



for your BENEFIT

FALL 2020

NEWS AND INFORMATION ABOUT
YOUR UNIVERSITY BENEFITS

EVERYWHERE YOU LOOK, **UT**

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DIALOGUE

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AND INCLUSIVE

SAFETY AND
WELLBEING AT UTC

UTK: ADVANCING DIVERSITY,
EQUITY AND INCLUSION

UT SYSTEM HR STAFF: Izetta Slade, Brian Dickens, Debra Alley, Sherry Sims, Janice Hodge, Faith Lewis, Leigh Mosley, Bonnie Frank, Julie Hunt, Delphia Howze, Marti Willen, Christian Houston and Laura Sloan. Unavailable for photo: Ashlie Czyz

UT THE UNIVERSITY OF
TENNESSEE
SYSTEM

OFFICE OF HUMAN RESOURCES

welcome



BRIAN DICKENS,
Chief Human Resources Officer

DEAR UT SYSTEM EMPLOYEES

As we welcome the new faces of our team, we are equally proud of our existing UT System HR team and the many future-focused initiatives to advance the work of employee engagement and collective accountability across the UT System.

Greetings from UT System Human Resources! We are excited about this issue of For Your Benefit, which promises to provide you timely information regarding open enrollment, any potential changes in our healthcare benefit plan offerings and general updates from the UT System.

We are especially excited to introduce new additions to our UT System HR team and our ongoing HR reimagination process for continual process and systems improvements. We are proud to announce the addition of Izetta Slade as our new executive director of employee and organization development (EOD) for the UT System. Izetta brings a wealth of experience and genuine collaborative energy to our team and has initiated a comprehensive human resources business partner model to

improve and enhance service delivery to our campuses, institutes and centers across the System.

Next, we are pleased to introduce Debbie Alley as our new learning management system administrator. She is also housed in our EOD department and comes to us with rich learning and development and eLearning design experience from Pilot Flying J in Knoxville. In addition,

Christian Houston will transfer from retirement services to join UT System human resources as an HR generalist. We are pleased to be able to repurpose her human resource development background and valued experience to help to improve our overall service delivery model to our UT System constituents.

Finally, our latest addition is the newly hired Executive Director for Equity and Diversity Delphia

Howze. She joins our collective team of professionals with expertise in diversity, equity and inclusion. Delphia has the level of professional fortitude to help us with our efforts toward a long-term sustainable impact in this important work for the UT System.

As we welcome new faces, we are equally proud of our existing team and the many future-focused initiatives to advance the work of employee engagement and collective accountability across the UT System. Your success as an employee is what we are focused on. And with our staff additions and reimagined HR service model, we are eager to bring you tools and opportunities to help you thrive in 2020-2021.

- Brian Dickens

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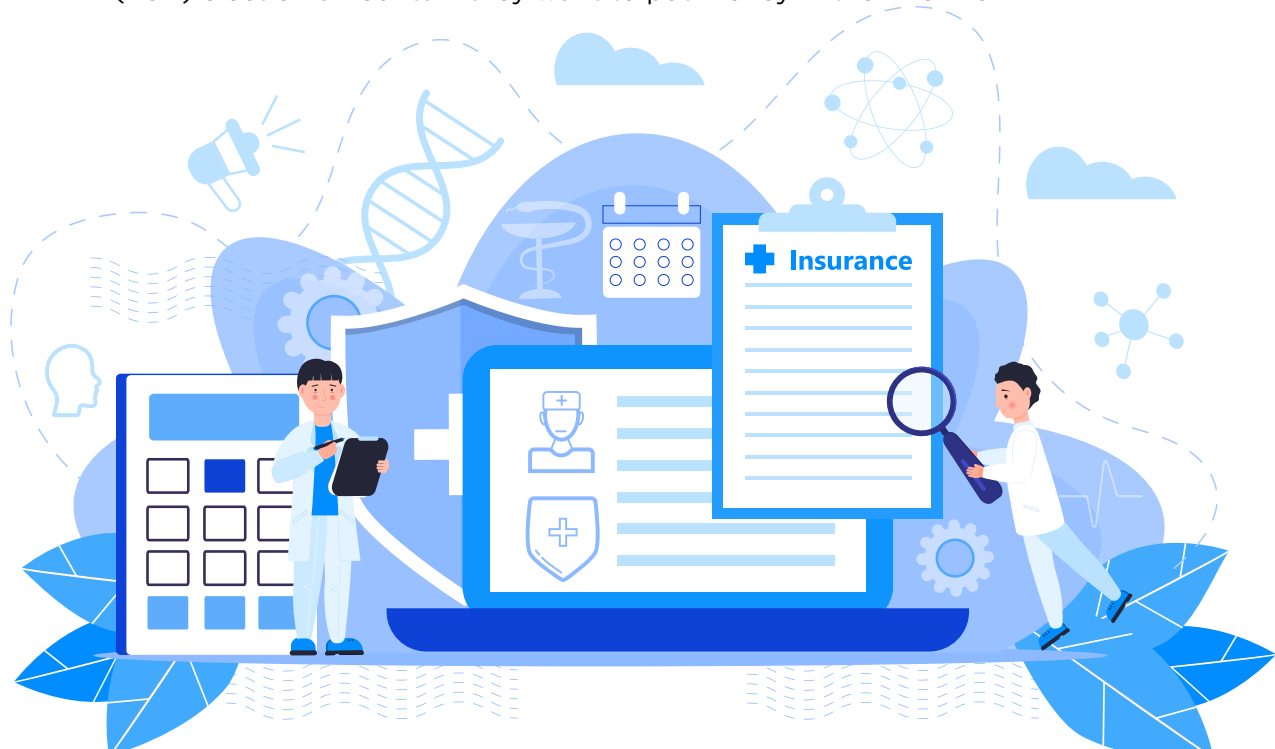
OFFICE OF HUMAN RESOURCES

