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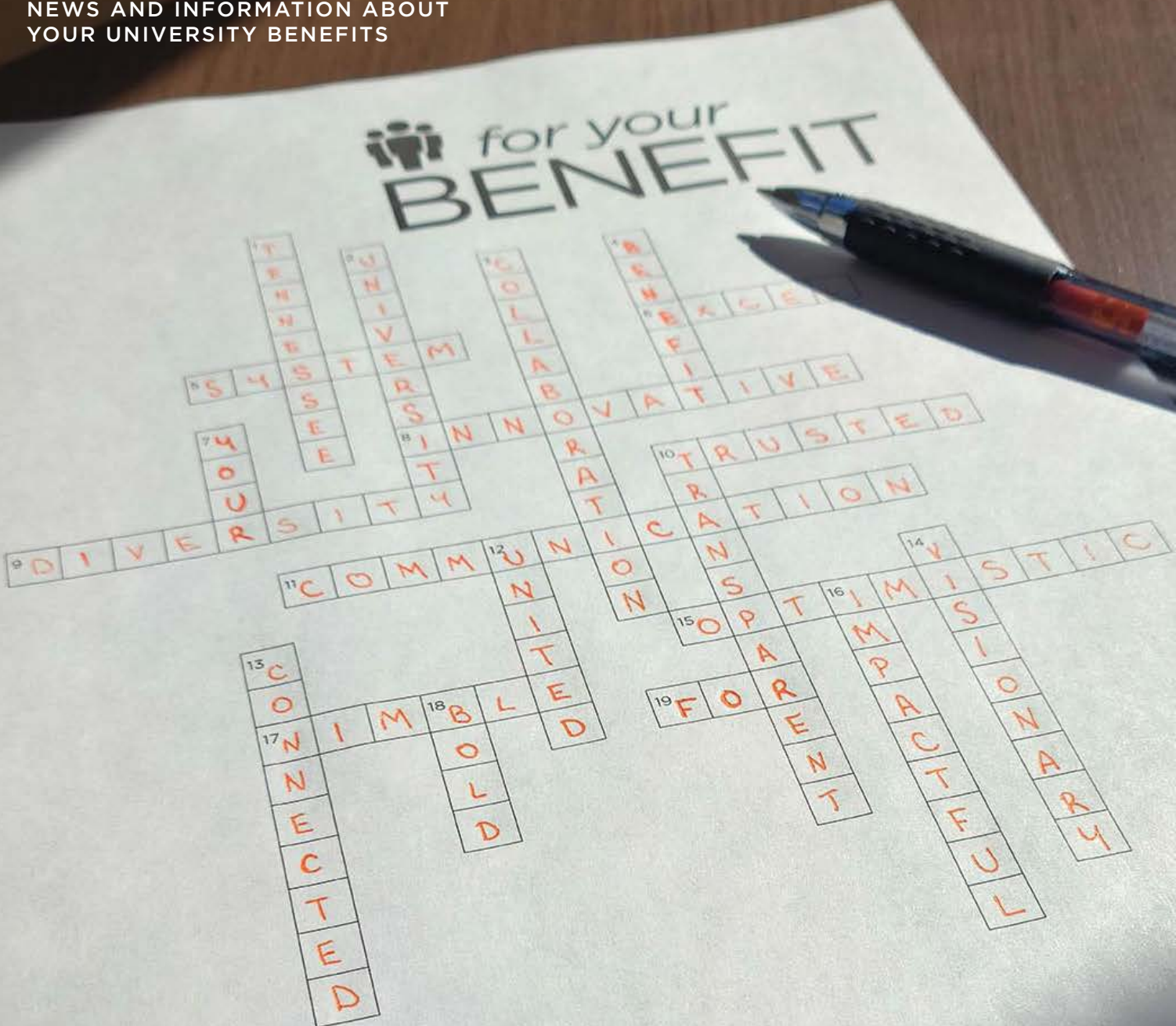
THE UNIVERSITY OF
TENNESSEE



for your FALL 2022

BENEFIT

NEWS AND INFORMATION ABOUT
YOUR UNIVERSITY BENEFITS



IN THIS ISSUE:

OPEN ENROLLMENT

THE POWER OF CHANGE

UTIA'S STATEWIDE IMPACT

PRESIDENT'S AWARDS

WELCOME

Greetings UT faculty and staff across the system!

In this issue, we will highlight the many facets of the Be One UT value of United and Connected. We will focus on the many ways that we collaborate internally and externally for a greater collective impact across the great state of Tennessee. You will see many examples of our connecting with each other as UT employees and the many ways we come together at the campus and system levels to share our collective experiences and knowledge. As you read through this issue, I am hopeful that you, too, will be inspired to engage in new and exciting ways.

We are in the middle of this year's 2022 annual enrollment for state and higher education employees, which is scheduled from Oct. 1 to Oct. 14. We encourage our employees to learn about new changes to our state plans, and to review and make important decisions regarding their benefit elections. Employees may use their single sign-on to access the IRIS portal and the Edison tab to review their elections for health, vision, dental and other optional coverages. We are also hopeful that employees will take advantage of the newly added "Ask ALEX" self-service employee resource to aid employees in making the best decision regarding their elections.

We are deliberately highlighting and maintaining our new designation as a "Great Place to Work" as certified by employees across the system. We believe that it is because of the hard work of many of our unsung heroes who are carrying out critical work across the system that we now enjoy that certification. We will highlight a few of these heroes in payroll, retirement and benefits who work tirelessly behind the scenes to ensure that we are all attended to as employees of the UT System and its campuses and institutes across the state. We will also share some exciting spotlights of our Employee and Organization Development team and emphasize a few new and impactful offerings from the learning and development perspective. Lastly, we want to bring awareness to some wonderful note-worthy developments in our UT Inclusion, Diversity and Engagement campaign that we will highlight during this issue.

In closing, this issue will demonstrate the many efforts of our faculty, staff and students. It will also highlight the importance of continually communicating with each other, and continuing our journey of upholding the Be One UT values as we foster ongoing and pervasive collaborations at UT.

BRIAN K. DICKENS



**Produced by the UT System
Communications & Marketing**

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OPEN ENROLLMENT

Annual Enrollment for 2023 benefits will take place from **Saturday, Oct. 1 to Friday, Oct. 14.**

This is the time to choose insurance benefits or make changes to your benefits elections for 2023. There are many changes taking place this year. We want to ensure you have access to important information to make the best decisions for you and your family.

Important changes include:

- Health savings accounts (HSAs) funding for Consumer Driven Health Plan (CDHP or high deductible plan) members will increase. Funding will be \$500 for the employee only tier and \$1,000 for all other family tiers.
- Deductibles and out-of-pocket maximums for several plans will increase.
- Emergency room costs for Preferred Provider Organization (PPO) plans will change from copay to deductible.
- Drug costs for specialty drugs and CDHP maintenance medications are changing.
- Benefits-eligible employees will automatically have basic term life up to 1.5 times base annual salary even if not enrolled in health insurance, up to a maximum of \$50,000.00.
- The vision vendor is changing to Eye Med. Current enrollees will be automatically transferred to the new vendor.

For most plan options, if you do not want to make changes to your benefits, you do not have to do anything during Annual Enrollment. If you do not make changes, you will be enrolled in the same plan options you had the prior year.

Annual Enrollment information will be sent by email only this year. Enrollment newsletters will not be mailed to home addresses.

A hub for Annual Enrollment information, including the enrollment newsletter, can be found at tennessee.edu/open-enrollment. There you will find a step-by-step guide to enrollment and other resources to assist in benefit selection.

