

addenda

The University of Tennessee at Martin Faculty and Staff Newsletter | Jan. 26, 2026

UTM Advisory Board holds winter meeting



Chancellor Yancy Freeman Sr. gives a report at the UT Martin Advisory Board meeting Jan. 23. The UTM Advisory Board held its winter meeting in the Dr. Edward J. and Carolyn P. Boling University Center. The next scheduled Advisory Board meeting will be Friday, May 15. A story about the winter meeting can be found at news.utm.edu.

Employee Engagement Town Hall meeting held

Dr. Debbie Stairs, director of human resources, speaks to the audience at the Employee Engagement Town Hall on Jan. 22 in the Phillip W. Watkins Auditorium in the Dr. Edward J. and Carolyn P. Boling University Center about the results of the Employee Engagement survey taken last year. According to the survey, the number of engaged employees rose from 64.1% to 67.2%.



YoUTMs

highlighting the excellence of our faculty and staff

Dr. ZeVida A. Jones, assistant professor of counseling, completed a guest lectureship Oct. 26-Nov. 5 at Technische Universität (TU) Braunschweig in Germany through the DAAD (German Academic Exchange Service)-funded project “Lehramt.International Go out, Come in 2.0” partnership with UTM.

Jones delivered lectures on inclusion, Sustainable Development Goals (SDG-4), special education, school

counseling, multiprofessional teamwork and differences between U.S. and German school systems. She also shared her research on first-generation African-American college students.

In Daniel Fehrentz’s (left) seminar, Jones compared the German and American education systems.

Jones also participated in a research session with Dr. Lukas Dehmel in the Digital Lab “The Basement” at the Georg-

Eckert-Institut, focused on AI avatars in virtual reality learning environments.

Jones explored how emerging technologies are reshaping education worldwide. Her visit reinforced the importance of international academic partnerships and strengthened UTM’s global engagement efforts.

Jones also visited the Christian Hope Church in Braunschweig with Dr. Kenton Barnes.



In the photo at left, Dr. ZeVida Jones (right) poses with Daniel Fehrentz of the Technische Universität Braunschweig in Germany. During Fehrentz’s seminar, Jones compared the German and American education systems. In the photo at right, Jones poses with the students from that seminar. The student at the far right, Arman Akkus, was an exchange student at UT Martin a few years ago and served as a university tour leader when Jones visited the German university in 2024.

The news at
news.utm.edu

[SOAR registration](#)
[begins Feb. 1](#)

[SAIL program](#)
[applications now](#)
[available](#)

 **MARTIN | NEWS**

Upcoming Skyhawk Home Events

Friday, Jan. 30

- Equestrian vs Georgia, tba, Ned McWherter Agricultural Complex.

Saturday, Jan. 31

- Equestrian vs. Auburn, tba, Ned McWherter Agricultural Complex.

Thursday, Feb. 5

- *Women’s basketball vs. Southern Indiana, 5 p.m., Kathleen and Tom Elam Center.
- *Men’s basketball vs. Southern Indiana, 7:30 p.m., Kathleen and Tom Elam Center.

Saturday, Feb. 7

- Rifle, OVC Smallbore Championship, 9 a.m., Skyhawk Rifle Range.
- *Women’s basketball vs. Morehead State, 1 p.m., Kathleen and Tom Elam Center.
- *Men’s basketball vs. Morehead State, 3:30 p.m., Kathleen and Tom Elam Center.

* - conference competition;
Full athletics schedules can be found at utmsports.com.
Dates and times are subject to change.

Campus Calendar

Monday, Feb. 2

- International Animal Care and Use Committee, 4 p.m., 124 Gooch Hall.

Tuesday, Feb. 3

- “HR Overview and Prerequisites,” 9-10 a.m., virtual program via Teams.
- “Understanding and Navigating the Annual Performance Review Process,” 10-11 a.m., virtual program via Teams.
- Institutional Review Board,

4 p.m., 124 Gooch Hall.