ANNUAL ENROLLMENT 2020-2021

Each year, annual enrollment is your chance to choose benefits or make benefit changes that will be effective the following Jan. 1. The annual enrollment period for state and higher education employees is Oct. 1 – Oct. 16. Even if you don't make changes during annual enrollment, it's good to review your enrollment selections each year.

IMPORTANT FOR 2021

- **Health premiums are changing for all plan members:**
 - State and higher education active employees – 2.8 percent premium increase
 - Retirees – state and higher education – 3.6 percent premium increase
- **Voluntary products premiums:**
 - No premium increases for vision, disability or life insurance plans.
 - Prepaid dental premiums will increase by 3 percent. DPPO dental premiums will not increase.
- **Health options and network options are not changing.**
 - Health insurance copays, coinsurance and deductibles are staying the same for all plans.
 - During the annual enrollment period, state employees MUST choose their health savings account (HSA) amounts for 2021. All employees MUST choose flexible spending account (FSA) election amounts if they want to put money in them for 2021.



- **2021 Vendor (Insurance Carrier) Updates:**

- Pharmacy vendor will remain CVS Caremark.
- Dental prepaid vendor will remain Cigna.
- Dental DPPO vendor will remain MetLife.
- **HSA/FSA vendor** will change to Optum Bank beginning Jan. 1, 2021. If you stay enrolled in the CDHP or Local CDHP, you will receive an Optum Bank HSA debit card in December, and your funds will be automatically moved from PayFlex to Optum Bank in mid-January and your HSA will be shut down for approximately two weeks while this occurs. If you anticipate a large medical expense in January, you may want to remove those funds from your HSA in December so that you will have them on hand.

If you currently are enrolled in the CDHP or Local CDHP and switch to a PPO for 2021, then your HSA will remain with PayFlex and you will be responsible for the monthly account fee, which PayFlex will automatically deduct from your HSA each month.

Your health, dental and vision choices are effective Jan. 1, 2021, until Dec. 31, 2021, subject to eligibility. After annual enrollment ends, you won't be able to change plans or networks for 2021. You may be able to make changes allowed by the plan if you have a qualifying event. A provider or hospital leaving a network is not a qualifying event.

BENEFIT IMPROVEMENTS

- Some osteoporosis medications will be added to the maintenance tier drug list. The maintenance tier allows you to receive a 90-day supply of these drugs from a Retail-90 or mail order pharmacy at a reduced cost.
- [Go to the state's Pharmacy page](#) for details.



- **Andy Holt Tower - Oct. 12** (for System employees only)
- **UT College of Veterinary Medicine - Oct. 21**
- **Costco** offers flu shots even if you don't have health insurance, and you don't have to be a Costco member to receive the vaccination.
- **CVS** offers \$5 off a \$20 purchase through Oct. 31 when you receive your flu shot at no cost with most insurance.
- **Kroger** offers flu shots with no appointment needed and at no cost with most insurance. Most commercial insurance plans are also eligible to earn Pharmacy Fuel Points along with their flu shots.
- **Publix** offers a \$10 gift card with a flu shot. No appointment is necessary.
- **Target** offers a \$5 coupon with flu shots at no cost with most insurance.
- **Walgreens** offers \$5 off your next \$15 purchase through Sept. 12 when you get your flu shot.

The Center for Student Wellbeing has also started hosting masked outdoor goat yoga classes, which are available to faculty, staff and students.



