

addenda

The University of Tennessee at Martin Faculty and Staff Newsletter | Jan., 22, 2024

Civil Rights Conference held throughout February

The 24th annual UT Martin Civil Rights Conference will take place throughout the month of February, featuring noted guest speakers and activities that help to promote and encourage dialogue and understanding regarding issues relating to civil rights, equality and justice.

All of the Civil Rights Conference events are admission-free and open to the public.

The 2024 Civil Rights Conference theme is "Fact Over Fiction: The Truth is Marching On."

Henri Giles, a lecturer in the Department of Mass Media and Strategic Communication, said UT Martin first held its Civil Rights Conference in 2001.

"It's an opportunity to bring in different people from across the country who have either worked in civil rights or continue to work for the betterment and equity of all Americans," she said. "In the past, this has been an opportunity to bring voices to UT Martin to speak about the civil rights issues that have continued in this country."

Previous Civil Rights Conferences at UT Martin have brought in pioneers in the area of civil rights from the 1950s and 1960s. Giles said this year's guest speakers will speak toward sorting out the truth in the information and possible disinformation



Guest speakers at the 24th annual UT Martin Civil Rights Conference include (L-R) Carmarry "Pep-C" Hall, Roland S. Martin and Dr. Eddie Glaude. UT Martin is the only school in the nation to host a civil rights conference throughout the month of February.

provided through media and social media.

This year's guest speakers include:

- Carmarry "Pep-C" Hall, 6 p.m., Feb. 6. Hall is a breakdancer who will take part in the 2024 Summer Olympics in Paris in that event. Her first name is pronounced "car-MAH-ree," although she goes by "Pep-C."

"This is the first year that breakdancing will be included in the Olympics as a

competitive sport," Giles said. "Also, we are just finishing up the 50th anniversary of hip-hop."

"When she comes to UT Martin on Feb. 6, she will have a short presentation of some of her moves."

Hall will discuss the history of breadancing and hip-hop's influence on American

Continued on PAGE 6

University Advisory Board to meet Jan. 26

The UT Martin Advisory Board will meet at 1 p.m., Friday, Jan. 26, in Room 206 of the Ed and Carolyn Boling University Center.

This winter meeting is open to the public and available for viewing via livestream at www.utm.edu/abmeeting. The video of the full meeting will be archived for later viewing.

Agenda items to be covered include:

- Recognition of UT Alumni Association Outstanding Teacher Awards
- Employee Engagement Survey results

- Capital Projects update on College of Business and Global Affairs

- Title III Grant - Center for Teaching and Learning

- Athletics Update

- Student Retention and Enrollment Update

The full agenda and associated meeting materials are available at www.utm.edu and search "UT Martin Advisory Board" or by contacting Bud Grimes, Office of University Relations, at rgrimes@utm.edu or call 731-881-7615.

Anyone with a disability or otherwise needing assistance related to this meeting can contact Grimes to request auxiliary aids or services needed to facilitate attendance. Contact can be made in person or by writing, email, telephone or otherwise and should be received no later than 5 p.m. Jan. 24.

UT Martin also distributes this notice to all faculty and staff as part of its compliance with providing adequate public notice. For more information, contact the Office of University Relations at 731-881-7615.

YoUTMs

highlighting the excellence of our faculty and staff



Taylor

One adjunct and one full-time faculty member were featured in separate Q&A features published by WalletHub, which is based in Washington, D.C.

Dr. David Taylor, adjunct faculty member, was featured in the Dec. 6, 2023, edition with comments on the topic “Best Car Insurance in Tennessee.” You can find the story [here](#).

Dr. Sean Walker, professor of behavioral management in the Department of Management, Marketing and Information



Walker

Systems in the College of Business and Global Affairs, was featured in the Jan. 4, 2024, edition of WalletHub with comments on the topic “Best Cities for Jobs.” You can find the story [here](#).

WalletHub is a financial website that offers information such as credit-improvement advice and personalized savings alerts. The site’s business-related features are supplemented with information from subject-matter experts.



Haddad

Dr. Mahmoud Haddad, professor of finance, was featured in a news feature on WPSD-TV in Paducah on Dec. 15. The feature provided people with Christmas shopping tips and suggestions, including shopping on a budget and shopping smartly.

Haddad is the managing director for the UT Martin TVA Investment Challenge Program.

Skyhawk Spirit Award promotes faculty, staff

A new UT Martin award will provide a timely, visible recognition of UTM employees’ contributions.

The Skyhawk Spirit Award seeks to recognize employee contributions that exceed expectations for performance.

