it be accounting for your commute, setting alarms to wake up a little earlier or ensuring that your packed lunch makes it to the office. With these tasks in mind, it is important to remain punctual when you are coming and going from your workspace. This not only helps you create healthy work habits when you are in your office, but it also helps others understand what your schedule looks like at the beginning and end of the day. **UT**

AT-HOME WORKPLACE ETIQUETTE

Workplace etiquette developed on-site can transition to the days where you work remotely as well. From dressing professionally for on-camera meetings to giving your full attention to your fellow colleagues, we can always illustrate a modicum of professionalism from the comfort of our own homes. Below are some additional tips to exercise on the days that you work remotely.

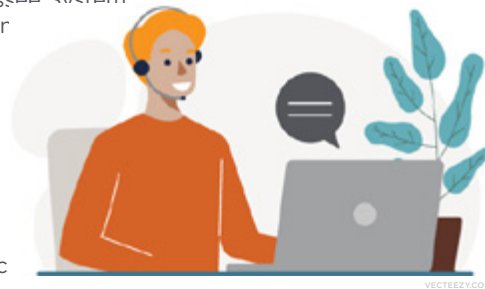
1. **Mute yourself when you are not speaking during video calls.**
2. **Connect with your colleagues throughout the day.**
3. **Dress professionally on camera.**
4. **Have a clean, simple backdrop for video calls so there are minimal distractions.**
5. **Avoid responding to emails while in video calls.**
6. **Respect others' time.**

RETURN TO THE WORKPLACE TOOLKIT

As we continue to spend more time in the office, the UT System Human Resources created a **Return to the Workplace Toolkit** to make the transition effortless for all employees. This toolkit offers helpful resources for both managers and employees. As University of Tennessee System

Administration begin reintegrating its workforce to more on-site activities, strategic action plans will be vital. The toolkit shares the best practices for welcoming faculty and staff back to their respective

spaces, mindful approaches for returning to the office as well as resources for in-person and work-from-home planning and tracking. Resources, trainings and the complete toolkit are available at: hr.tennessee.edu/return-to-the-workplace/.



EXCLUSIVE DISCOUNTS FOR UT EMPLOYEES



While people come to work for UT for many reasons, they may not be aware of some of the discounts available to UT employees. Every UT employee qualifies to take advantage of exclusive discounts from more than 900 merchants. We hope you enjoy the cost-saving and special benefit offerings that merchants have made available.

How PerkSpot Works

Follow the steps below to ensure that you are signed up for PerkSpot so you can access all discounts that are available to you.

1. **Visit** stateofennessee.formstack.com/forms/member_discount
2. **Choose your plan** – Higher Education
3. **Choose your agency** – University of TN
4. **Input** your employee email address
5. **The Employee Discount Program portal will be sent to your email** with instructions for creating your PerkSpot account (if you do not receive an email right away, please check your spam/junk folder – please allow 24 hours to receive this email)

Once logged into PerkSpot, browsing all discount offerings will be available. You will be able to select from more than 25 savings categories, including tickets and entertainment, apparel, food, travel and more.

If you have any questions, please contact PerkSpot at 866-606-6057.

UT SYSTEM UPDATES

FULL ENGAGEMENT SURVEY RESULTS



Across the University of Tennessee System, we want to ensure that UT is a great place to work. In fall 2021, McLean & Company, an independent human resources research firm, administered an employee engagement survey to gather insights and feedback regarding the overall work environment at UT. The survey helped us establish an engagement baseline and will be continuously useful as UT strives to reach its greatest decade in history.

The survey gathered employees' feelings of energy and purpose, diversity, satisfaction, benefits, culture, employee empowerment, learning and development, work-life balance and more.

77% are able to maintain a balance between their work and personal lives.

77% believe that their supervisor cares about them as a person.

82% state that they really like the people they work with.

87% believe in the University of Tennessee's overall mission, vision and values in the system-level strategic plan.

78% are aware of the University of Tennessee's stated values.

88% believe that the University of Tennessee has a bright future.