UTC SAFETY AND WELLBEING RESOURCES

by Sarah Joyner

CHATTANOOGA -Since the start of 2020, the University of Tennessee at Chattanooga has ramped up resources to ensure the safety and wellbeing of the campus community. The UTC CARE (Case Assessment, Review and Evaluation) Team has become a vital resource, acting as liaison between students in need and the campus services available to them, especially during this unique start to the fall semester. The UTC Counseling Center is increasing ways to “meet students where they are,”



said Associate Director Kelly Drake. Offering both face-to-face and virtual counseling sessions for students, a full-time nurse practitioner and adding



UT Chattanooga student moves into dorm during the fall 2020 semester.

an in-house case manager and new center director. All are examples of increased Counseling Center support.

The Center for Student Wellbeing has also started hosting masked outdoor goat yoga classes, which are available to faculty, staff and students.

UTC Chancellor Announces Strategic Focus on Dismantling Racism

From a series of open forums during the fall semester to adding

measurable action steps towards progress, Chancellor Steve Angle and the UT Chattanooga administration are taking strategic actions to dismantle racism.

Among the measures, UTC will add a vice chancellor for diversity, inclusion and engagement to the chancellor's cabinet by the end of the semester and create a Bias Incident Response Team and education campaign to support it. The campus Diversity Advisory Council will identify signature events UTC can

host toward engaging the campus and surrounding communities in important discussions of how the University can better use its profile. Angle is clear about his purpose and reason for taking this on: "To create the future our students deserve; and the future our community and nation deserve." **UT**



UTHSC HOSTS COMMUNITY DIALOGUE ON STRUCTURAL RACISM

MEMPHIS – In June 2020, the College of Medicine at the University of Tennessee Health Science Center hosted a free, virtual community dialogue titled, “Why Aren’t We All Mad? A Dialogue on Racism in the Health Care System.”

More than 400 people joined Zoom for the dialogue to better understand the role of the college to make necessary changes to improve a system of structural racism that has created inequities in health care.

“We need to begin to address and have these deep conversations as we are doing today, and then move a plan into action so that we aren’t paying for them 20 and 30 years from now.”

— The Rev. Charlie Caswell

“We need to begin to address and have these deep conversations as we are doing today, and then move a plan into action so that we aren’t paying for them 20 and 30 years from now,” the Rev. Charlie Caswell said.

Part of the discussion addressed the social inequities that affect different races as being a key contributor to the success and outcomes in health care.

“Going into medicine, we want to take care of everybody, but if we start valuing one person over the other, for whatever reason, then we

violate the Hippocratic Oath. We violate what we went into medicine for,” Dr. Claudette Shephard, associate professor and incoming interim chair of the Department of Obstetrics and Gynecology in the College of Medicine, said.

Social justice as part of a fundamental component of health care is now seen as the norm and not the exception. Memphis Police Director Michael Rallings said that the local law enforcement is a partner in this work.

“Caring needs to be a global responsibility of the entire health care community,” Dr. Scott Strome, executive dean of the College of Medicine, said. “As a community of physicians, we all have to look in the mirror and say we need to care for every single patient. We have to pledge to do better and have a structural conversation to ensure everyone has access to care. Everyone needs to be welcomed into our systems.”

Dr. David Schwartz, chair of the Department of Radiation Oncology and director of the Center for Health Equity, said there are simple things we can do each and every day in life with one another. “Walking down the hallway of a hospital and looking into the eyes of Black faces and saying ‘Hello, how can I help you?’ That is a very big step for a lot of people and it starts to change your perspective and it starts to make you look as a citizen of the world that includes all,” he said.



Top row, left: Altha Stewart, Police Director Michael Rallings, Rabbi Micah Greenstein, Claudette Shephard. Bottom row, from left: College of Medicine Executive Dean Scott Strome, David Schwartz, chair of the Department of Radiation Oncology and director of the Center for Health Equity; Rev. Charlie Caswell and College of Pharmacy Dean Marie Chisholm-Burns.

The college urged the audience to learn about the experiences of others and to meet people where they are, physically and mentally, from every perspective.

Dr. Marie Chisholm-Burns, dean of the College of Pharmacy, encouraged the audience to make their daily decisions through the lens of others, and to use that filter when providing care. “We are more similar than we are different. Each of us has privilege that we can use to bring forth liberation.”

Dr. Altha Stewart, senior associate dean for Community Health Engagement in the College of Medicine, associate professor of psychiatry, and director of the Center for Health in Justice Involved Youth at UTHSC, closed the discussion by saying, “We are setting on this journey of looking for ways to improve the care we provide and the relationship we have with our community. I want everybody to commit to staying engaged in the conversation. Don’t let anger, the fear, the frustration, or the worry stop you.”

A recording of the roundtable discussion along with a list of valuable resources is available at the [event website](#).