BENEFIT IMPROVEMENTS

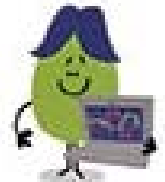
Meet
alex[®]



Meet ALEX, the Virtual Benefits Counselor!

ALEX helps employees choose benefits

The University of Tennessee System is excited to remind all employees about ALEX. ALEX is a service that provides personalized guidance and education during annual enrollment and ongoing engagement throughout the year to make benefits decisions as easy and confusion-free as possible.



ALEX is available anytime through a computer, tablet or smartphone.



Employees can talk to ALEX to find out if they are saving enough to cover medical, dental and vision expenses—and see how much they could save on taxes by possibly changing plans.

ALEX can also assist with helping employees make the best choices for themselves and their families. Talk to ALEX to learn about benefits: myalex.com/ut/2023.



WHY STAY AT THE UT SYSTEM?

In May 2021, Texas A&M University Management Professor Anthony Klotz coined the phrase the “Great Resignation.” As the Great Resignation continues, it is paving the way for a new term: the “Great Regret.” Employees who impulsively left their current jobs to pursue new roles at different companies have come to regret their transitions.

According to a survey by Joblist, an artificial intelligence job-search platform, approximately 26% of people who quit their jobs during what was dubbed the Great Resignation already regret it. Additionally, 42% of people who found a new job after quitting said the new positions did not live up to their expectations.

Some employees who switched jobs also stated that they missed their previous colleagues and the connections formed. Experiencing a new environment where employees cannot form the same types of relationships causes them to rethink their jobs and start looking for new ones.

To put it simply, the grass is not always greener in a new work environment.

As an employee of the UT System, which recently earned The Great Place to Work Certification™ and offers an extensive benefits package, it is easy to avoid the “Great Regret.” From comprehensive health insurance to retirement and paid time off, there are dozens of services to support employee health and happiness. Here are a few:

- Full-time employees can enroll in a variety of insurance plans including health, dental and life, and are also offered insurance options for flexible benefits and retirement. Furthermore, in addition to accruing yearly vacation and sick days, eligible employees enjoy 13 paid holidays and closings each year.
- UT System employees have access to family-care benefits, including six weeks of paid parental leave and tuition discounts for family members at all public universities in Tennessee.
- Mental and emotional health challenges can leave employees vulnerable to added stress and uncertainty in life. However, the UT System is proud to offer free and confidential assistance through the UT Employee Assistance Program (EAP). The EAP helps employees and their families resolve problems that influence their personal lives or job performance. Spouses and dependent children of employees also qualify for EAP benefits.
- Additionally, the UT System holds partnerships with several national companies—ranging from florists to theme parks to phone companies—which allow employees to enjoy statewide discounts. [UT](#)

To be a member of the UT System is to be a part of a work family that spans the state, and the system works diligently to ensure that it remains an environment employees seek to return to year after year.

A comprehensive list of employee benefits can be found on the UTHR website, hr.tennessee.edu.



THE POWER OF *Change*

German physicist Georg C. Lichtenberg states, “I cannot say whether things will get better if we change; what I can say is they must change if they are to get better.” As humans, we are hardwired to resist change. There is comfort in routine and discomfort in unpredictability. Individuals experience change every day, whether it be navigating a new drive to work, sitting in a new spot in the office, experimenting with a new recipe for dinner or reading a book of a different genre. These small changes open us up to new ways of thinking. As our perspectives shift, we grow and become better versions of ourselves. We learn how to adapt to new circumstances. That is all part of the power of change.

Change comes in many different shapes and sizes. While it is easier to embrace small changes every day, big changes leave us hesitant to take the plunge and fully embrace a new way of living. With the big changes, we focus on how we expect to feel, which could include feeling uncomfortable, uneasy and frustrated. Instead, we need to rewire our brains to embrace change. Run towards it instead of away. This applies to all areas of life, especially personally and professionally. The benefits of change far outweigh the negatives when it is put into context.

CHANGE IS ON THE HORIZON

DASH ERP Update

For employees who are not aware, the University of Tennessee's current enterprise resource planning (ERP) system—known throughout the university as IRIS—must be replaced. The platform provided by SAP is at the end of its life, and the company has announced termination of its support. During the last 18 months, there has been a lot of progress made to prepare and plan for the implementation of the new ERP system known as DASH (Dynamic Administrative Systems for Higher Ed). Guiding principles have been established, business processes reimagined. Oracle has been selected for the product and Accenture was chosen as the system integrator. In April of this year, Tennessee General Assembly approved \$50 million in state funding for the implementation expenses the university will incur. There are many benefits of DASH that employees across the UT System can experience with this change:

- Bring core processes together under a single platform.
- Streamline and automate processes to create a leaner, more accurate and efficient operation.
- Provide better reporting and decision making.
- Give real time visibility into crucial business processes.
- Improve end user experience and confidence.
- Improve security and accessibility.

Finance has already jumpstarted the process with HR now working towards the transition. There are exciting changes that UT System employees can expect to see. Employees can expect a fresh look that is easier to navigate, expanded self-service functionalities, artificial intelligence and chatbot capabilities and more.

By July 2024, DASH will be fully implemented and will take the place of IRIS. Follow along for updates regarding DASH and the transition by becoming a Friend of DASH. Visit this link to stay up to date: liveutk.sharepoint.com/sites/DASHProgram. 

The Benefits of Change


Flexibility becomes Fun

Change can be intimidating. The more you do it, the easier it becomes. You start to be more flexible when the challenges of change are thrown your way. Frequent changes in life make it easier to adapt to new environments, situations, people and perspectives.

Optimism and Opportunities Go Hand-in-Hand

When faced with change in our daily lives, it forces us to reassess our direction and find unexpected ways forward. We become more effective in all aspects. Being optimistic about change provides a chance to rejuvenate your passion in what you do. Thus, new opportunities arise.

Beating Monotony is Easy


Every change is like a plot twist in a beloved book. When you embrace change, you are closing one chapter and opening another. Whether you take on new responsibilities at work or start a new job, you shuck your routine and beat the monotony of the mundane. You embrace new perspectives and a new start to your personal and professional lives. 



FULL ENGAGEMENT SURVEY

Across the University of Tennessee System, we want to ensure that UT is a great place to work. In fall 2022, McLean & Company, an independent human resources research firm, is administering the second annual employee engagement survey to gather insights and feedback regarding the overall work environment at UT. The survey helps us establish an engagement baseline and will be continuously useful as UT strives to reach its greatest decade in history.

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

The results of the employee engagement survey will be used to steer employee benefits and culture decisions going forward. While McLean & Company is working towards collecting the fall 2022 results of the full engagement survey, employees can view last year's results at hr.tennessee.edu/yourvoice. 




In the spring semester, the University of Tennessee, Knoxville's Office of Communications and Marketing joined a new initiative by the UT System to unite communicators across all campuses who work in content-related roles.

Since launching, the committee has brought together more than a dozen communicators from UT Southern, UT Martin, UT Chattanooga, UT Space Institute and UT Knoxville campuses. Members are encouraged to share best practices and discuss potential opportunities to collaborate on storytelling projects.

At this summer's meeting, UT Knoxville's representative shared an interactive presentation on how to preserve shape and structure in written and visual storytelling by eliminating elements that take away from a story's central message.

In August, UT Knoxville's Office of Communications and Marketing hosted its annual campus-wide communications conference, CommuniCon. The conference included collaborative sessions with communicators across the campus and UT System. Colleagues from the Institute of Public Service and the University of Tennessee Institute of Agriculture co-led sessions and infused their expertise into the conference content.

Participating in the new knowledge-sharing initiative has allowed for more regular communication and interaction across several professionals and teams—sharing experiences and knowledge for a greater collective impact. 