All regular full- and part-time faculty and staff up to the level of director are eligible to receive Spirit Awards. Independent contractors, temporary employees, volunteers and executive-level staff who report directly to the chancellor and serve as a member of the chancellor’s cabinet are not eligible for the Skyhawk Spirit Award.

“Often, employees go above and beyond the minimum requirements of their job without being acknowledged in some meaningful way,” stated **Michael Washington**, director of the Department of Human Resources, in a statement of information about the awards.

“Studies inform us that organizations that systematically recognize and reward their employees tend to have more organized employees and retain

them for longer periods.”

Criteria to be considered for a Skyhawk Spirit Award include, but are not limited to:

- Performance substantially beyond expectation on a specific assignment, task or goal
- Contributions that have a significant impact on department or university objectives
- Extraordinary efforts above and beyond the normal responsibilities of the position
- An employee who uses initiative and creativity to solve a challenging problem.

Washington stated the award should be tied to a discrete action rather than given for a situation of consistently exceptional performance.

The Skyhawk Spirit Award will be in the amount of \$50 or \$250, based on the level and impact of the employee contribution. Up to four \$50 awards may be earned per month, while one \$250 award may be given per month. All awards are considered taxable income.

Employees may be nominated

Continued on PAGE 4



Long

Dr. Jamye Long and **Dr. Cooper Johnson**, both associate professors of management, had their article “Employee nightmares: Management’s favoritism, discrimination, and ethics gone awry” published in the Journal of Business Cases and Applications. Long and Johnson’s classroom



Johnson

ready case explores the atomic nightmare that happens when management prioritizes each other over the organization and its employees’ well-being. The case demonstrates the impact poor management practices, such as discrimination and favoritism, have on company culture and employee morale.

Three named to UT Executive Leadership Institute

Three representatives from UT Martin were among the 24 people from campuses and institutes across the University of Tennessee System who were chosen to make up the 2024 class of the University of Tennessee Executive Leadership Institute.

The institute, which is operated by the UT Institute for Public Service's Naifeh Center for Effective Leadership, develops exceptional executive leaders for the needs of the University of Tennessee System. The institute targets leadership requirements for those already holding executive positions.

Participants from UT Martin include **Dr. Jackie Johnson**, assistant vice chancellor for



Johnson

alumni relations and annual giving; **Dr. Danny Pirtle**, associate professor of criminal justice; and **Dr. Jessie Thoman**, professor of music.

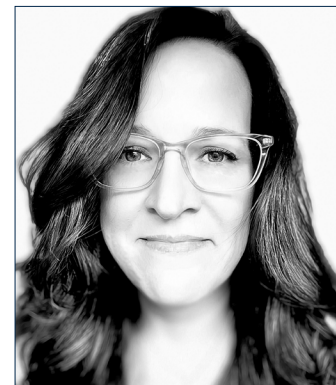
The institute considers enterprise leadership to be a distinctive type requiring a modern new paradigm to address top-level administrators' demands. Consequently,



Pirtle

participants will be introduced to an enterprise issue-based model, supported by leadership competencies, enhanced by executive coaching sessions and strengthened by peer mentoring, for the following purposes:

- To increase enterprise viewpoint for UT executives
- To strengthen collaboration across the enterprise



Thoman

- To extend the innovation platform at the enterprise level
- To add value for all UT campuses and institutes
- To identify and enhance each participant's unique strengths and opportunities.

Members of the fifth cohort will begin their year-long journey with an orientation Jan. 23 in Nashville.

'Lunch at the Library' returns to Paul Meek Library

The "Lunch at the Library" program returns to Room 152 of the Paul Meek Library at 12:15 p.m. Tuesdays for most of the Spring 2024 semester. Programs scheduled for this semester include:

- Jan. 30: How to Read an Academic Article
- Feb. 6: Citing Sources Using Zotero
- Feb. 13: Researching Black History
- Feb. 20: Evaluating Info on the Internet
- Feb. 27: Media Literacy: News Media
- March 5: Media Literacy: Entertainment

- March 12: Counterhistories: New Looks at the Past

- March 19: Researching Women's History

- April 2: Information, Misinformation and Disinformation

- April 9: The Economics of Information

- April 16: Propaganda: What It Is and How to Spot It

- April 23: Open Research Help

Programs are open to students, faculty, staff and people from off-campus.

Participants are invited to bring a lunch and enjoy the program in a relaxed atmosphere. Audience members are also invited to ask questions.

Dr. John LaDue, assistant professor and information literacy librarian at the Paul Meek Library, coordinates the program and said the program is a chance for the library to provide an in-depth discussion of several topics.