UTHSC Human Resources Hosts Engagement Series

During the time of coronavirus, the UT Health Science Center is committed to staying connected to one another. While the majority of employees were working from home and meeting with team members via Zoom, UTHSC’s human resources brought a fun and educational team together to share their experiences, stories and provide advice for others who are facing the “new normal.”

They achieved this goal through a 13-week series hosted each Friday.

Presenters came from a multitude of departments within UTHSC to present on topics ranging from staying connected during COVID-19 and work-life balance strategies to maintaining security while working remotely and how to best facilitate interaction, communication and expectations when working in a pandemic environment.

To view these session recordings, please visit the [Engagement Series 2020 website](#). 



UT Martin students “mask up” to celebrate 731 day.

UT MARTIN CONTINUES TO MAKE CAMPUS SAFE AND INCLUSIVE

***“The University of Tennessee
at Martin condemns racism,
threats or violence of any sort.”***

—Chancellor Keith Carver

by Sarah Knapp

MARTIN – From the renewed fight against racism to a worldwide pandemic threatening the health and welfare of people everywhere, UT Martin has continued to serve its students, faculty, staff and community through its dedication to safety and inclusion.

“The University of Tennessee at Martin condemns racism, threats or violence of any sort,” Chancellor Keith Carver wrote in a campus email. “We strive to be a place where our community members can study, gather, learn and play without fear or threat of violence and oppression.”

UT Martin is committed to providing an open and welcoming campus, which is why an inclusion task force was formed under the five-year Strategic Plan, implemented in 2018, to ensure

the campus is diverse and inclusive for all.

Mark McCloud was hired as a chief diversity and inclusion officer and began his duties on Aug. 1.

He is responsible for developing a comprehensive cultural competency plan for faculty, staff and students in order to promote institutional diversity and inclusion.


McCloud also will be responsible for providing oversight to the chancellor’s cabinet concerning campus issues related to diversity, inclusion, equity and belonging, as well as partnering with the university community to implement programs, like a multicultural center for underrepresented student groups and Captain’s Courageous



Mark McCloud

Conversations, a forum to discuss topics such as race and equality, to foster diversity and increase minority retention rates.

As the COVID-19 pandemic continues across the globe, UT Martin has prepared to treat the virus itself and the negative side effects the pandemic could have on the university’s community’s mental health.

When the university’s Student Health and Counseling Services established a free 24/7 mental health crisis, it didn’t forget about faculty and staff. UT Martin employees have access to a variety of mental health and emotional well-being resources through the Employee Assistance Program, including online counseling services such as Talkspace and Sanvello. 

COMPASSION, FLEXIBILITY AND CREATIVITY DURING A PANDEMIC



These commitments build on important work already being done on campus and represent the beginning of a sustained push to advance diversity, equity and inclusion. Everyone within the Volunteer community is invited to help make meaningful and sustained change.

by Tyra Haag

PANDEMIC

KNOXVILLE – Compassion. Flexibility. Creativity. Those are the three principles UT Knoxville Chancellor Donde Plowman has used to lead the university during the COVID-19 pandemic. At a time when everyone is under additional stress and uncertainty, providing resources to help faculty and staff cope during the pandemic is especially important.

Employees have access to a 24/7 emergency help line; self-paced online courses on coping with coronavirus anxiety; online therapy assistance; counseling hotline; classes on cooking, mindfulness, fitness and other topics;

and numerous health education and wellness programs. In addition, supervisors have been encouraged to stay connected to those working from home and on campus to continue our strong community spirit.



Facilities Services clean Ayres Hall during the coronavirus pandemic at the University of Tennessee. Photo by Steven Bridges/University of Tennessee



UT Knoxville Diversity group: Chancellor Donde Plowman and members of the Tennessee Lady Volunteer softball team during the March on UT in Knoxville. Photo By Andrew Ferguson/Tennessee Athletics

To mitigate the spread of the virus, facilities services has enhanced cleaning across campus. The university is requiring face coverings, and is providing them to all students and employees. Wipes are available in classroom buildings. Hand sanitizer stations have been placed throughout campus. Signage and physical barriers have been added to help ensure social distancing. The university also installed touchless faucets. It is encouraging touchless transactions and adding mobile ordering for food. Classrooms and common areas have been reconfigured to increase physical distance.

All employees are required to perform daily temperature checks and fill out a health-screen app.

University researchers also are conducting wastewater surveillance testing to try and catch cases before they become outbreaks.

RACISM

As outlined in Plowman's July 7 message to campus, the university has committed to real and sustained action to combat systemic racism. Members of Plowman's leadership team met with the Commission for Blacks, the co-directors of the Critical Race Collective, coaches, current and former faculty members, staff members and others who shared their personal stories and professional expertise to better understand the nature of systems that perpetuate racism and inequity.