The results of the employee engagement survey will be used to steer employee benefits and culture decisions going forward. To view the full engagement survey in its entirety, scan the QR code below or visit hr.tennessee.edu/yourvoice/.



THE GEM

OF THE UNIVERSITY OF TENNESSEE SYSTEM



The UT Tower (formerly known as the TVA East Tower) in downtown Knoxville represents innovation, community partnerships and a state-of-the-art space to continue igniting the greatest decade in the history of the University of Tennessee System. The new space allows for more collaboration by bringing nearly 275 UT System employees together in a singular location. The countdown commenced after the ribbon cutting ceremony in August 2020. UT System President Boyd and employees were eager to get settled into the new space.



“The ability to have our UT System teams together in one location better represents who we are and how we work,” UT System President Randy Boyd said. “Our synergy, efficiency and ability to collaborate at a higher level is inspiring to experience, and I’m looking forward to all we will accomplish together as OneUT.”

The 12-story building has towered over downtown Knoxville since construction was completed in 1976. The new home to the UT System was unanimously approved in 2019 with a vote by the UT Board of Trustees followed by approval from the state building commission in June 2020. The UT System employees started the move-in process in January 2022 and is scheduled to conclude in May. The Knox County Schools occupies the first six floors.

“Meeting departmental needs, combined with creating a strong sense of community, was at the forefront of our decision-making process when considering the layout of each floor at UT Tower,” said Austin Oakes, assistant vice president of capital projects. “With open plan workstations and multiple conference rooms on every level, we wanted to be intentional about encouraging cross-departmental collaboration and the opportunity to grow alongside each other in our new space.”

With unique changes that came to the interior of the UT Tower, the exterior also represents the UT System to those far and wide. The signs that sit atop UT Tower can be viewed for miles and represents a focal point for the downtown area.

The UT Tower continues to be more than a landmark in Market Square and the city’s residents. It represents the endless stream of hard work, innovation and creativity that flows through each floor as the employees continue to impact the UT System and state to ensure that truly, everywhere you look, UT. **UT**



HISTORIC QUADRANGLE RENOVATION BRINGS NEW LIFE TO CENTER OF UTHSC MEMPHIS CAMPUS

BY PEGGY REISSER

After the University of Tennessee Health Science Center held its in-person commencement in May 2021, something happened on the Memphis campus that had not happened in decades—students gathered in the Historic Quadrangle in the center of the campus to take graduation photos.



Having those smiling students back in the center of campus, where the university began more than 100 years ago, was the culmination of a vision that was more than a dozen years in the making. The newly renovated UTHSC Historic Quadrangle, which was completed in early 2021, stands on the vision and perseverance of

UTHSC's Executive Vice Chancellor and Chief Operations Officer Ken Brown.

Brown recalls the days he would walk legislators, local officials, the media and anyone interested through the unused and decrepit Mooney Library Building, built in 1928, as well as the adjacent buildings that comprise the quadrangle, all of which needed repairs and updating.

Persistence paid off in the form of \$70 million in state funds to renovate the quadrangle and four of the buildings that comprise it. A little more than three years after the March 9, 2018, notice to proceed with the construction, UTHSC has a restored Historic Quadrangle that includes a new administration building in the Mooney Building, a new home for the College of Nursing in the Crowe Building and almost 70,000 square feet of state-of-the-art wet lab research space in the Nash and Nash Annex Buildings.

"The revitalization of the Historic Quadrangle is of major significance to the Health Science Center campus for many reasons. The most noteworthy being this is where it all started," Brown said. "This is the original footprint of where the University of Tennessee College of Medicine started over 100 years ago, the footprint that now serves as the nucleus

for a thriving academic medical center comprised of nationally ranked programs."


The Mooney Library Building, named for C.P.J. Mooney, who was the editor of *The Commercial Appeal* and a member of the UT Board of Trustees in the 1920s, stands at the center of the quadrangle. Conceived as the focal point of the Memphis campus, but empty since 1985 when the library moved to the Lamar Alexander Building, the Mooney Building fronts on a courtyard that ties the structures together. It is now the headquarters for the UTHSC leadership, including the chancellor and the executive vice chancellor.