- ENTICE, 6 p.m., mental wellness advocate Jay Martin Jr., 206 Boling University Center.

Wednesday, Feb. 4

- ORSP Grant Workshop Series, 3 p.m., 239 Boling University Center.
- “Understanding and Navigating the Annual Performance Review Process,” 3-4 p.m., 101 Latimer-Smith Engineering

and Science Building.

Thursday, Feb. 5

- ENTICE, 6 p.m., “Community Celebrations of Music,” Watkins Auditorium, Boling University Center.

Events are subject to cancellation; dates, times and sites are subject to change. Send free-admission, on-campus events to Addenda at addenda@utm.edu.

ENTICE Series releases 2026 schedule of events

The schedule for the 2026 UT Martin ENTICE series features discussions from CNN commentator and political analyst Van Jones, a UTM alumnus, and former U.S. Department of Education representative Chase Moore.

Now in its 26th year, ENTICE stands for “Evolving Narratives: Tennessee Initiative for Civic Engagement.” The theme of this year’s conference is “Come Together.”

Dr. Henri Giles, assistant professor of African American studies, is the coordinator for the ENTICE series.

The schedule of events for the 2026 ENTICE Series includes:

- Tuesday, Feb. 3, 6 p.m., 206 Dr. Edward J. and Carolyn P. Boling University Center: Mental wellness advocate Jay Michael Martin Jr. shows the benefits of cooking to enhance our state of well-being and promote togetherness.

- Thursday, Feb. 5, 6 p.m., Phillip W. Watkins Auditorium, Boling University Center: “Community Celebration of Music,” a musical collaboration featuring The New Pacer Singers, The UTM Gospel Choir and the Discovery Park of America Choir.

- Monday, Feb. 9, 6 p.m., Watkins Auditorium, Boling University Center: “Dreaming Out Loud: The American Dream Under Review,” a student panel exploring the attainment of the American dream today and an examination of America’s promises to its citizens.

- Thursday, Feb. 12, 6 p.m., Watkins Auditorium, Boling University Center: “The Divine Nine: Legacy, Unity and Impact,” a presentation by members of the UTM



CNN commentator and political analyst Van Jones – who is also a 1990 UT Martin alumnus – will be the guest speaker Feb. 17 as part of the lineup in the 2026 ENTICE Series schedule. Jones will discuss navigating journalism and news cycles.

National Panhellenic Council highlighting historical and cultural contributions of Black Greek organizations.

- Tuesday, Feb. 17, 6 p.m., Watkins Auditorium, Boling University Center: Van Jones, CNN political analyst and 1990 UTM alumnus discusses navigating journalism and news cycles.

- Thursday, Feb. 19, 6 p.m., Watkins Auditorium, Boling University Center: “Night of Dance,” UTM dance students present a choreographed overview of various African American dance eras and legends.

- Thursday, Feb. 26, 6 p.m., Nick and Cathy Dunagan Alumni Center: Student Pop-Up Art Event, featuring artwork created by UTM students that embraces the “Come Together” theme of the series.

- Saturday, March 7, 9 a.m., Watkins Auditorium, Boling University Center: Student Leadership Summit, with sessions focusing on building and sharpening leadership skills among college students and local high school students. The keynote speaker is Chase Moore, a national education advocate who formerly served in the U.S. Department of Education.

- Tuesday, March 10, 6 p.m., Watkins Auditorium, Boling University Center: Screening of “Echoes of the Forks of Cypress,” featuring director Frederick Murphy. He will discuss his film that explores the shared pasts of Black and white descendants of a plantation in Florence, Alabama. Two of those descendants will join him.

Cunningham Outstanding Freshmen nominees needed

The Division of Student Affairs is now accepting nominations and applications for the 2025-26 Cunningham Outstanding Freshman Award.