Campus Story – UTM

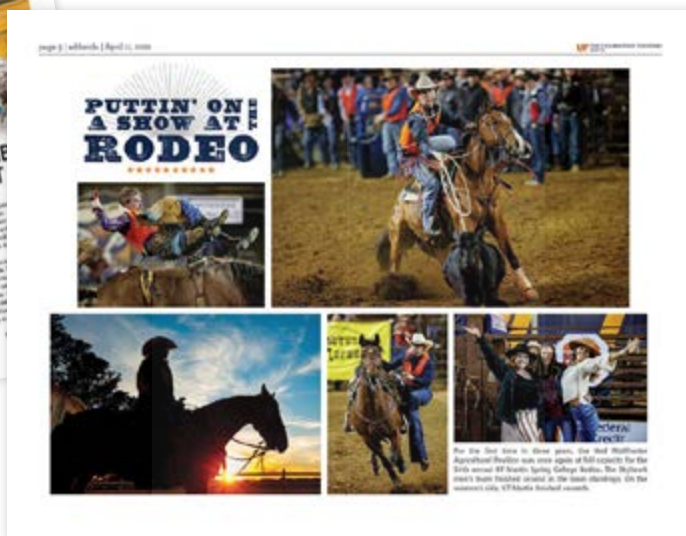
THE ADDENDA

BY NATHAN MORGAN

Communicating to an organization of more than 800 employees that are spread across campus, the region, and in some cases, the state, is no easy task. UT Martin's weekly newsletter, Addenda, has been doing that for more than 30 years.

UT Martin began its internal newsletter in the late 1980s as a monthly periodical called Martin Monthly. It was published as a folded 11-inch by 17-inch sheet of paper – making a

four-page newsletter – by the Office of University Relations under David Shipley,



director of university relations, and Margaret Perry, chancellor.

With growing popularity and a growing amount of content, the monthly newsletter quickly added an “addendum” to its monthly publication, which they called Addenda.

The first volume of Addenda was explained in the new publication: “Addenda is just that. It is an addendum to the Martin Monthly. Addenda will appear twice in April and then on approximately the 15 of every month thereafter. Martin Monthly will continue to appear on the first of each month beginning again in May.”

Eventually the monthly newsletter was dropped and Addenda became a weekly newsletter.

Until the early 2000s, Addenda was designed by the Office of University Relations, printed by the UT Martin Print Shop and mailed across campus each week. A few copies were also mailed to friends of the university and retired employees.

Today, Addenda is published and distributed online by the Office of University Relations and reaches more than 1,500 recipients with each edition. Each week, Addenda brings campus news to the UTM community. It also includes sections such as YoUTM, which features the accolades and accomplishments of faculty and staff. Perhaps the most anticipated section, however, is You Tell Me. It is a question-and-answer section that allows readers to anonymously submit questions that are then researched by University Relations staff and later answered in print.

“Addenda allows for consistent, regular communication with the entire UT Martin community. Its weekly format creates an expectation for everyone on campus to hear about accolades, learn about programs and policies and meet new colleagues,” said Chancellor Keith Carver.

Since its creation, Addenda has been doing just that. The newsletter serves as an important tool to keep employees



in the loop concerning policies, activities, events and other university news, all while informing and motivating. While Addenda serves as a way to effectively communicate with the university, its value goes beyond that.

“For me, Addenda is an important source of university history. We use the newsletter to verify important dates and events and to compile information for documents such as the Chancellor’s Annual Report. I’m grateful for the many Addenda editors who have kept the newsletter going and treated it as an important communications tool for all these years,” said Bud Grimes, current director of university relations. [UR](#)

Campus Story - UTC

BRINGING UTC RESEARCH INTO THE MARKETPLACE

BY CHARLIE REED

There is a channel for moving academic research into the commercial sphere thanks to a burgeoning partnership between UT Chattanooga and the UT Research Foundation in Knoxville.

UTC Commercialization Counselor Jennifer Skjellum connects UTC faculty, who are working on innovative research, with UTRF staff, who provide highly specialized services including assistance with filing patents, copyrights and trademarks, to bring it to the marketplace.

"We're working together to not only increase awareness about potential commercialization opportunities but also positive outcomes," said Skjellum, who became the first commercialization counselor at UTC in 2020.

"We're building the foundation for a culture of innovation at UTC that can lead to licensing and commercializing research," Skjellum said. "To be able to plug into UTRF and



A key component to success is to get into the pipeline early. It is crucial to protect one's ideas and that can be time-consuming and costly. This is why working with UTRF is a boon for UTC faculty. The academics who work in the hard sciences tend to be more familiar with and open to the opportunity of turning their work into a product.

From rocket fuel to seat belts to Google, some of the most famous products in history have been developed by scientists at universities.

Yet there are plenty of possibilities for academics working in history, art, music and social sciences to pursue commercialization as well.

"If you're doing research in say, the School of Education, have you developed a special type of curriculum? Because that's intellectual property, and that's protectable; and it's just as valid as being patentable," she said.

"To be able to plug into UTRF and its expertise and resources is a win for UTC, and I am here on this campus as a resource to them. Faculty do not have to enter the 'Shark Tank' or even want to start their own company to commercialize their work. Simply convincing researchers that they could and should pursue the commercial aspects of their research can be challenging,"

Jennifer Skjellum, Commercialization Counselor

its expertise and resources is a win for UTC, and I am here on this campus as a resource to them. Faculty do not have to enter the 'Shark Tank' or even want to start their own company to commercialize their work. Simply convincing researchers that they could and should pursue the commercial aspects of their research can be challenging," she said.

There are currently about 20 commercialization projects under development in the UTC-UTRF pipeline.

UTRF is a separate entity from UT. It provides assistance and resources to the research activities of faculty, staff and students of the UT System, including campuses in Knoxville, Chattanooga, Martin, the Health Science Center in Memphis, the state-wide Institute of Agriculture and the UT Institute of Public Service. [UT](#)

Campus Story - UT Southern

CELEBRATING MILESTONES: UT SOUTHERN'S FIRST ACADEMIC YEAR

BY ABBY STANTON

UT Southern completed its first academic year as part of the UT family, hitting milestones and experiencing growth that positions the campus for exciting new possibilities.

In May, UT Southern saw its first class of graduates receive their diplomas and walk across the campus green. The memorable day served as a capstone on a momentous year, serving as a tangible reminder of the opportunity that the new campus offers to the region.

This year, the campus celebrated that 100% of its nursing students passed the NCLEX exam on their first attempt.

UT Southern graduates will fill valuable roles in their communities as business leaders, teachers and nurses.

In June, Mark La Branche retired as chancellor of UT Southern. Linda Martin, UT System vice president of academic affairs and student success, was named interim chancellor. Since July, Martin has worked to get everyone on campus ready for a great year. She has reinforced UT Southern's "student-first" focus. That means every single decision, large or small, is made with the success of each student in mind.

Martin's first few months have been busy meeting staff, faculty and members of the wider community. The support of our community has been tremendous. The excitement within the region is clear, as UT Southern maintains its commitment to providing our rural region with more opportunities.

This fall, UT Southern welcomed more than 800 students onto campus. With the focus of the campus on the success of each of those students, every member of faculty and staff is embracing this season. **UT**



Campus Story - IPS

IPS PARTNERS WITH CAMPUSES TO OFFER ACADEMIC CREDIT

BY SUSAN ROBERTSON



When it comes to the University of Tennessee System value of being united and connected, the Institute for Public Service's (IPS) outreach model is a perfect example. In fiscal year 2021, the institute's six agencies answered 69,530 requests for assistance, trained 31,352 state and local officials, law enforcement officers and business leaders. It also had a customer-reported economic impact of more than \$1.2 billion.