For more information, call LaDue at 731-881-7061.

You Tell Me

• **Question** – The lights in the quad and near residence halls are a great feature of the main campus and contribute to campus safety. Where should non-working lights be reported?

• **Answer** –Any lights out on campus should be reported to the Office of the Physical Plant. Typically, the Department of Public Safety or the Office of Housing makes these notifications since both areas have staff on duty after hours. However, anyone can report non-working campus lights at fixit@utm.edu or call the office at 7640. The current lamps were the result of a \$3.2 million campus lighting project that was celebrated April 17, 2012. An "Illumination Celebration" featured Chancellor Tom Rakes, UT President Joe DiPietro and SGA President Alex Wilson "flipping the switch" using laptops to power on the new lights for the first time. Wilson returned recently to campus as a member of the 2024 WestStar Leadership Class.

Submit your questions to Addenda at addenda@utm.edu.

Skyhawk basketball is for the Boyds



UT President Randy Boyd and his wife, Jenny, attended the Skyhawk home basketball double-header against Ohio Valley Conference rival University of Arkansas-Little Rock on Jan. 13 in Skyhawk Arena. Posing for this photo during the games were (L-R) Rafielle Freeman, wife of UTM Chancellor Yancy Freeman; Randy and Jenny Boyd; Cathy and UTM Chancellor Emeritus Nick Dunagan; Chancellor Freeman; and UTM Athletics Director Kurt McGuffin.

This Week's UT Martin Skyhawks Home Events

Thursday, Jan. 25

- Women's basketball vs. Southeast Missouri, 5:30 p.m., Kathleen and Tom Elam Center
- Men's basketball vs. Southeast Missouri, 7:30 p.m., Kathleen and Tom Elam Center

Saturday, Jan. 27

- Women's basketball vs. Lindenwood, 1 p.m., Kathleen and Tom Elam Center
- Men's basketball vs. Lindenwood, 3:30 p.m., Kathleen and Tom Elam Center

Full athletics schedules can be found at utmsports.com.



Saturday games are 'Friends and Family Day' for faculty, staff

The UT Martin Skyhawk basketball games played Jan. 27 against Lindenwood at the Kathleen and Tom Elam Center are designated Friends and Family Day for faculty and staff.

Lora McDonald, the associate athletic director for marketing and promotions, said it is an opportunity to be treated to a night of basketball with family members.

"All faculty and staff and any



university employee is invited to be our guest," she said. "They will just need to show their UTM ID card. In addition, we invite them to bring their immediate families.

"It's just our opportunity

to share Skyhawk Athletics with our faculty and staff. We recognize that some university employees quite possibly do not get to come to games for whatever reason, and we thought it would be an opportunity for them to have an afternoon out with their family for free."

Participating faculty and their families are asked to sit in Section J so they can be recognized as a group throughout the day.

AWARDS from PAGE 2

by any employee for the \$50 Spirit Award, but nominations for the \$250 Innovation Spirit Award must be initiated by employees with the job title of supervisor, manager or director and should only be given for significant employee contributions.

The Innovative Spirit Award seeks to recognize employees who achieve beyond the status quo who implement an idea, initiative, process or system that improves efficiencies or outcomes.

The \$250 Innovative Spirit Awards will be reviewed by the director of human resources for final approval and must include sufficient documentation of the employee contribution that warrants their nomination.

The \$50 Spirit Awards also require a brief nomination statement about the contribution or action made by the nominated employee.

A small panel of faculty and staff will review the nominations on an ongoing basis and put forth those selected to receive the award. Members of the

panel will serve two years before rotating out.

Nominees' names can be emailed to skyhawkspiritaward@utm.edu with "Skyhawk Spirit Award" in the subject line. A brief overview of why the person is being nominated and the contribution or action that person did. A photo of that person performing that contribution or action may also be included.

The first nomination process will begin on Feb. 1, so people should send in nominations as soon as possible.

Master of music education program approved

UT Martin has a newly-accredited master's degree program in music education that provides students with advanced academic and professional skills for the classroom.

It also enhances their ability to apply music education methods, theory and research in the field.

The 33-credit-hour program consists of core music education courses, core music courses and the student's choice for an area of emphasis: general, choral conducting, instrumental conducting or leadership.

The conducting areas have some summer courses to be held on campus.

The new program is a hybrid online program and joins the highly-ranked collection of online programs available at UT Martin.

The program was approved by the Tennessee Higher Education Commission last summer and was accredited by the Southern Association of Colleges and Schools Commission on Colleges in mid-

November.