The Cunningham Outstanding Freshman Award is awarded to up to three first-year students who have demonstrated outstanding academic performance along with proven leadership and involvement in the campus community. The award is presented at the university’s annual Honors Day ceremony.

First-year students must be nominated by

a faculty or staff member to be eligible and complete the online application.

The nomination and application deadline is Friday, March 6.

Nominees must meet the following eligibility requirements:

- Be classified as a first-year student in the 2025-26 academic year.

- Be in good academic and disciplinary standing.

- Be nominated by a faculty or staff member employed at UT Martin.

The Cunningham Award nomination

and application process is:

1. Faculty and staff must complete a nomination form for the student, including a narrative of why they feel the student should be recognized. The nomination form can be found [at this site](#).

2. Faculty and staff should then direct the student they are nominating to complete the award application that can be found [at this site](#).

Questions should be referred to **John Abel**, assistant vice chancellor for student affairs, at jabel1@utm.edu.

Future Skyhawks Reception welcomes new students



Dr. Joey Mehlhorn (left), dean of graduate studies, speaks with a future student at the Future Skyhawks Reception held Jan. 20 at the Dr. Edward J. and Carolyn P. Boling University Center. Future Skyhawk Receptions are planned for Monday, Feb. 2, in Dyersburg; Wednesday, Feb. 4, in Jackson; Thursday, Feb. 12, in Memphis; and Tuesday, Feb. 17, in Franklin.

Deadline for student writing conference is Jan. 31

Papers for this year's Interdisciplinary Student Writing Conference will be accepted through Jan. 31. All faculty members are invited to nominate papers.

Submissions are welcome from every academic discipline at UT Martin. Any

paper or creative piece written during the 2025 calendar year is eligible. Remote students can participate via Zoom.

To nominate a paper, students should to complete the form [at this site](#).

Students should also upload an unmarked,

anonymous copy of their paper within the link.

The submission deadline is Jan. 31. The Interdisciplinary Student Writing Conference is tentatively scheduled for Wednesday, April 8.

You Tell Me

• **Question** – Does the university's Power Generation Facility, located on Jerry D. Gresham Road, provide power backup to the campus? And does the facility still have an academic component/benefit for students?

• **Answer** – The Power Generation Facility is not an emergency backup generator for the campus. However, it can provide standby electrical power for the entire campus if needed. The Power Generation Facility was built in 2005 to provide the main campus with a special interruptible power rate from TVA. The generator plant houses four 2-megawatt generators. These generators can power the entire campus electrical load and can export surplus power back on the TVA electrical grid when in operation. TVA pays the campus a monthly rate of \$26,000 to be able to request the campus to be on its own power within five minutes of notification and export the surplus to the TVA electrical grid.

The generator facility includes a classroom component. A classroom was constructed within the building adjacent to the generator room and switch gear room. Also, the facility has data points within the generators to showcase the impacts of generated electrical power.

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

Human resources provides assistive programs

The UT Martin Office of Human Resources is hosting a number of seminars and informational programs throughout the spring 2026 semester. These events will provide faculty and staff with opportunities to learn more about their jobs and how to do them better.

Here is a listing of programs scheduled for the month of February:

- Tuesday, Feb. 3, 10-11 a.m.: “Understanding and Navigating the Annual Performance Review Process,” virtual program via Teams.
- Wednesday, Feb. 4, 3-4 p.m.: “Understanding and Navigating the Annual Performance Review Process,” in-person program, 101 Latimer-Smith Engineering and Science Building.
- Friday, Feb. 6, 11 a.m.-noon, “Understanding and Navigating the Annual Performance Review Process,” in-person program, 101 Latimer-Smith Engineering and Science Building.

These trainings are designed to guide managers through the Annual Performance Review process. Participants will learn about the five key elements of the performance review and the overall rating structure. They will also learn to navigate DASH, view direct reports’ performance documents, and complete the review process.