The building has three floors with approximately 30 offices and a bottom-floor basement for storage. The ground floor has 20 offices. The second floor has a wood-paneled, formal gathering room with a fireplace for campus events, meetings and social functions. The top floor houses offices for the chancellor, the executive vice chancellor and the Campus Boardroom. Adjacent to the Mooney Building is the Crowe Building, which fronts on the courtyard and backs up along Union Avenue. It was completed in 1928. The 53,390-square-foot building, the first home for the College of Nursing in its



history, includes 82 offices, a College of Nursing Board Conference Room, a student lounge, a reception area, a quiet room and other spaces.

With Flintco Construction as the contractor, the project was completed in three phases and ended up costing \$68.5 million. Phase I entailed selective demolition to prepare for construction, as well as a hazardous material survey and abatement work. Phase II involved cleaning the building exteriors and installation of new windows. Phase III was the general building and site renovation. All the windows on the entire project were replaced with updated high-performance glazing and insulated thermal frames.

The buildings retain their original style. When it was originally built, architectural consultants Jones and Furbringer designed the quadrangle to resemble St. John's College at the University of Oxford and Trinity College at Cambridge University, according to records from the Health Sciences Library at UTHSC. Great care was taken to retain and restore the original stairs and other historic woodwork, primarily in the Mooney Building. 



FROM SINGING TO TEACHING,

Ruben Studdard Amps Up UTC Music Program



BY CHARLIE REED

Ruben Studdard came to the University of Tennessee at Chattanooga last fall to sing the National Anthem at a Mocs football game at Finley Stadium.

He came back in March. This time to teach singing.

The Grammy-nominated recording artist and “American Idol” winner held the first of two masterclasses at UTC on March 7 at the University Center Auditorium.

He took the Singing Mocs under his wing, studying the ensemble during an intimate rehearsal-style session.

They studied him, too. Absorbing his advice, his tips and his star-studded attention.

“This is your time. Don’t doubt yourself,” Studdard told UTC junior Taylor Wells, a soprano whose solo during the song “One Call Away” started out a little shaky.

It clicked for Wells. By the final run-through, she commanded a warmer and smoother voice and smiled as she sang.

“You came out of your shell and you did it,” Studdard told her. “Your teacher wouldn’t have given you a solo if she didn’t think you could do it.”

Beyond inspiration, Studdard offered practical advice to his eager students for the evening, everything from conscious breathing techniques to avoiding pitfalls on stage, such as fidgeting with the microphone cords.

“I realized that he has the heart of a teacher and it would be a shame not to let that become part of who he is. What we needed to do is provide the opportunity where his love and talent can be directed toward people that he’s trying to make more musical.”

Stuart Benkert, head of the UTC Department of Performing Arts


“This is exactly what I was at this age, and I remember it. I think if more adults could remember how they felt as a young person, you would have a better understanding of how to communicate with them,” said Studdard, raised by two school-teacher parents in Birmingham, Alabama, where he still calls home.

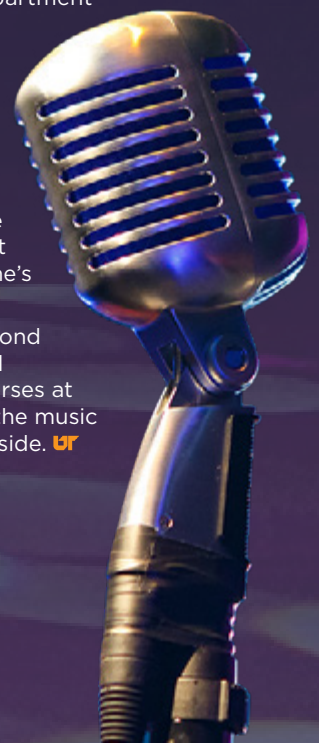
He rose to stardom during the second season of “American Idol” in 2003, earning the nickname “Velvet Teddy Bear” from legendary singer Gladys Knight, the Empress of Soul herself. He earned a Grammy Award nomination later that year for Best Male R&B Vocal Performance for the song “Superstar.”