Dr. Jody Blake, coordinator of music education and associate professor of music, said the program is fully operational and is taking applications for the Spring 2024 semester.

"The program is designed for working educators or those who have a bachelor's degree in music who are wanting to further their education," he said. "We are trying to let people know that we are enrolling students right now for the spring.

"It's a very well-rounded program. It's flexible, it can be completed online and there are seven-week courses. The



Blake

leadership emphasis is probably the most interdisciplinary of the four because it lets you take three classes outside of the music area."

Those wanting to pursue a master of music in music education degree should have:

- A bachelor's degree in music or music performance from an accredited university or college.
- A 2.75 or better cumulative grade-point average.
- Two letters of recommendation from professional references.
- An interview with music faculty.

Applications can be made through the program's website at www.utm.edu/MME, clicking on the "Admissions & Aid" link, then clicking on the "Graduate" link.

For more information about the master of music in music education program, contact Blake at jblake17@utm.edu or at 731-881-7482.

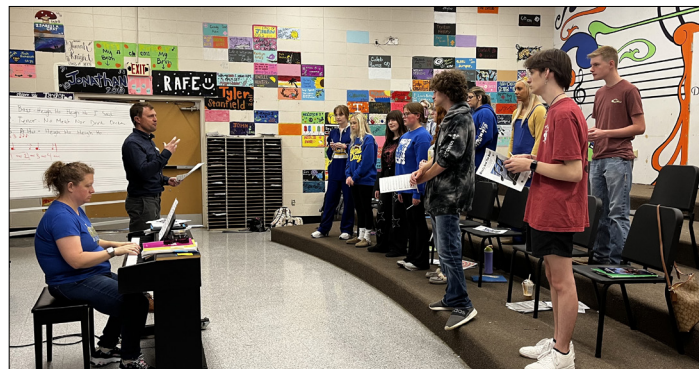
Honor Choir brings in regional high school talent

Several high school students from across West and Middle Tennessee will be selected to come to the campus of UT Martin to showcase their vocal talents as part of the UTM Honor Choir.

Dr. Mark Statler, assistant professor of music, said this year's Honor Choir is a return to an earlier tradition of presenting vocal talent in the region and providing an opportunity for those students to perform on a university stage.

"It's open to anyone; they don't have to be from Tennessee," he said. "High school students send in an application for the Honor Choir and their directors give them a recommendation. Then, I accept those students who I think will fit best in the choir."

The students are notified of their acceptance in December and are sent the music that will be performed and work on it alone or with other students who have been accepted.



Dr. Mark Statler, assistant professor of music at UT Martin, is shown working with choral students from McNairy Central High School last fall. Students from across West and Middle Tennessee will take part in the Honor Choir program, honing their talents in preparation for a concert on Feb. 3.

They then come to the UT Martin campus for rehearsals on Friday, Feb. 2, and will perform in concert on Saturday, Feb. 3.

The concert will be held at 3:30 p.m. on Feb. 3 at Harriet Fulton Theatre in the Fine Arts Building. It is open to the public and there is no admission charge.

Statler said this would be the first event at UT Martin using

this selection, rehearsal and concert format in 10 or more years.

"I think this is something that a lot of students enjoy because they get to do choirs at their school, but then, they come here," he said. "We will have 70 to 75 students who will be coming, and all of them want to sing and they enjoy music. I think it will be a really great

experience for them, just to have a lot of fun making music together at a high level with other high school students they haven't met before."

The experience includes having UT Martin students helping with the performance and working with the high school students.

"There will be some things where the UT Martin students can get the experience of working with high schoolers as well, especially for our music education majors," Statler said.

For high school students who would like to take part in the 2024-25 Honor Choir, an application form will be posted to the UTM Department of Music website toward the end of the Spring 2024 semester, most likely in March.

More information about the Honor Choir program can be found by contacting Statler at mstatler@utm.edu or 731-881-7402.

RIGHTS from PAGE 1

culture.

- Roland S. Martin, 6 p.m., Feb. 13. Martin is an award-winning journalist and multimedia host. He has appeared on CNN as well as other cable and network stations. Martin was the National Association of Black Journalists 2013 Journalist of the Year.

“Roland has a long history of being a journalist and being someone who tells it like it is,” Giles said. “He pulls no punches. He has his finger on the pulse of what is happening in this country and he speaks very candidly about that.”

- Dr. Eddie Glaude, 6 p.m., Feb. 20. Glaude is an author, scholar and political analyst. His last name is pronounced to rhyme with “cloud,” and he has written several books, mostly in the area of current affairs. He is a James S. McDonnell Distinguished University Professor of African-American Studies at Princeton University.