IPS agencies' mission is to provide technical consulting and training for cities and counties, state officials, law enforcement personnel and business and industry employees. However, its statewide collaborations do not stop there. Several IPS agencies have partnered with UT campuses to offer credit to officials who participate in some of its training courses.

The Municipal Technical Advisory Service (MTAS) places students in the UT Knoxville Master's of Public Policy and Administration (MPPA) as interns with cities across the state. A summer intern who is working 40 hours a week with a city or town can earn six credit hours through UTK's MPPA program. MTAS consultants also serve as guest lecturers for two of the UTK MPPA courses, including a financial course. Students in the financial course are eligible to

take Certified Municipal Finance Officer (CMFO) tests and become certified. CMFO is a collaboration between MTAS and the Tennessee Comptroller's office.

The Law Enforcement Innovation Center (LEIC) partners with UT Martin to host the Collegiate National Forensic Academy each summer. Undergraduate students, many of them criminal justice majors, from UT Martin and other universities spend three weeks in Oak Ridge participating in an abbreviated version of the center's renowned 10-week National Forensic Academy.

"We fought for two years to get this thing going. We were told it wouldn't work because UT Martin is academic and IPS is not," said UT Martin Professor of Criminal Justice Brian Donavant, who founded the program along with former LEIC Executive Director Don Green. "Seeing it succeed has been phenomenal."

The Master of Public Administration program at UT Chattanooga has agreements with both the Naifeh Center for Effective Leadership and the Center for Industrial Services to offer credit toward the MPA degree. MPA students who complete the Naifeh Center's Certified Public Manager program or the Center for Industrial Services' Tennessee Certified Economic Developer program may apply for six academic credits to count toward the generalist track's 12-credit elective requirement. The MPA students must complete all of the courses that are a part of each program as well as a capstone project for each. [UT](#)





Campus Story - UTSI

UTSI'S SUMMER RESEARCH INTERNS

BY MEGHAN MORRIS

The University of Tennessee Space Institute welcomed 23 undergraduate summer research interns this summer, with seven interns being UT Knoxville (UTK) students. During their nine weeks on campus, the interns worked with faculty and graduate research assistants on advanced research projects, giving them invaluable graduate school experience.

The HORIZON group, which operates the Tennessee Aerothermodynamics Laboratory, supported five of the seven UTK undergraduates. This hypersonic group focuses on foundational research and ground testing on the numerical modeling of complex flows and shockwaves from high-speed aerothermodynamics. Research interests include investigating the dynamics of transitional/turbulent shock boundary layer interactions, understanding boundary layer dynamics in high-speed conditions, developing novel optical diagnostics, aerodynamic heating and more.



The Computational and Experimental Aerospace Research Laboratory (CEAR) research group supported one of the UT Knoxville students. CEAR advances scientific knowledge in compressible and high-temperature fluid dynamics, plasma dynamics and diagnostic techniques by exploring modern computational and experimental techniques. It also works on space environment simulators and the cryocontamination of these simulators.

The Laboratory of Advanced Mobility and Power research group supported another of the UT Knoxville students. This research group targets key issues related to energy sustainability and green transportation. Research focuses on clean combustion technology based on low and zero carbon fuels, safety evaluation and thermal management of electrical energy storage medium, multi-physical modeling of advanced energy conversion systems and data-driven optimization of complex power and propulsion systems.

The other sixteen interns came from the University of Alabama Huntsville, Tennessee Technological University, University of Kentucky, Lipscomb University, the U.S. Army, Trevecca Nazarene University, Embry-Riddle Aeronautical University, University of Utah, Mississippi State University and Morehouse College. These interns also worked with the biomedical engineering and materials science (research group and the Combustion and Propulsion for Aviation Research Center.

Campus Story - UTHSC

UTHSC, UTK PARTNER TO ADDRESS HEALTH NEEDS IN EAST TENNESSEE

BY PEGGY REISSER

Collaborations between the UT Health Science Center and the UT Knoxville aim to improve health care across Tennessee.

As part of its effort to expand access to dental care across the state, the UTHSC College of Dentistry, with assistance from UT Knoxville, held its first dental education course in East Tennessee in April.



The Expanded Functions for Dental Auxiliary (EFDA) continuing education course took place in the UT Culinary Institute and Creamery on the UT Knoxville campus. A ceremonial “floss cutting” kicked off the class and recognized UTHSC College of Dentistry’s new presence in Knoxville.

Similarly, a continuing education class to spread the message that healthful eating is key to overall good health, the College of Medicine at UTHSC in collaboration with the UT Knoxville planned a culinary medicine continuing education class for health care professionals to Knoxville in late August.

The Introduction to Culinary Medicine class, the first of its kind in Knoxville, was also set for UT’s Culinary Institute. Participants could receive four and a half hours of continuing medical education credit.

The EFDA course trains credentialed dental assistants and dental hygienists to perform certain procedures currently done by licensed dentists, thereby expanding the delivery of dental care. These procedures include some restorative and prosthetic care, including placement of fillings, temporaries



for crowns and making impressions for various fixed and removable dental prostheses. Since the EFDA program began in 2006 on the Memphis campus, the College of Dentistry has

qualified about 2,000 dental assistants and dental hygienists to extend the work of dentists.


“The EFDA does play a big part in addressing the access to care crisis that we have in Tennessee,” said Jerry McKinney, assistant professor and director of the Expanded Functions Programs in the UTHSC College of Dentistry. “If you have an EFDA in your office doing restorative dentistry, it can increase the number of patients seen in an office a minimum of 15% up to 40%. That’s huge.”

The culinary medicine class uses the same Health Meets Food™ curriculum that is used in the UTHSC College of Medicine to train students and residents. The program was developed to change the narrative between health care professionals and their patients about food.

Susan Warner, culinary medicine program director in the UTHSC College of Medicine, said the curriculum is suitable for physicians, advanced practice nurses, physician assistants, pharmacists, dietitians, educators and anyone who wants to be more knowledgeable about cooking and eating more healthily, as a route to better overall health.

The curriculum includes instruction in basic nutrition principles and culinary skills, as well as in how fresh food prepared healthfully can be used to prevent, improve or reverse chronic diseases, such as hypertension, heart disease, diabetes and obesity. It merges medical science, evidence-based nutrition and culinary skills to encourage healthy lifestyles for both health care professionals and their patients and clients.

Organizers of the Knoxville program include Warner; Brynn Voy, interim head of the Department of Nutrition in UT’s College of Education, Health and Human Sciences and professor of Animal Science for the UT Institute of Agriculture; and Chef Tyler White, program manager for the UT Culinary Institute.

Voy said the mission of UT’s Department of Nutrition is essentially to optimize health and well-being through the diet. “Training health professionals in culinary medicine, through events like this continuing education course, will expand the toolkit that we can use to accomplish this mission,” she said. 

Campus Story – UTIA

UTIA'S STATEWIDE IMPACT

BY BETH DAVIS

Communication and collaboration are hallmarks for the UT Institute of Agriculture and its influence across the state. With staff and offices in all 95 counties, at 10 research centers located in strategic agricultural areas and throughout two colleges, these are staples of the work we do. Current collaborations with UT Knoxville and UT Southern are increasing our impact and expanding our reach.

A combined effort of the UT Institute of Agriculture, the Herbert College of Agriculture and the UT Knoxville College of Education, Health and Human Sciences is expected to culminate later this year in a grand opening of the reimagined UT Creamery. It will include an ice cream making facility in the Food Sciences Building on River Drive and an ice cream shop and boutique in the UT Culinary Institute and Creamery building on Neyland Drive.

