



Dr. Chandra Alston  
Associate Vice Chancellor



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## Top Workplace Again!!

Thanks again to our extraordinary employees as we have been named a 2016 Top Workplace by the Commercial Appeal in Memphis. This is the third year in a row that we have been recognized as an employer of choice. Each year, the Commercial Appeal contracts with national survey vendor, Workplace Dynamics to poll employees in the Memphis area. The survey contains 22 questions that deal with demographic data, engagement, alignment, effectiveness, connection, and supervision. Our participation rate for 2016 was 46% (2002 employees) with more than 2500 individual comments. The survey results have been shared with the Deans and Vice Chancellors.

The campus plan this year is to focus on the departments that gave specific feedback and shared areas of concern related to the items assessed in the survey. The campus leadership will meet directly with employees and managers to assess and address critical items. These forums will take place quarterly in 2017.

We look forward to more dynamic changes to improve our work culture.

## Happy Holidays from Human Resources!



## Compensation Training

Compensation will provide a number of training sessions in the first quarter of 2017. The training will consist of PDQ and Performance Evaluation. Due to the nature of this training, there are offerings for Business Managers and Supervisors only, as well as all staff and faculty. The following PDQ training sessions will be available for Business Managers and Supervisors only.

- **Thurs. January 12, 2017 10am– 12pm**
- **Wed. February 8, 2017 10am– 12pm (tentative)**

In addition to PDQ training, there will be several sessions offered on the Performance Evaluation process. These sessions will be held in the months of January-March, 2017. Two sessions will be offered each month. Registration for both PDQ and Performance Evaluation Training must be done via the [HR Training Calendar](#).

**Performance Evaluations and accompanying PDQ's are due March 31, 2017!**

## Beneficiaries!

All employees are strongly encouraged to check their beneficiaries! UTHSC offers a number of benefits that will be eligible for disbursement in the event of an employees death. If beneficiary forms and paperwork are incomplete or no beneficiary is listed, it may leave your loved ones incapable of claiming your benefits! Make it a priority to check your beneficiary listings annually or when family dynamics change. Contact HR for more information!

### ■ BENEFICIARY DESIGNATION CHECKLIST

**Defined contribution** plans (e.g., 401(k)s, 403(b)s, 457s, Simplified Employee Pension plans, etc.)

**Defined benefit** plans (e.g., pensions)

**Individual Retirement** Accounts

**Life insurance**

**Accidental death** & dismemberment insurance



## Recap: 2016 Annual Benefits Fair!

The Benefits Team would like to thank the UTHSC staff and faculty for attending the Benefits Fair in record numbers! The fair was held on September 29th in the Plaza Lobby. A total of 493 employees attended to speak with the 20 vendors participating in the annual event. Vendors included our state health, dental and vision providers, retirement plans and several UT departments. Our goal is to meet the needs of the employees by providing direct access to information and benefits updates prior to Open Enrollment. Employees were appreciative and were able to gather lots of info, handouts and awesome giveaways!



Welcome HR Consultant  
Angela Franklin!



Angela Franklin has joined UTHSC as an HR Consultant. For the past five years, Franklin's work experience included serving at Union University as Program Coordinator and Recruiter for the McAfee School of Business Administration (MBA), along with managing the day-to-day operations for the department in Germantown. Angela has earned a Bachelor of Science degree in Organizational Leadership Management, a Masters in Christian Studies and certification in Ministry Leadership from Union University in Jackson, Tennessee. She is a native Memphian and a graduate of Treadwell High School.

HR Employees Meet Service Milestones in  
2016!



*Demetriss Gilliam*

*5 years*



*Marian Harris*

*5 years*



*Debbie Jackson*

*10 years*



*Carolyn Denise Griffin*

*20 years*

HUMAN RESOURCES STAFF

**Dr. Chandra Alston**

Associate Vice Chancellor

**Damon Davis**

Compensation Manager

**Debbie Jackson**

Benefits Manager

**Kendy Kallaher**

Employee Relations Manager

**Donna Lenoir**

Employment Manager

**Brittney Murray**

Sr. Admin Services Asst.

**Marian Harris**

Employee Relations Counselor

**Angela Franklin**

HR Consultant

**Gina Curry**

Insurance Coordinator

**Jenna Fielding Mednikow**

Employee Relations Specialist

**Demetriss Gilliam**

Compensation Specialist

**Denise Griffin**

Sr. Records Specialist

**Barbara Patton**

Admin. Specialist II

**Chastity Pegues**

Admin. Specialist II.

**Barica Horner**

Admin. Secretary

**Na'eem Rashada**

Admin. Support Asst.