Not long after becoming a household name from his success on “Idol,” he created the Ruben Studdard Foundation for the Advancement of Children in the Music Arts in Birmingham. That’s how Studdard connected with UTC Vice Chancellor for Diversity and Engagement Stacy Lightfoot, who previously served as the foundation’s executive director.

She set up Studdard’s performance at last fall’s football game and introduced him to other UTC faculty and staff, including Stuart Benkert, head of the UTC Department of Performing Arts.

“How could you not want to bring in somebody like him to work with our students?” Benkert said. “I realized that he has the heart of a teacher and it would be a shame not to let that become part of who he is. What we needed to do is provide the opportunity where his love and talent can be directed toward people that he’s trying to make more musical.”

Studdard returned to UTC for his second masterclass on March 28. Starting fall semester 2022, he will teach two courses at UTC, one on the commercial side of the music business and one on the performing side. 



WHY DOES UT SOUTHERN NEED A FOOD BANK?

BY SARAH CATHERINE RICHARDSON

The idea of attending classes and being a student, while hungry, was something unacceptable to the staff and students involved in student life at the University of Tennessee Southern. Thus, a plan was born to create a food bank.

The Student Food Bank at UTS alleviates the challenge of having convenient access to nutritional, affordable food and allows students to remain in school safely as they comfortably focus on earning their degrees.

The lack of options acquiring affordable food creating the stress of hunger has increasingly become an issue on college and university campuses across the country with some data showing that up to 59% of college students face regular and intermittent food insecurities. Research has shown that the stress and discomfort faced by college students from being hungry negatively affects their GPA, levels of energy, concentration and social interaction. It can affect students' ability to complete their educations.

In many instances, community food resources are not able to accommodate students based on their eligibility guidelines. This leaves a student with nowhere to turn.

Now, UTS students have an option.

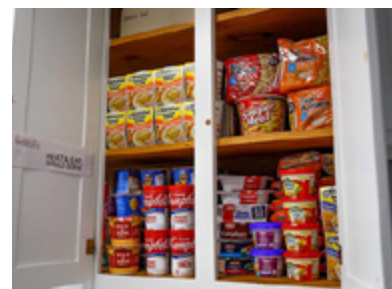
The UTS food bank allows students to visit the bank once a week free of charge to obtain a limited number of items. For easy access, the bank is located on campus in the Campus Life House. A UTS ID or other proof of being a current student at UTS must be presented. The only other minor addition is the student

is asked to complete a brief membership form asking for basic information. Contact information for appointments to acquire food can be found on the UTS website at utsouthern.edu/students/student_life/.

"We know our food bank is needed on our campus because it is being utilized. Sometimes students use the bank a couple of times a month or more often as much as weekly when they are facing a crisis in their life and need extra assistance," stated Sarah Catherine Richardson, Director of Student Life and Title IX Coordinator. "It is so reassuring knowing this is available for those in need whatever the crisis might be and knowing the food and personal items are given without making the student answer a lot of intrusive personal questions is also amazing."

Since the inception of the bank, more than 100 students have used it. Donations of funding, food items and personal care items are always accepted by the UTS Food Bank. If you would like to donate to the UTS Food bank, contact Sarah Catherine Richardson at scrich@utsouthern.edu.

Items the food bank needs on a regular basis are noodles (especially ramen), pasta, (especially macaroni and cheese such as single serve items that do not require additional dishware such as Kraft® Easy Mac or Nissin Cup Noodles®), canned soup, stew, beans, vegetables, fruit, bars (protein, granola, etc.), breakfast items (especially single-serve cereal or Pop-Tarts®), rice, nuts, raisins, pepperoni, shelf stable milk and juice. **UT**



THE WESTSTAR LEADERSHIP PROGRAM AT UTM

The WestStar Leadership Program has had a profound impact on the employees and administrators at the University of Tennessee at Martin since its inception. The program was founded at UT Martin in 1989 and is Tennessee's oldest and largest regional leadership program. It was established with the sole purpose of equipping regional leaders with new skills and knowledge designed to impact the educational, economic and social development of West Tennessee. With more than 800 alumni from 21 counties, the program also provides members with a growing network of community-minded people committed to serving the area. Each individual who takes part in the WestStar Leadership Program has a mission to make West Tennessee a better place.