Under Plowman's leadership, and in coordination with experts on and off campus, the university is working to: identify and dismantle inequitable systems and structures on campus; recruit and retain diverse faculty, staff and students; advance a culture of equity and inclusion; and strengthen and develop ongoing relationships with Tennessee's diverse communities and organizations.

These commitments build on important work already being done on campus and represent the beginning of a sustained push to advance diversity, equity and inclusion. Everyone within the Volunteer community is invited to help make meaningful and sustained change. **UT**




TRAINING EMPLOYEES AND STUDENTS AT UTSI

TULLAHOMA – The UT Space Institute has worked diligently to keep its campus and research facilities healthy and safe for personnel and to work against racism.

Human resources delivered a self-observation questionnaire and self-isolation form to all employees to help ensure employees know when it is safe for them to return to campus or if self-isolation is required. The UTSI coordinator for COVID-19 worked to create protocol for visitors to safely visit campus as well as a phased reopening plan.

Several K@TE training programs related to COVID-19 have been promoted at UTSI for the benefit of our employees:

- *Mindfulness: The Importance of Breathing*
- *Handling Stress*
- *Mental Health Awareness*
- *Mindfulness for Beginners*
- *COVID-19 What You Need to Know*
- *COVID-19 Stop the Spread of Germs*
- *Social Distancing Guidelines at Work*
- *Thriving @ Work: Leveraging the Connection between Well-Being and Productivity*
- *Balancing Work and Life for Well-Being*

Efforts are underway to help raise faculty, staff and student awareness in relation to UT's overall statement on eradicating racism. Employees are being encouraged to participate in a training thru K@TE entitled "Recognizing and Mitigating Unconscious Bias." Also, a training for UTSI department heads, directors, managers and supervisors is being developed based on the book "How to Be An Antiracist" by National Book Award winning author, Ibram X. Kendi." 



A PLACE WHERE ALL CAN THRIVE



UT's Institute for Public Service realizes its unique role in serving Tennesseans, and it is committed to doing so despite the many challenges the country is facing.

With increasing racial tensions, IPS Vice President Herb Byrd III reminded employees of their role in promoting diversity throughout the Institute as well as the state.

"We have a role as educators, consultants and technical assistants within business, government and law enforcement systems to make a positive difference," Byrd said. "We owe it to our country, our state, our customers and our co-workers who have endured untold discriminatory practices to change oppressive systems. We need a place where all can thrive."

In response to this call, the IPS Diversity Committee met via Zoom to discuss ways to make internal progress and contribute to the growth of IPS customers. The diversity committee crafted a message to employees that included how to have tough conversations with Black co-workers and provided resource links for ways to get involved with equity groups across the state.

The diversity committee also created a movie club, similar to a book club, for IPS employees. The first movie shown was "Just Mercy," which tells the story of

"We owe it to our country, our state, our customers and our co-workers who have endured untold discriminatory practices to change oppressive systems. We need a place where all can thrive."

- IPS Vice President Herb Byrd III

world-renowned civil rights defense attorney Bryan Stevenson as he works to free a wrongly condemned death row prisoner. Employees registered to participate in a discussion on the movie and received HR 128 credit for participating. The diversity committee plans to suggest movies to watch throughout the year and schedule discussions for employees.

As the COVID-19 pandemic continues to significantly impact the state, IPS Human Resources Manager Tomi Rogers offered support to employees through UT's Employee

Assistance Program, which is designed to provide free, confidential assistance to help employees and their families resolve problems that influence their personal lives or job performance.

Through this program, all benefits-eligible UT employees have access to a wide range of resources for dealing with work/life balance, family issues, finances and more. It can provide support with whatever challenges may arise, including:

- *Depression, anxiety and stress*
- *Family concerns*
- *Financial issues*
- *Living with chronic health conditions*
- *Separation and divorce*
- *Grief and loss*
- *Sleep issues*





UTIA TAKES ACTION AGAINST RACISM THROUGH NEW COUNCIL AND DIRECTOR POSITION

The UT Institute of Agriculture is committed to a unified, integrated approach to enhancing diversity and inclusion throughout the institute. As a result, a new UTIA Diversity, Equity and Inclusion Council has been formed that will include representation from all departments and units.

This standing council will have rotating membership to ensure that all aspects of UTIA's education, research and outreach programs meet the ever-evolving needs of all employees, students and stakeholders. It will operate with an annual budget to support its work, and its members will be

expected to establish specific, measurable metrics and outcomes that represent positive progress for UTIA's diversity and inclusion efforts.