“He is seen frequently on different news channels as a panelist who will provide commentary on a number of different political topics,” Giles said. “He will join us to break down some of what we’ve seen in the news every day.”

Each speaker’s program will be held in Watkins Auditorium in the Boling University Center.

Giles said that UT Martin’s Civil Rights Conference program is unique to the West Tennessee campus among universities nationwide.

“I’ve been told that UT Martin is one of only two institutions that hold civil rights conferences,” she said. “We

are the only university in the country that holds a civil rights conference for the entire month of February, so I think that is a pretty extraordinary distinction for us.

“There are a number of events that speak to some of the issues that are going on. Just so people won’t think this is just a heavy, academic conference, we have all sorts of events that people can come to where they can learn and, hopefully, be inspired by what they see and what they hear.”

Events to be held during this year’s Civil Rights Conference – all to be held in the Boling University Center unless otherwise noted – include:

- STEM School of Chattanooga art exhibition, Feb. 1-29, Boling University Center lobby.

- Student and professional networking event, Feb. 8, Boling University Center Room 230.

- Student art exhibition, Welcome Center Hallway, presented by the Department of Visual and Theatre Arts.

- Montgomery Equal Justice Initiative (EJI) presentation and art exhibit awards, 6 p.m., Feb. 15, Watkins Auditorium. Presentation sponsored by the Weakley County Reconciliation Project. The art exhibit and awards will be presented by Dr. Jason Stout and UTM students at this program.

- Black Avenue: Black Business Expo, 1-6 p.m., Feb. 17, Duncan Ballroom, organized by Keithon Currie.

- Oratorical contest, 4-6 p.m., Feb. 21, Duncan Ballroom.

- Night of Dance, 7 p.m., Feb. 21, Watkins Auditorium, presented by the Department of

Music.

- Music by Black Composers, 3 p.m., Feb. 25, Blankenship Recital Hall, Fine Arts Building, presented by the Department of Music.

- Community Health Fair and Children’s Literacy Event, Feb. 26, Martin Public Library, 410 S. Lindell St.

- Black History Month Music Trivia, 6 p.m., Feb. 26, Boling University Center Room 206, presented by the Department of Music.

- Academic Conference, 9 a.m.-3 p.m., Feb. 29, Boling University Center Room 230.

“We wanted to include something for different audiences,” Giles said. “We want to involve our students as much as we can, and one of the ways we are doing that this year is showing how much civil rights issues have evolved since the days of Dr. Martin Luther King Jr.

“For a lot of these students, it’s a way to understand civil rights beyond Dr. King. It’s a way to express themselves creatively. A lot of times, you can put things into context a little bit better through creative expression. Sometimes, rather than hearing someone or reading something, you can create something, and that is something that some of our students will be doing.”

Giles said the Student Art Exhibition held Feb. 12-29 will feature the works of UTM students in Stout’s class that show what they created from their viewpoints of civil rights.

“Dr. Jason Stout has been working with some of his art students,” Giles said, noting that some of their work will

be featured in the Feb. 15 exhibition. “They are going to show what they created showing what they think about civil rights and what is happening in the world today. Civil rights is more than something that happened in the 1950s and 1960s with Martin Luther King. Here we are in 2024, dealing with some of those same issues.

“Our students are dealing with those issues as well, and we will see how they have expressed themselves creatively through their artwork in this exhibition.”

The Montgomery EJI Presentation on Feb. 15 will feature a number of students who took part in a trip taken with the Weakley County Reconciliation Project in October to the EJI Museum and Peace and Reconciliation Memorial in Montgomery, Alabama.

“We were fortunate enough to take some UTM students with us,” Giles said. “They were blown away, and some of them were overcome with emotion when they saw some of the exhibits, when they were learning about that part of this country’s history: the era of enslavement.

“I asked the students then if they would be willing to make a presentation to talk about what this trip meant to them, maybe some things they learned while they were there. This will be their chance to express their feelings and thoughts about this trip, maybe some life lessons that they learned.”

More information about the UT Martin Civil Rights Conference can be found at www.utm.edu/civilrights.

addenda

Published weekly during the academic year and biweekly during the summer by UT Martin, Martin, TN 38238

Randy Boyd – President, University of Tennessee System • Dr. Yancy Freeman Sr. – UTM Chancellor • David Snow – Addenda Editor

UT Martin is an EEO/AA/Title VI/Title IX/Section 504/ADA/ADEA employer. E05-0415-00-001-24