"My favorite part of the program is getting to meet new people every year," said Virginia Grimes, assistant director of



WestStar Leadership Program. "It's great to have so many friends that you can call if you need anything."

The class of 2022 includes 30 business and education leaders from 17 West Tennessee counties. The class took part in one of their larger events, which is the Working Women's Conference in January. The 24th annual conference is recognized for drawing in a substantial number of faculty and staff. They also hosted a Lunch-Learn-Leadership Program featuring a representative of the Ford Motor Company who spoke about Blue Oval City, which is the \$5.6 billion Ford manufacturing plant coming to West Tennessee.

WestStar benefits the people of West Tennessee because of the knowledge, commitment, excitement and enthusiasm graduates have for helping the region achieve its potential. Individuals also benefit from:

- The new skills and knowledge they have gained from the seminars.
- The connection and friendships made with fellow class members and recognized state leaders.
- The confidence acquired in their ability to make a difference in their communities and the region.
- Public recognition for being dedicated to serving their communities and the state through WestStar's Leadership Program.

To learn more about how you can apply to be a part of the WestStar Leadership Program class of 2023, visit utm.edu/departments/weststar/leadershipprogram.php. **UT**

The State Botanical Garden of Tennessee



BY MARGEAX EMERY

Gardens are peaceful sites where flowers bloom and tall trees sway. The grounds of the UT Gardens have flowers and trees in abundance yet visit any of their three locations—in Knoxville, Jackson and Crossville—and you'll also find all seven Be One UT values deeply rooted and flourishing among breathtaking landscapes. Together, the three locations form the State Botanical Garden of Tennessee, which has a mission to foster appreciation, education and stewardship of plants through garden displays, educational programs and research trials.

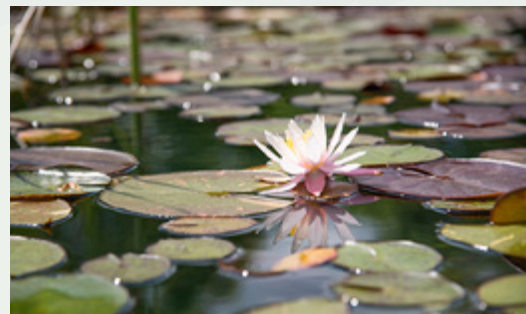
The UT Gardens are open every day, during all seasons and are free to the public.

This gem of a resource has shone especially bright during the pandemic. In a typical year, the UT Gardens, Knoxville, hosts an estimated 100,000 visitors. That number has surged during the pandemic and the gardens' operations have continued nonstop, from welcoming residents in search of respite to nimbly adjusting its teaching and outreach to virtual delivery: weekly Friday field trips on Facebook, gardening how-to programs on YouTube and free online workshops to coach community members about how to grow their own food.

The gardens hold symposia, camps, workshops, children's programming, garden tours and field trips. All three are home to a vibrant horticultural therapy program. Each October, Bewitching Beasts is a fun, family-friendly event and so is the high-spirited Howl-O-Ween Pooch Parade and Pet Expo, held in partnership with the UT College of Veterinary Medicine.

The UT Gardens' grounds are living laboratories and outdoor classrooms for students and faculty, while UT employees are among the varied audiences the gardens serve. Visit the gardens for a brown bag lunch or a Be Well break during the workday. Learn new skills in free workshops the university's Be Well wellness program holds for employees. Become a volunteer with the gardens and engage in everything from assisting the garden staff in the greenhouses and gardens, serving as tour guides and docents, working with special events and programs, to assisting in plant records and labeling. Being a Gardens Vol is a great way to meet new people and make new friends, experience and learn new things and share interests and hobbies with others—all while growing a horticultural resource and making your community a better place to live. What could be better than that?