*Through respect and
advocacy for all individuals
in each of our communities,
we can model positive
behavior to others. Whether
those communities are local
or global, composed of rural
areas, towns and cities;
or are our students, peers,
professions or the clients we
serve, together we can show
that all members matter.*

All are welcomed.

All are served."

Tim Cross, senior vice president and
senior vice chancellor

Regular communication to all members of the institute will be provided, and the council will be expected to provide quarterly updates to the UTIA Executive Committee, which will in turn be expected to support and promote the council's work.

The council guidelines are available at the UTIA Diversity, Equity and Inclusion [website](#).

UTIA has also created a new full-time position for a director of diversity, equity and inclusion. This position will provide leadership for the new council and will be responsible for leading the implementation of action plans and programs envisioned by the group.

A position description is being drafted and the search committee formed, with a goal of filling this position by fall 2020. Diversity programs and initiatives in the College of Veterinary Medicine will continue to be led by Michael Jones.

UTIA HOSTS FIRESIDE CHATS AND COOKING SHOWS TO STAY CONNECTED

Even though employees have had to face difficult challenges this year, the UT Institute of Agriculture leadership is committed to keeping their employees informed and connected. UTIA Vice Chancellor for Communications and Marketing Lisa Stearns and Senior Vice President and UTIA Senior Vice Chancellor Tim Cross moderate “Fireside Chats” each week to address COVID-19 issues.

UTIA faculty and staff, ranging from 300 to 400 strong, from across the state tune in each week to hear an informal discussion about relevant issues as well as ask questions. The Fireside Chats have featured special guests, including UT President Randy Boyd, UT Knoxville Chancellor Donde Plowman, State Commissioner of Health Lisa Piercy, UT supporter and nationally syndicated TV fisherman Bill Dance and Nashville’s NewsChannel 5 Meteorologist Lelan Statom.

In addition to these Fireside Chats, UTIA’s College of Veterinary Medicine’s Luca Giori hosted his own cooking shows via Zoom for faculty and students. Giori, originally from Italy, shared his family’s Italian recipes. Due to the 24-hour nature of the hospital, these cooking shows have been a wonderful respite for staff who have not stopped working since the pandemic began.

Zoom Link Password: [Tiramisu@4](#) 



The UT System Employee and Organizational Development (EOD) Office advances the mission of the UT System by providing employees with the resources for professional and personal development.



RON TREDWAY

*Executive director, HR/
employee and organizational
development*

RON TREDWAY

Tredway joined the UT System in 2010, bringing more than 25 years of management and leadership experience in a variety of functions. His training includes multiple professional and program certifications, areas of focus and volunteer outreach components.

Tredway retired from EOD in August, and his coworkers had encouraging words about his time leading EOD.

Faith Lewis, senior training consultant: “I appreciate Ron’s willingness to share his knowledge and expertise to enhance the experiences of the customers we served at UT. I am grateful for the professional development opportunities I received under Ron’s leadership. I wish him the best in his next exciting chapter!”

Marti Willen, senior training consultant: “I appreciate Ron’s ability to think creatively. He always challenged our team to think outside the box as to how we could add value to the university. Many of his ideas and innovative processes developed into successful professional development opportunities that utilized the gifts of everyone on the team.”

Leigh Mosley, senior training specialist: “From my first day, Ron Tredway impressed me with the depth of his knowledge about the many institutions and personalities that make up the University of Tennessee System. That, in addition to his unfailing willingness to be an attentive and respectful listener and his ready laugh, are what I will remember and miss the most about him as a leader and a human being.”



IZETTA SLADE

*Executive director,
HR/employee and
organizational
development*

IZETTA SLADE

Before Slade began her current role in August 2020, she served as the executive director of human resources, associate director for equity and diversity, interim department head for UT Extension evaluations and staff development, interim human resource officer for UT Institute of Agriculture and the assistant director for employee and organizational development and program manager at the Institute for Public Service.



FAITH LEWIS

Senior training consultant

FAITH LEWIS

Prior to her current role in EOD, Lewis held positions in organizational development, facilitation, and employee coaching and leadership development. Lewis facilitates in-person and online courses as well as delivers customized work team training and organizational development to UT departments. She supports training needs analyses and coordinates various learning events for the EOD office.



LEIGH MOSLEY

Senior training specialist

LEIGH MOSLEY

Mosley, a former librarian, brings to the world of HR her passion for finding, classifying and disseminating knowledge. She helps to plan and support UT’s professional-development learning initiatives through EOD’s classes and conferences and also processes external training credits and applications to the UT career development fund.



MARTI WILLEN

Senior training consultant

MARTI WILLEN

Since joining EOD, Willen consults with departments at UT to develop and deliver customized and departmental training solutions, strategic planning services, organizational development interventions, and performs professional and personal development services (coaching). She also facilitates in-person and online courses as well as plans, coordinates and manages learning events for the UT System.