This endeavor brings agriculture and retail together to allow students from many majors to benefit experiential learning opportunities. Students will be involved at every step of the process—agricultural business management, food safety, food production, product development, taste testing, marketing, packing and retail sales. Food science students will contribute to production and food safety, while student fellows in Department of Retail, Hospitality and Tourism Management's Rocky Top Institute will learn real-time retail business and management skills.

Another partnership is creating opportunities for a different kind of student – farmers and producers hoping to add value and grow their farm enterprises. The Reaching Local Farms Initiative is a recently developed collaboration between UT Extension's Center for Profitable Agriculture and UT Southern's Turner Center for Rural Vitality.

Together, these two entities support agricultural farmers and producers in the southern Middle Tennessee region and across the state. In the spring of 2022, the Reaching Local Farms Initiative offered the second round of a series of webinars aimed to address topics like specialty crop production, meat marketing, modern farming technology and carbon markets. These areas have great impacts for farmers and farm families and the collaboration between UT Extension and UT Southern capitalizes on the reputation both entities have as resources for research-backed farming solutions. [UR](#)



NAIFEH CENTER FOR EFFECTIVE LEADERSHIP

In 2005, the Center for Effective Leadership was established. Three years later, it was renamed the Naifeh Center for Effective Leadership (NCEL), honoring the legacy of the longest sitting Speaker of the House Jimmy Naifeh.

The NCEL promotes communication and fosters collaboration in every avenue possible. Most often, the NCEL uses the relationships it has already established with NCEL customers. It hosts a homecoming and alumni event annually to promote its efforts. It also utilizes its website and social media presence to highlight events such as graduations from certain NCEL programs that are available to employees.

The NCEL provides training and professional development for leaders at all levels, from the emerging supervisor to the experienced executive.

“The Certified Public Manager program is an absolute must for those in the public sector realm,” states Marcus R. Kennedy, director of organizational development with the Knox County Government. “Expectations of public officials are rising, and this program will help instill, or refresh, the essential leadership skills and the continuous improvement mindset required to navigate the modern world and the modern workforce.”


With a long list of programs available to employees, including the Certified Public Manager program, the Administrative Professionals Academy and the IPS Leadership Academy, the most popularly known programs are the Tennessee Government Executive Institute, Tennessee Government Management Institute and Tennessee Government Professional Institute. These two-week programs were curated for individual contributors, managers and executives in state government.

Larry Patterson of the Tennessee Department of Correction said, “One of the most critical factors of success in any organization is the quality of its leaders. As a graduate of Management Institute and Executive Institute, I have experienced firsthand the tremendous professional development the Naifeh Center for Effective Leadership provides participants. Both programs have served me well, as they developed and strengthened my leadership skills, which has further prepared me to better serve the state of Tennessee.”

In January 2023, NCEL will begin offering individual training courses across the state to provide employees with classes that are easy to access and more affordable. These courses will be known as the Naifeh Professional Excellence Series.



Most courses offered by NCEL are in-person with options to attend virtually if necessary. Interestingly, much of the NCEL learning is kinesthetic. Therefore, in-person is most impactful for attendees.

NCEL continues its efforts of collaboration across the state. It proudly works with organizations in all parts of Tennessee to professionally develop its employees. For more information on NCEL, visit: leadership.tennessee.edu. 

EXECUTIVE LEADERSHIP INSTITUTE



The UT Executive Leadership Institute (ELI) was first inspired by the UT Board of Trustees' call for succession planning for executive leadership. Robert Smith, special advisor for executive leadership and talent development to the UT president, approached President Emeritus Joe DiPietro about creating a comprehensive executive leadership program. In 2017, Smith conducted a workshop at the President's Leadership Retreat where key members of the university's leadership offered advice, revisions and general endorsement of the program. By May 2018, the program was rolled out with the first cohort beginning in August 2018. This year, ELI welcomes its fourth cohort.

ELI develops executive leaders for the needs of the UT System. It targets leadership requirements for those already holding executive positions or individuals who show high potential for succession to an executive position.

Led by Smith, the institute offers attendees special development plans, executive coaching, mentoring and experiential learning. The class meets six times throughout the year for multi-day leadership sessions. During these 12 months, the ELI class members come together to work through current issues that face higher education.

"One of our expected outcomes is collaboration within the units as well as across the system," states Smith. "We ask

after every in-person session for ways the class members plan to execute ideas generated in the session. It is hard to chronicle all the cases of collaboration, but it has been extensive. The key is to bring like-minded people together across the system with a unifying commitment to increase excellence. That drives people to seek each other out for their ideas and to share."

Between each cohort, there have been significant changes to the program. Most of these changes were made in the last few months, which varies greatly from when the program was rolled out in 2018. This year's programming takes an immense step in improving ELI's approach from both the behavioral and cognitive sciences as well as the leadership research. This is in the hopes of not only changing people but being able to measure those changes. ELI focuses more on change orientation and developing a particular kind of leader. These edits made over the last few months make this a true development program and not a training program.

If any employee in the UT System is interested in participating in ELI, candidates must be nominated to apply. Nominations are made by the university president, a campus chancellor, an institute's vice president, the UT Foundation's president or a System vice president. From applications, between 15 and 20 candidates are selected to participate. [UT](#)





President's Awards

In June of this year, University of Tennessee President Randy Boyd recognized employees from across the UT System during the summer Board of Trustees meeting in Knoxville. The President's Awards were established in 2016 to annually consider the exceptional achievements of employees across the UT System in the areas of the University's three-part mission to educate, discover and connect as well as to acknowledge outstanding contributions in the areas of support and diversity. The awards spotlight success and inspire excellence.

In 2022, the awards were enhanced to exemplify the seven Be One UT values. These values are intended to shape culture across the system and build purpose, improve team cohesion and create a sense of shared commitment in the workplace.

The awards are named after the values and each recipient is recognized for embodying one of the seven. This is the first time there has been seven recipients instead of six.

President's Awards are the highest honor a UT employee can receive from the University. Honorees are selected each year from a system-wide pool of candidates nominated by campus and institute leaders. Winners receive commemorative plaques and \$3,000. **ur**

This year's winners represent UT Knoxville, UT Health Science Center, UT Martin, UT Space Institute, UT Chattanooga and UT System administration.

Bold and Impactful

Frank Butler, Professor

Management, UT Chattanooga

Embrace Diversity

Cindy West, Dean

College of Education, Health and Behavioral Sciences, UT Martin

Optimistic and Visionary

Dr. Orpheus Triplett, Assistant Dean

Community Oral Health and Outreach, College of Dentistry, UT Health Science Center

Nimble and Innovative

Blake Reagan, Executive Director

Policy and Process Improvement, UT System Administration

Excel in All We Do

Carla Mason, Sr. Custodian

Building Services, UT Chattanooga

United and Connected

Tyler White, Program Manager

Culinary Institute, Retail, Hospitality and Tourism Management, UT Knoxville

Transparent and Trusted

Patricia Burks-Jelks, Director

Human Resources, UT Space Institute

To learn more about the annual President's Awards, visit president.tennessee.edu/awards.