Learn more about these activities and more about the UT Gardens at utgardens.tennessee.edu. 



WHY UT KNOXVILLE IS A GREAT PLACE TO WORK

BY BRIAN CANEVER

Home to nearly 9,000 faculty and staff members, UT Knoxville has been rated among the best places to work in America. The campus was ranked 100 on the Forbes list of the 500 best large employers in the U.S., coming in third overall among Tennessee businesses and organizations.

Among large employers (more than 5,000 employees), UT Knoxville ranked first among higher education institutions in the Southeastern Conference, ninth among public higher education institutions in the U.S. and 15 among educational institutions, public or private, in the U.S.

Why is UT Knoxville such a great place to work? There are several reasons and here are just a few:

Beginning Jan. 1, the campus raised its minimum wage to \$15 an hour and adjusted the wages of employees in nearby market ranges to account for what's known as salary compression. It



is the most recent in a series of investments the campus has made over the past year in compensation, including merit raises for all employees and an increase in the minimum salary for full-time non-tenure-track faculty.

To recognize the achievement and contributions made by its faculty and staff, the campus often hosts employee appreciation days, picnics and celebratory lunches. A health and fitness event last year gave employees a space to recharge and engage in self-care virtually throughout the week. Like all UT System employees, UT Knoxville faculty and staff members have access to family care benefits that include six weeks of paid parental leave and an undergraduate tuition discount for family members at any public university in Tennessee and numerous employee discounts.

UT Knoxville employees quickly become a part of the Volunteer family. The university works to highlight and celebrate its employees and make the campus a workplace people want to come to every day. **UT**

UTSI'S GROWING RESEARCH CENTER

BY MEGHAN MORRIS

The University of Tennessee Space Institute's Huntsville, Alabama, Research Center is staffed and hitting the ground running. Bruce LaMattina leads the office with Jerry Dahlberg and Anita Mills in Huntsville to provide key connections to business and industry. With a mission of becoming the portal for complex aerospace and defense solutions between the Huntsville area and the University of Tennessee System, the office is building relationships with local space and defense companies to bring the university expertise and facilities to bear on current research problems.

The UT Space Institute has grown considerably in 2021 and has hired 25 people, which includes: two in the business office, two in the grants and contracts office, two in the dining hall, three in facilities, two in student services, two support staff for mechanical, aerospace and biomedical engineering, three in research support, one in technical support, four faculty and three post-doctoral positions. The research support and support staff positions that are open include a machinist and services trade specialist while there are several open faculty searches. These faculty searches include the UTSI Carolyn P. Boling Chair, which is geared toward propulsion research and three for the mechanical, aerospace and biomedical engineering department. **UT**



Back left to right: Dr. Bruce LaMattina, Misty Brown, Anita Mills and Meghan Morris.

Front left to right: Andre Porter and Dr. Jerry Dahlberg.

IPS OPENS NEW TRAINING SPACE IN MIDDLE TENNESSEE

BY SUSAN ROBERTSON

When the Institute for Public Service (IPS) developed its five-year strategic plan in 2016, one of the micro-goals was to develop state-of-the-art training facilities in each of the state's three grand divisions. Following several years of research, planning and construction, IPS unveiled its new jewel of a training space that is less than a mile from downtown Nashville.



The IPS Training Center at Polk Center is located at 193 Polk Ave, Suite D in the same building as IPS agency Center for Industrial Services (CIS) and the UT College of Social Work.

"IPS agencies provide multiple training courses in Middle Tennessee each year. When we


looked at our schedules to see how often we rented training space in that region, we knew we needed our own facility," said IPS Vice President Dr. Herb Byrd III. "The space is not only for IPS training. We want other UT organizations, Middle Tennessee non-profits and other groups to be able to take advantage of it too."

The micro-goal planning committee that oversaw development of the new training space visited training centers at the University of North Carolina at Chapel Hill School of Government and at the Center for Creative Leadership in Greensboro, N.C.