The UT System Human Resources Office works to ensure compliance with federal, state and University labor standards and policies. Its staff members work diligently to positively contribute to the workplace satisfaction level across the UT System.



BRIAN DICKENS
*UT System chief human
resources officer*

BRIAN DICKENS

Dickens is responsible for planning, developing and implementing statewide initiatives that support employee engagement. Dickens joined the UT System in December 2019.



ASHLIE CZYZ
*Executive recruiter and
director of human
resource programs*

ASHLIE CZYZ

Czyz has been a part of UT for more than 20 years, including 16 years working in human resources, both for the UT System and UT Knoxville. Her current role allows her to spend time working with and serving the faculty and staff at each of our unique campuses and institutes.



DELPHIA HOWZE
*Executive director of
equity and diversity*

DELPHIA HOWZE

Delphia Howze was hired as the UT System's executive director of equity and diversity in September 2020. She will consult and partner with UT's campuses and institutes to advance efforts to identify and remove social, financial and health disparities that impede diversity, equity and inclusion.



JULIE HUNT
*Executive director of
compensation*

JULIE HUNT

Hunt leads the development and administration of the compensation system for the University of Tennessee System. Areas of expertise include designing and implementing market/merit-based compensation systems and developing job family-based classification structures.



JANICE HODGE
*Director of human
resources technology
and analytics*

JANICE HODGE

Hodge serves as the liaison between the human resources offices across the state and the IRIS Administrative Support team, manages the organizational structure in IRIS, assists departments with their IRIS-HR reporting needs and creates ad hoc queries for specialty needs.



SHERRY SIMS
*Executive assistant
to the CHRO*

SHERRY SIMS

Sims has a bachelor's in Communications and a master's in Human Resources from UT Knoxville. Employed with the University for 37 years, she has worked in several areas of human resources including benefits, policy development and recruitment. In her current role, she provides support for all areas of human resources and diversity and inclusion.



BONNIE LEE FRANK
*Administrative
coordinator*

BONNIE LEE FRANK

Frank joined the UT System Office of Human Resources in 2010 coming from the UT System Office of Institutional Research. Frank provides project management, meeting and event planning and administrative support to the chief human resource officer (CHRO) and all UT System HR staff.



LAURA SLOAN
Compensation Specialist

LAURA SLOAN

Sloan holds a bachelor's degree in organizational psychology and development. With more than 15 years of diverse human resources experience, Sloan focuses on the development and implementation of the Job Family Compensation Project with the system-wide compensation team.

UT System Response to Racism

JUNE 2020



RANDY BOYD

responds to the wrongful death of George Floyd. UT can be a beacon of light by committing to learning from our friends of every color, background, ethnicity, nationality, religion and culture; leading with love at every campus and institute; acting and advocating by recognizing hate, condemning it and working to eradicate racism once and for all.



Several hundred students, physicians, health care and hospital workers, and community supporters gathered at the **UT HEALTH SCIENCE CENTER** for a display of solidarity themed “White Coats for Black Lives.”

UT HEALTH SCIENCE CENTER COLLEGE OF MEDICINE hosts a free virtual community dialogue titled, “Why Aren’t We All Mad? A Dialogue on Racism in the Health Care System.” More than 400 people joined Zoom for the dialogue to better understand the role of the college to make necessary changes to improve a system of structural racism that has created inequities in health care.



UT CHATTANOOGA Chancellor Steve Angle announces a comprehensive series of measures being implemented to dismantle systemic racism during and beyond the Fall 2020 semester, including the addition of a vice chancellor for diversity, inclusion and engagement to the chancellor’s cabinet; creating a Bias Incident Response Team; and hosting key events for campus and surrounding communities led by the Diversity Advisory Council and more.



UT INSTITUTE OF AGRICULTURE

Senior Vice Chancellor Tim Cross and college deans send email to faculty, staff and students affirming the principles and actions it is taking to combat racism, including the enhancement of diversity and inclusion among agricultural teaching, research and Extension programs and institute-wide dialogues to identify ways to combat racism and create a welcoming environment for all stakeholders.



UT MARTIN Chancellor Keith Carver sends campus-wide email to students, faculty and staff condemning racism, threats or violence of any sort and striving to be a place where community members can study, gather, learn and play without fear or threat of violence and oppression.



INSTITUTE
for PUBLIC
SERVICE

UT INSTITUTE FOR PUBLIC SERVICE

Vice President Herb

Byrd III sends a message to staff that each agency director within the institute has been tasked with discovering and implementing specific ways each agency can work to uproot the systemic racism behind the mistreatment of people of color and other groups marginalized by overt and covert discrimination, while encouraging all staff to point out where changes can be made regarding policies and procedures, laws, regulations, hiring practices and ordinances to those systems which they can affect.