H D P G P R U H W V O L A M Y C T I P Z M W V G T A G G L O
 I P I U S X C A M H Q I P V D T V R X T J W B W B B J A W T
 Y S I V L M Z J Q U P B O L D A N D I M P A C T F U L O Y R
 M L W X Z A G A K F M F O R Y O U R B E N E F I T L Q Y G A
 P R N G M G S T T I M K E M B R A C E D I V E R S I T Y Z N
 W K C U B W U K H C V M G X T E X W E S C C D Q I E W W Q S
 F K A O W F G R I V V K T Z L G J T P J E J N A V V K V O P
 N N I M B L E A N D I N N O V A T I V E R O J M C A Y B M A
 A O V H Q Z U N I V E R S I T Y O F T E N N E S S E E E A R
 S L H U L O P T I M I S T I C A N D V I S I O N A R Y K R E
 H B Z J T N M H M I E U L X Q F P X E R U N E D T C K W T N
 V P B C S R V A O Y Q X N Z C H A T T A N O O G A O Q D I T
 I C X O C E S Z Q K C X C I P X H S H Z S X R M F B T V N A
 L Q C N L X V R A R N U Q E T Z H B V P V W E L E C W W M N
 L S Q N I A C E E G W W I F L E W E U C W E E T W M K K V D
 E I E E A V G W R P X P H Y D I D N C O U H K G Y B P V N T
 Q D X C P X D K E Y C K Z T G L N A O R Z T K X M M K H U R
 Q Q I T H K P A L P W J T X X N J A N R A R X M U W H I I U
 D K N S F Z U Q J S G H X U H P B Y L D S F L J E R U H D S
 B Q C K C F T V K Q C E E F N B V B K L C R Q Q X G M U O T
 P W D S Q O E X K Z C P D R I R S N W N W O N L S Q D R Y E
 B U V B A B V X L S H L J U E S Q U M B O E N I F P W O V D
 R V Z Q C R J E O T U O D Z C Y J L M C W X D N M E D S A L
 R H F O V C B E R V A S W P Y A O P I S Z E V O E M N X K Q
 O X Y R I N F O T A I N M E N T T U C A W I Y I B C Y F R L
 M U P P E V Z I J L O M M V O C F E L S E H N P L F T Y O E
 N U R S G X A F Z B E O N E U T G N O O Q U V E R L S E U T
 G T A U P W O C K N O J L O H Y V X B E O Q Z G C P E V D J
 I T U L L A H O M A I T D C Y I M S H O I K W P R T Y A T L
 S L I E S F O I D H M E T E N N E S S E E D V I N M O P T S

University of Tennessee
 Educate
 Discover
 Connect
 Be One UT
 For Your Benefit
 Everywhere You Look

Knoxville
 Chattanooga
 Pulaski
 Martin
 Memphis
 Nashville
 Tullahoma
 Tennessee

Bold and Impactful
 Embrace Diversity
 Optimistic and Visionary
 Nimble and Innovative
 Excel in all we do
 United and Connected
 Transparent and Trusted

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 across the state to share what Be One UT value resonates with them.

Patricia Burks-Jelks, UTSI

What is your title?

Director for Human Resources; Diversity, Equity and Inclusion Officer; Compliance



How long have you been a part of the UT System?

For over 30 years

What do you love about Be One UT and what value resonates most with you?

I love Be One UT because it fosters collaboration and cohesiveness amongst UT campuses and institutes – working together. This slogan itself begins with “Be” which is an action word, an expectation. In terms of the value that resonates with me most, I love “transparent and trusted.” I recently won the UT President’s Award for this value. I feel that fostering integrity through openness, accountability and stewardship helps us create the kind of environment, culture and context for who UT is and should be.

Tyler Cox, UTS

What is your title?

Associate Vice Chancellor for Enrollment & Assistant Athletic Director



How long have you been a part of the UT System?

Since July 1, 2021. I was an employee with Martin Methodist College since 2014.

What do you love about Be One UT and what value resonates most with you?

I love the mentality of no matter the campus, big or small, we are all mission focused on ensuring student success. The value that most resonates with me is “bold and impactful.” As UT Southern was brought into the UT System, it took a bold move to add a new school into the system. It had been over 50 years since an addition to the UT System occurred. The impact on the southern middle Tennessee region and any student who enrolls at UTS can create generational changes.

Jonathan Ruth, UTSA

What is your title?

Change Management Co-Lead, DASH Project and Team Leader, Department of Technology



How long have you been a part of the UT System?

Almost 19 years

What do you love about Be One UT and what value resonates most with you?

I really appreciate the unifying nature of these values. While we know each campus and institute brings its own strengths and uniqueness to our statewide system, the Be One UT values give us all something to rally behind together. A shared vision is a powerful tool that can shape our culture for years to come. Personally, I think about my role as one of the two change management leads on the DASH project, “transparent and trusted” certainly resonates as we strive to provide clear, concise and timely communication about the project to all our stakeholders.

Beth Hall Davis, UTIA

What is your title?

Editor/Writer



How long have you been a part of the UT System?

Almost a decade

What do you love about Be One UT and what value resonates most with you?

Time waits for no one. Using my time efficiently and effectively is important to me, both in my work at UT and in my roles as a wife, mother, volunteer and friend. This means that “excel in all we do” is the Be One UT value that most resonates with me. Continually asking how we can do our collective work better, with greater impacts and lower costs, keeping in mind what is best for Tennessee, will always be time well spent. The application is different for each campus or unit. However, the goal of excellence remains the same throughout UT. We have both an opportunity and an obligation to students, parents and the people of Tennessee to excel in all we do, aiming for continuous improvement and outstanding performance as we serve Tennessee with education, discovery and outreach.



Crystal Walker, UTHSC

What is your title?

Assistant Professor in the UTHSC College of Nursing



How long have you been a part of the UT System?

I have been at the UT Health Science Center since 2009. I was a student from 2009-2016. I have been on faculty since 2016.

What do you love about Be One UT and what value resonates most with you?

Be One UT is the perfect way to share our core values as a system and helps to ignite our purpose and commitment to the organization and the communities that we serve. The value that resonates most with me is the 'B' for being Bold and Impactful. In the UTHSC College of Nursing, our fearless leader, Dean Wendy Likes, has always encouraged us to think big and tackle grand challenges. We recently took on the challenge of developing an innovative approach to serve underserved populations, and we were awarded a \$3.9 million grant from HRSA (Health Resources and Services Administration) to develop a mobile health unit that will provide primary and specialty care to rural communities and expose our baccalaureate and doctoral students to rural health care. I'm proud to be part of a system and a college that believes in being bold and impactful, because this value has inspired us and will continue to guide us in making a difference in the lives of the people we serve.

Elisha Hodge, IPS

What is your position title?

MTAS Legal Consultant



How long have you been a part of the UT System?

I have been a UT employee for almost eight years. I was hired in October 2014.

What do you love about Be One UT and what value resonates most with you?

I love that the Be One UT values are inclusive of everything that the University of Tennessee should be as the state's flagship land grant university. I believe that the values are representative of what we as faculty, staff, students and friends of the University must be in order for UT to be an employer of choice and a highly sought-after university. While each of the Be One UT values resonate with me, the one that resonates the most is "excel in all we do." UT

having a culture that promotes, supports and celebrates excelling in all the positive that we do, is critical in my opinion. Once that value is anchored in our community, each of the other values will be also. We cannot excel in all that we do without being bold, impactful, transparent, trusted, visionary, innovative, nimble, united, connected and embracing diversity.

Moira Bindner, UTK

What is your position title?

Communications & Customer Service Manager, Parking & Transit Services



How long have you been a part of the UT System?

I joined UT Knoxville in January 2016.

What do you love about Be One UT and what value resonates most with you?

When I interviewed at UT, someone said that parking is one of the top five pain points on a college campus. I look at my role as, "How can our team be part of the solution?" so the Be One UT value that resonates for me is collaboration. I work with hundreds of campus partners, the city of Knoxville, and have created a network of grassroots parking liaisons who we keep informed of the latest issues to impact mobility at UT. We work behind the scenes to assist with logistics so we can have amazing events and people can get to where they need to be. Strengthening and maintaining relationships and opportunities to collaborate and problem-solve make all the difference

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.



