

UT HEALTH SCIENCE CENTER. minutes

University Council Meeting

October 1, 2025

2:00pm-3:30pm

Attendees:

Peter Buckley	Cindy Russell	Paul Wesolowski	Ken Tilashalski	George Ninan
Raaj Kurapati	Jessica Snowden	Reginald Frye	Vikki Massey	James Haynes
Mike Hocker	Jessi Gold	Karen Derefinko	Ashley Harkrider	
Karla Leeper	Michael Alston	Mike Ebbs	Robert Craft	
Wendy Likes	Charlie Snyder	Keshia Giboney	David Mills	
Samantha Townsend				

Absent: Brian Wilcox, Chandra Alston, Brigitte Grant, Melisa Moore

Dr. Buckley called the meeting to order 2:00 pm central.

Chancellor Updates (Dr. Buckley)

Team leadership “Expectations”

- Gratitude for the leadership team that has formed over the last 3 years
- Need to promote good leadership team dynamics
 - managing “up” and “down”
 - avoid “blaming up”
 - have each other’s back
 - be a cohesive, caring, respectful engaged team
 - promote a positive workplace culture that is goal oriented and always vision- centric:
Healthy Tennesseans. Thriving Communities

Recruitment and Best Practices (Cindy and Peter)

- Utilizing search firms and evaluating the workflow
- Having quality material (University info, itinerary and consistent communication)
- Creating a professional environment

Voluntary Retirement Incentive Program UTHSC (Raaj)

UT Board of Trustees on Friday, September 19, 2025, approved our proposal for a Voluntary Retirement Incentive Program. Human resources will notify eligible employees by email notification. This program is strictly Voluntary and there is no requirement to participate in this incentive program even if you are eligible employee.

Health Science Senior Leadership Academy HSSLA 2.0 (Cindy)

- Our goal is to make sure that we keep the small cohort model with expanding to a statewide model.
- In-person model across the state
 - Hybrid

— Application available late October/ early November

Review and Discussion of UT Health Sciences AI Procedures (Cindy)

Vikki Massey and the task force team have been working on an AI policy that will benefit the use of AI for our campus.

Strategic Focus of Communications and Marketing (Karla)

Early observations and strategic focus going forward: process and protocol, protect the brand “marks”, KPI’s and extended training.

- 10/25/25- UT Health Science Center “Watch Party”
- 11/14/25- Strategic Planning Refresher Retreat

Meeting Adjourn at 3:30pm central