"We wanted to look at everything that goes into a top-notch training facility, from the technology to the finishes to the snack areas and we put together the best in all of those areas," said Abb Oglesby, who served as project manager. Oglesby is a training program manager with IPS agency the Municipal Technical Advisory Service.



The training suite features two large training rooms with wireless smart screens and modern classroom furnishings. Each of the training rooms can be divided into smaller spaces with drop down walls. The facility also includes three smaller breakout rooms, a conference room, a kitchen and a multi-purpose/café area. The building also offers ample, free parking for those attending classes or meetings.

For questions or to reserve space in the facility, please contact Felicia Roberts with CIS at **(615) 532-3328** or Felicia.roberts@tennessee.edu. 



UT SYSTEM PROPOSES IN-STATE TUITION BENEFITS FOR MILITARY VETERANS

As millions of Americans celebrated the service and sacrifices made by men and women who have served in the United States Armed Forces on Veterans Day, the University of Tennessee System proposed a new initiative that will allow military-affiliated students—veterans, active-duty military personnel, reservists, Tennessee National Guard members and Army and Air Force ROTC cadets—to attend a UT institution of their choosing at the in-state tuition rate.

"In order to make this the greatest decade in UT history, we must continually seek ways to honor our land-grant mission by making our universities more accessible to those who wish to achieve their dream of earning a college degree," UT System President Randy Boyd said. "We owe a great debt of gratitude to our military men and women. Lessening the financial burden of attending one of our universities is one small way we can say 'thank you' for your service."



At its October meeting, the UT Board of Trustees voiced support for Boyd's proposal and the request for legislative approval to make these changes possible across the UT System. On March 23, legislation authorizing public university boards to classify veterans and military-affiliated individuals was signed into law. Pending UT board approval, this new benefit could be extended to students starting in Fall 2022.



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The UT System has about 1,745 veterans, service members and dependents who are students on each of its campuses and institutes across the state.

UT campuses are continually recognized for their support of the military. UT Knoxville was named a 2021-22 Military Friendly Gold School, which is the highest designation awarded by Military Friendly, a company that measures commitment, effort and success in creating opportunities for the military community. UT Chattanooga has a variety of veteran-support programs, from peer mentoring to specialized counseling services, and a national innovation and entrepreneurial program that offers a highly innovative immersion program built around hands-on learning, personalized interaction and exposure to inspiring role models. UT Martin was also named a 2021-22 Military Friendly Gold School for its support provided to campus veterans. In addition to the Gold award, UT Martin was recently named among the 2021 “Best for Vets” by the Military Times. UT Martin was also designated a Tennessee Veterans Education Transition Support “VETS Campus,” a designation that helps men and women who have served in the military achieve their post-military educational goals. The UT Health Science Center in Memphis was also designated a “VETS Campus” in 2015.

“UT is committed to helping ensure our campuses are among the best places in the country for veterans, or those who aspire to begin a life of military service, to acquire or enhance the skills that will make a lasting impact on our communities, our state and our world,” Boyd said.

Both the Senate and the House passed the legislation. Now, the bill goes to the governor’s desk where it will be decided if it is signed into law. **UT**



BE ONE UT VALUES

The Be One UT values were created—with faculty, staff and student input—to define what UT is and should strive toward in the next decade. Since its announcement by UT System President Randy Boyd in March 2021, we have enjoyed seeing how each individual implements these values into their work. We asked employees to share what Be One UT value resonates with them.



Bernie Savarese, Assistant Vice President for Student Success

— *“While each value is meaningful, I’m especially drawn to ‘Transparent and Trusted.’ I often tell the students and team members I work with that ‘trust is our capital,’ and how it is*

something we must work to earn every day. Once we have it, we’re not only able to be more effective, but it helps us bring others to the table. This is critical because our best work is done with and through others.”



Delphia Howze, Chief Inclusion Strategy Officer

— *“The values that resonate with me the most of the Be One UT values are ‘Embrace Diversity’ and ‘Transparent and Trusted.’ From my perspective, these values have direct alignment to one another.*

It is inconceivable that one could embrace diversity without openness, accountability and stewardship. I strive to practice these values in my day-to-day responsibilities by ensuring that my interaction with others and my communication styles are presented in ways that foster inclusion for all dimensions of diversity. Doing so, encourages engagement and authenticity—necessary factors for us to successfully move forward together at UT.”