UT INCLUSION, DIVERSITY AND ENGAGEMENT (UT IDE) STRATEGIC ALLIANCE

In June 2021, UT President Randy Boyd announced the creation of the UT Inclusion, Diversity and Engagement (UTIDE) Strategic Alliance. Efforts to move the needle in the inclusion, diversity and engagement space requires that we seek the ongoing input of the varied voices and perspectives that are found on each of our campuses and institutes.

Every day, all 30 UT IDE members work diligently to enhance opportunities for individuals located at our campus communities. We work towards engaging with one another as we move forward to answer the challenge of making this the greatest decade in UT history.

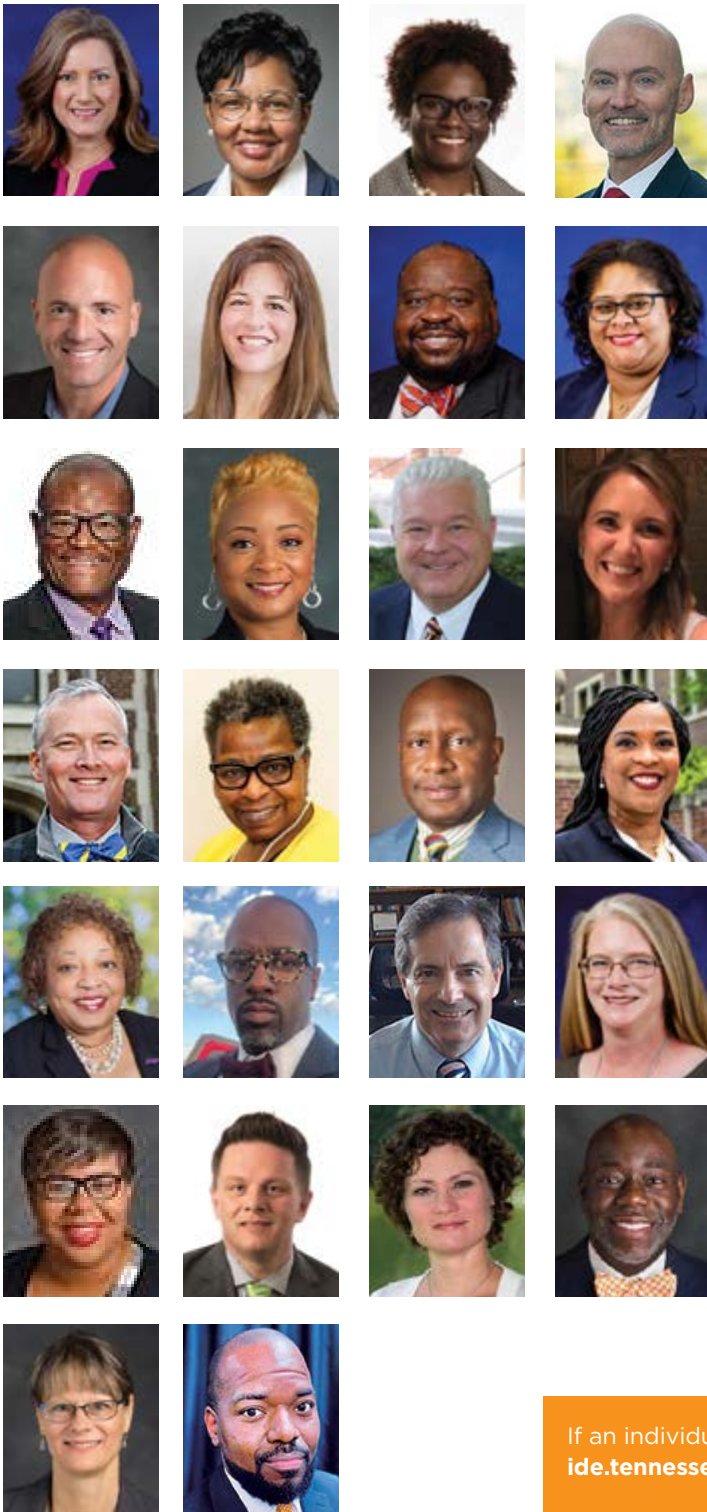
Across the UT System, we focus on two Be One UT values that embody who we are. These values are united and connected and embrace diversity. As we stand united and connected, we collaborate both internally and externally for an overall greater collective impact. Furthermore, we embrace diversity by respecting our individual and organizational uniqueness that makes us stronger.

The UT IDE Strategic Alliance ensures a strategic approach to our collective efforts involving inclusion, diversity and engagement. The UT IDE Strategic Alliance is comprised of four committees that are fully aligned to one another. The groups are the senior advisory council, strategic steering committee, strategic action team and strategic resource team. Members of each committee voluntarily applied to participate. For our inaugural launch, we had the benefit of having an alliance that is built on diversity, with members that represent various dimension of diversity including age, race, gender, ethnicity, ability, veteran status, position, location and length of service to name a few.

In less than a year, the members of the UT IDE Strategic Alliance have successfully initiated foundational elements of the overall UT IDE strategy including, the launch of the video "Inclusion Begins with I and Always Needs U" and creating and aligning a comprehensive strategic plan. This month, the members will meet in person for the first UT IDE Symposium to discuss ongoing strategic efforts.

Each member is scheduled to serve a two-year term. The application process for the next term will open in June 2023. You can learn more about the committees by visiting ide.tennessee.edu.

As we continue to raise awareness of inclusion, diversity and engagement on our campuses and institutes, we hope that employees across the state take a moment to learn more about our current efforts, engage with their peers and remain open to conversations surrounding the work that we do.



If an individual is interested in learning more about the UT IDE, please visit ide.tennessee.edu/ut-ide-strategic-alliance.

GET TO KNOW EOD

EOD Vision

We inspire and empower every employee and organizational unit to become their best.

The UT System Office of Employee and Organizational Development (EOD) embraces life-long learning and provides all employees with opportunities for personal and professional growth.

Each year, the EOD team delivers a wide variety of facilitated workshops, seminars and six major conferences for the benefit of UT System faculty and staff. Additionally, they offer a growing number of self-paced eLearning courses at no cost on a full spectrum of topics to employees—making it convenient for employees to meet their development needs.

“We are a dedicated group of service-oriented educators who take pride in providing diverse, inclusive learning solutions that exceed expectations,” said Executive Director Izetta Slade. “We are passionate about the development of every UT employee to their fullest potential in leading where they are, regardless of title, as vibrant contributors to the University of Tennessee.”

EOD hosts a variety of learning events including, seminars, certificate programs, and conferences, as well as provides leadership coaching and performance consulting. All UT employees are encouraged to obtain a minimum of 32 hours of job- and career-related learning per year.

In addition to providing learning and development opportunities for all UT System employees, the EOD team also provides organizational development assistance through customized departmental retreats, coaching and performance consulting, and strategic visioning.

To learn more about EOD’s efforts and the team, visit: hr.tennessee.edu/eod.