UT LAW ENFORCEMENT INNOVATION CENTER

announces plans to develop a training program to minimize biased-based policing in the law enforcement community.



UT System Response to Racism

JULY 2020



UT KNOXVILLE Chancellor Donde Plowman sends message to faculty and staff committing to real and sustained action to combat

systemic racism, including identifying and dismantling systems and structures on campus; recruiting and retaining diverse faculty, staff and students; advancing a culture of equity and inclusion; and strengthening and developing ongoing relationships with Tennessee's diverse communities and organizations.



MARK MCCLOUD named chief diversity and inclusion officer at UT Martin. He is responsible for developing a comprehensive cultural competency plan for faculty, staff and students in order to promote institutional diversity and inclusion.



UT INSTITUTE OF AGRICULTURE

announces the creation of the UTIA Diversity, Equity and Inclusion Council, which includes representation from all departments and units. The council will be expected to establish specific, measurable metrics and outcomes that represent positive progress for its diversity and inclusion efforts.

UTIA announces a new full-time position for a director of diversity, equity and inclusion, which will provide leadership for the new council and will be responsible for leading the implementation of action plans and programs by the UTIA Diversity, Equity and Inclusion Council, while working with other appropriate faculty, staff and students.



SPACE INSTITUTE AT TULLAHOMA

UT SPACE INSTITUTE

announces the availability of training in K@TE titled Recognizing and Mitigating

Unconscious Bias for all employees and students. Emphasis is placed on the importance of this training in relation to becoming more aware of unconscious bias and how to effectively discuss and break the cycle. Participants were made aware that future performance evaluations may be affected by their level of engagement in diversity and inclusion efforts.

UT SYSTEM'S EMPLOYEE AND ORGANIZATIONAL DEVELOPMENT launches

training titled Recognizing and Mitigating Unconscious Bias for all employees. This 14-course certificate program teaches how to be aware of unconscious bias, how to talk about unconscious bias and how to break it.

AUGUST 2020



UT Knoxville's University Leadership Council meets to discuss concepts of the book

"How to Become an Anti-Racist" by Ibram Kendi, reflect upon their policies and procedures and create a plan to implement needed changes.

UT Knoxville makes Diversity Challenge Grant Program available for teaching or research projects that focus on diversity, equity and inclusion; racial injustice; systemic racism; class; human dignity; or social justice.

UT Knoxville continues to seek development opportunities to provide curricular and extra-curricular enrichment programs and high-impact practices for students of color. UT Knoxville will also focus student success efforts on closing gaps in retention and graduation for all students from underrepresented populations.

UT Knoxville continues to move forward with proposed revisions to the Code of Student Conduct. Recommendations made by an Ad-Hoc committee of faculty, staff and students involve more inclusive language and broadens the scope of certain standards.

SEPTEMBER 2020



SPACE INSTITUTE AT TULLAHOMA

UT Space Institute announces a training for UTSI leaders, supervisors and

faculty titled “Institutional Barriers to Inclusion.” This session covers the basics of diversity culture change and effective diversity leadership in higher education situated within the context of the current social climate of the country. A space for participants to discuss ways in which the external climate has an impact on the campus environment will be provided. Participants will leave the session with tools for examining the organizational dimensions most conducive to fostering a campus climate of inclusion. Portions of this training are based on “How to Be An Antiracist” written by national award-winning Ibram X. Kendi.



UT SYSTEM hires Executive Director of Diversity and Inclusion Delphia Howze. She will consult and partner

with UT’s campuses and institutes to advance efforts to identify and remove social, financial and health disparities that impede diversity, equity and inclusion.

UT KNOXVILLE gathers small working group to conduct a historical review of every named building and major outdoor space on campus to identify issues associated with eponyms that may be perceived as barriers to a welcoming and inclusive environment.

OCTOBER 2020



UT BOARD OF TRUSTEES reaffirms diversity statement.

UT SYSTEM works to enhance accounting measures for diversity and inclusion for the UT System Strategic Plan.

ONGOING



UT Knoxville commits to investing funding in two faculty lines in Africana studies beginning immediately to facilitate transitioning it from a program of study to a department.

UT Knoxville commits to create a “critical mass” of Black faculty in its colleges, to require all deans and department heads to report any salary equity issues in their units and to create a practice of pre-emptive counteroffers in order to keep Black faculty.

UT Knoxville UT Knoxville Provost John Zomchick will partner with Faculty Senate to review the promotion and tenure process to revalue service done in the interest of advancing racial equity.



for your BENEFIT

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Students in Ted Ross' Sculpture I class erect a giant inflatable sculpture on campus.