Kortney Jarman, LMS Administrator and eLearning Consultant

— *“Being part of the University of Tennessee for many years, I have embraced the Be One UT values wholeheartedly. In the transition into the role of LMS administrator and*

E-Learning consultant, I have latched on to the U - ‘United and Connected.’ As an individual, I can accomplish a small part. As part of a team, we can accomplish so much more. As I get to know my new team and many others in HR and beyond, I feel that our collaboration can spark many new opportunities and continue to push us forward to truly Be One UT.”



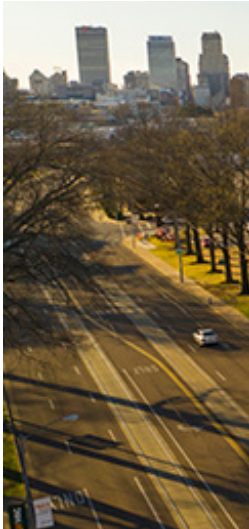
Submit what Be One UT value you incorporate into your day-to-day work. We will pick some submissions to appear in the next issue of For Your Benefit!

Take a photo of the QR code to submit your statement.









MURAL LOCATIONS BY COUNTY

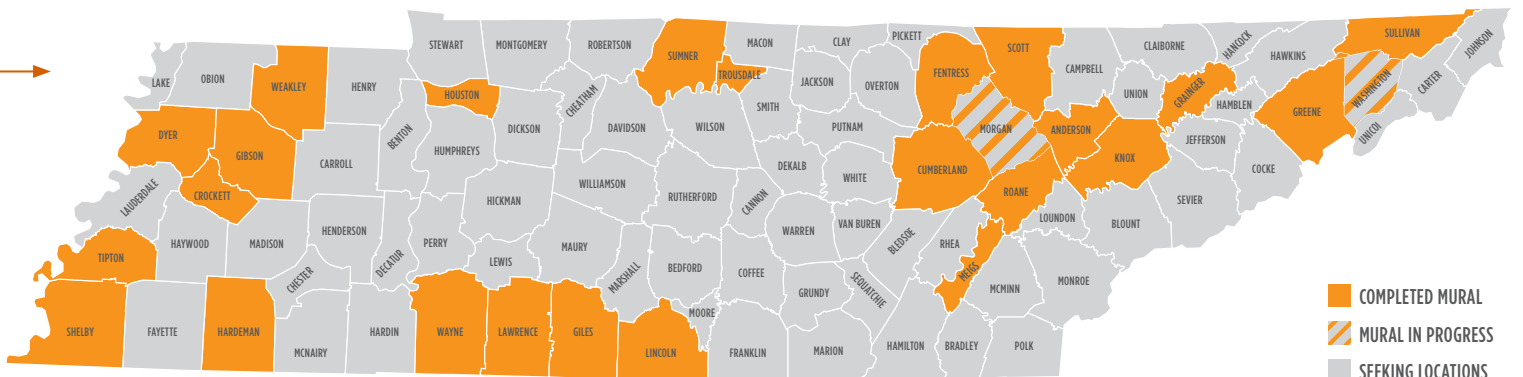


EVERYWHERE YOU LOOK,



DISCOVER MORE STORIES |

From fertile farms to new fields of study, we are there. We're telling our story of statewide impact in a big way—by painting murals on barns and buildings across Tennessee. In fact, we're on a mission to paint one in each of Tennessee's 95 counties by 2030! Each location has a unique story, and we're glad for the opportunity to celebrate the many ways our partners are shaping their communities. Currently, we have 25 murals in 25 counties that proudly showcase Everywhere You Look, UT. Follow along with our progress as we work towards 95 murals.





for your
BENEFIT

UT HUMAN
RESOURCES
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Emma Jo Eversole, Knoxville '21, greets the crowd at Dolly Parton's Stampede

Read the full story at our.tennessee.edu