EOD Team



Izetta Slade
Executive Director



Jeannie Tennant
Assistant Director/Senior Business Partner



Kortney Jarman
Learning Management System Administrator/eLearning Consultant/Business Partner



Sarah Crichton
Learning Consultant, Business Partner



Jenna Johnson
Senior Learning Coordinator, Learning Management System Technical Assistant

UTSA HR TEAM

Brian Dickens

Chief Human Resources Officer

Sherry Sims

Executive Director, HR Administration

Delphia Howze

Chief Inclusion Strategy Officer

Bonnie Frank

Administrative Coordinator

Ashlie Czyn

Executive Director of Talent Management

Janice Hodge

Director of HR Data Analytics

Izetta Slade

Executive Director, Employee and Organizational Development

Laura Sloan

Director of Compensation

Alica Shamblin

Talent Management Consultant

Jeannie Tenant

Assistant Director, EOD

Kortney Jarman

LMS Administrator

Sarah Crichton

Learning Consultant

Chelsea Mongeon

HR Generalist

Jenna Johnson

Senior Learning Coordinator

Justin Haynes

Compensation Analyst

PAYROLL, BENEFITS AND RETIREMENT

The UT System Payroll, Benefits and Retirement Office is proud to serve statewide employees of the University of Tennessee. The mission state of the payroll team is to pay employees and vendors in a timely, efficient way so that employees can concentrate on performing their duties of instruction, research and public service for the state of Tennessee. The mission of the benefits and retirement team is to educate, enroll and manage employee benefits in a friendly, efficient way, thus, making the University of Tennessee the employer of choice. We accomplish our mission by working with offices throughout the state and enjoy working with our colleagues in the UT System and on the campuses and institutes.

Get to Know Payroll, Benefits and Retirement



Rob Chance, *Executive Director*

I started in the Controller's Office in 1992, and moved to payroll, benefits and retirement in 1995. As the child of a UTK professor, I grew up around the UT System and love supporting the university's mission of educating college students.



Pam Quick, *Associate Director*

I started in payroll, benefits and enrollment in 2006. I love that we can work well together as a team to pay employees statewide.



Marchelle Robinson, *Assistant Director*

I started in payroll, benefits and retirement in 2016. The best part of working for the University of Tennessee System is the opportunity to serve employees with their insurance and retirement benefits.



Alyssa Adorati, *Assistant Director*

I started in the UTK Bursar's Office in 2014, and moved to payroll, benefits and retirement in 2015. What I enjoy most about working for the UT System is getting to know and work with other employees across the whole state.



Pam Christenberry, *Benefits Coordinator*

I started in payroll, benefits and retirement in 2016. I enjoy helping a diverse population of employees across the state with insurance needs. It is very rewarding to service these employees, from all over the world, through their life situations, both joyous and sad.



Kelli Corona, *Accounting Specialist I*

I started in payroll in 2019. I love the new offices and being downtown.



Angie Evans, *Administrative Coordinator I*

I started in payroll, benefits and retirement in 2015. What I love the most are my coworkers and the people I get to meet.



Barbara Fields, *Benefits Coordinator I*

I started in payroll, benefits and retirement in 2016. I enjoy the flexibility working in the systems office, which allows me to work from home and in the new UT Tower in downtown Knoxville.



Leslie Garner, *Accounting Specialist III*

I started in payroll, benefits and retirement in 1999. I love meeting people and learning about other cultures outside of my normal circle. My position with the Payroll and Benefits Office allows me the opportunity to do just that without ever leaving the country.



Ashley Greene, *Benefits Coordinator I*

I started with UT Medical Center in 2016, and moved to payroll, benefits and retirement in 2018. What I love most about working at UT is the great people I get to work with.



Morgan Lane, *Accounting Specialist I*

I started with payroll, benefits and retirement in 2019. I like working downtown and with everyone in our department.



Wanda Plankey, *Benefits Coordinator I*

I started with payroll, benefits and retirement in 2011. I enjoy the opportunity to continue to work from home and in the brand-new building with a beautiful view.



Rebecca Medovich, *Benefits Coordinator I*

I started with UT System in September 2022. I love how everyone has been so friendly to me and how welcoming the environment has been. I appreciate the emails and personal contacts that I have received as I start my job with UTSA.



Gina Walkowiak, *Payroll Assistant*

I started with UTK Human Resources in 2014, and moved to payroll, benefits and retirement in 2017. What I love most about working for the UT System is definitely the views and the look of our office. I also really love being able to work from home a couple days a week.



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 29 murals in 29 counties that proudly showcase Everywhere You Look, UT. Follow along with our progress as we work towards 95 murals.



DISCOVER MORE STORIES

MURAL LOCATIONS BY COUNTY



EVERYWHERE YOU LOOK,

HROS ACROSS THE

Name: **Brian Dickens**

Position and campus: Chief Human Resources Officer; University of Tennessee System

When I started: 2019

What I love about working at the UT System: "Great organizations are made up of great people" – Claudio Fernandez-Aroz

I love contributing to an institution where we can all lean in and fully participate as professionals vested in making improvements that enhance the employment experience for the entire workforce at UT. It is refreshing to partner with dedicated colleagues across the system with a future-focused mindset at affecting meaningful and sustainable positive change for the UT System.



Name: **Tomi Briggs Rogers**

Position and campus: Human Resources and Operations Manager, Institute for Public Service

When I started: 2001.

What I love about working at the UT System: Over the past 20 years, I have had the opportunity to work in or closely with every campus and institute of the UT System. From my career spent in Employee & Organizational Development to the Institute of Agriculture to the Institute for Public Service, I have been afforded the opportunity to serve under diverse leadership and learn how each area has its similarities and differences. Additionally, there are so many favorable aspects about working at UT from the relationships with colleagues to fulfilling the mission at the Institute for Public Service. I enjoy serving others and am appreciative to serve UT over the past 20 years.



Name: **Patricia Burks-Jelks**

Position and campus: Director for Human Resources, Equity, Diversity, and Inclusion, and Compliance; UT Space Institute

When I started: 1988

What I love about working at the UT System: UT's culture of caring about its employees and all the Be One UT values.



Name: **Chandra Alston**

Position and campus: Vice Chancellor, Human Resources at the UT Health Science Center

When I started: 2000

What I love about working at the UT System: I love UTHSC because I have the opportunity to work with exceptional faculty, staff and students toward a robust mission of improving the health and well-being of Tennesseans and the global community. Each day, I get to solve problems, assist employees with personal growth and development and create a culture where everyone can thrive. Our new leadership team is exciting and engaging and it makes me look forward to coming to campus each day to work alongside these incredible professionals.



Name: **Mary Lucal**

Position and campus: Associate Vice Chancellor for Human Resources; University of Tennessee, Knoxville

When I started: 2006

What I love about working at the UT System: The amazing personal and professional relationships I have made.



STATE OF TENNESSEE

Name: **Doug Bohner**

Position and campus: Associate Vice
Chancellor for Human Resources,
UT Institute of Agriculture



When I started: 2018

What I love about working at the UT System: The variety of offerings UT is positioned to provide its students, faculty and staff in terms of education and career development. The professional relationships, broad skillsets and experiences my peers bring to the table. The pride our employees feel in the mission of UTIA and their commitment to serving Tennesseans and beyond.

Name: **Laure Pou**

Position and campus: Assistant Vice
Chancellor for Human Resources,
UT Chattanooga



When I started: 2009.

What I love about working at the UT System: My favorite thing about working at UT is the energy behind the higher education mission. I am not sure that any other industry has a mission as exciting as higher education. The opportunities we have to impact our communities and the students we serve is what energizes me about the work we do across our state. I am honored to be part of the UT System and the Chattanooga campus.

Name: **Leia Haney**

Position and campus: Director of Talent
Management, UT Foundation



When I started: 2021

What I love about working at the UT System: The continuous learning opportunities and professional development growth are an incredible asset to the already unbelievable benefits offered at the University of Tennessee. Being able to support colleagues and their families across the state is why I do what I do.

Name: **Michael S. Washington**

Position and campus: Director of Human
Resources & Payroll, UT Martin



When I started: 2019

What I love about working at the UT System: I enjoy most the information sharing among fellow colleagues across the system. You never feel like you are facing new challenges alone.

Name: **Jamie Hlubb**

Position and campus: Assistant Vice
Chancellor of Human Resources,
UT Southern



When I started: 2000

What I love about working at UT System: The positive reputation UT has across the state of Tennessee and the impact we will have for our region.