• Friday, Feb. 6: UTM Goes Red. Faculty and staff are encouraged to wear red for National Wear Red Day in honor

of American Heart Month and to help raise awareness of women’s No. 1 killer, cardiovascular disease.

- Wednesday, Feb. 25, 11 a.m.-noon: “Progressive Discipline Procedures: Building a Culture of Fairness and Responsibility,” virtual program via Teams.
- Wednesday, Feb. 25, 3-4 p.m., “Progressive Discipline Procedures: Building a Culture of Fairness and Responsibility,” in-person program, 101 Latimer-Smith Engineering and Science Building.
- Thursday, Feb. 26, 3-4 p.m., “Progressive Discipline Procedures: Building a Culture of Fairness and Responsibility,” in-person program, 101 Latimer-Smith Engineering and Science Building.

UT Martin uses progressive discipline to address unsatisfactory work performance or work-related behavior. The training will provide managers with the tools to give clear feedback, guidance and opportunities to correct deficiencies while maintaining fairness and consistency.

■ DASH training through the human resources office for the month of February includes:

- Tuesday, Feb. 3, 9-10 a.m. or 1-2 p.m., “HR Overview and Prerequisites,” virtual program via Teams.
- Thursday, Feb. 5, 10-11 a.m. or 2-3 p.m., “HR Overview and Prerequisites,” in-person program, 101 Latimer-Smith Engineering and Science Building.

This program enables people to learn the core human resources functions, processes and key terminology used for HR transactions in DASH. This session provides a foundational understanding for all other trainings.

- Tuesday, Feb. 10, 10-11:30 a.m., “Recruiting Part 1: Requesting and Advertising Positions,” virtual program via Teams.
- Thursday, Feb. 12, 9-10:30 a.m., “Recruiting Part 1: Requesting and Advertising Positions,” in-person program, 101 Latimer-Smith Engineering and Science Building.

This program will enable people to learn

the end-to-end process for creating and advertising new or reclassified positions. This session covers job posting, attracting applicants and navigating DASH using the Request a New Position workflow.

- Tuesday, Feb. 10, 2-3 p.m., “Recruiting Part 2: Filling Vacant Positions,” virtual program via Teams.
- Thursday, Feb. 12, 1-2 p.m., “Recruiting Part 2: Filling Vacant Positions,” in-person program, 101 Latimer-Smith Engineering and Science Building.

This program is designed for staff managing searched positions that are vacant or soon to be vacant. Participants will learn how to advertise positions, manage applicants and navigate DASH using the Request a Position Change workflow. Attendance at Part 1 and Part 2 is required.

- Tuesday, Feb. 17, 10-11 a.m., “Hiring and Onboarding,” virtual program via Teams.
- Thursday, Feb. 19, 9-10 a.m., “Hiring and Onboarding,” in-person program, 101 Latimer-Smith Engineering and Science Building.

This program covers the steps and actions needed to hire for searched and non-searched positions. Participants will use process flows to complete hiring and onboarding tasks in DASH.

- Tuesday, Feb. 24, 10-11 a.m., “Compensation Actions,” virtual program via Teams.

- Thursday, Feb. 26, 11 a.m.-noon, “Compensation Actions,” in-person program, 101 Latimer-Smith Engineering and Science Building.

This program helps people to learn how to initiate and manage compensation actions related to hiring, salary changes, and position changes. This session focuses on identifying required actions and completing them accurately in DASH.

For more information about these programs, contact Candice McCloud, human resources consultant for employee relations, at 731-881-7841 or cmcclo3@utm.edu.

ORSP Presents:
GRANT WORKSHOP SERIES
SPRING 2026

FEB. MAR. APR.
4TH 16TH 13TH

3:00 PM

UC RM 229

QUESTIONS OR CONCERNS?
EMAIL: ORSP@UTM.EDU

**Submit a YoUTM or question
to addenda@utm.edu!**

Eight UTM employees graduate from APA



UT Martin employees who graduated from the Administrative Professionals Academy on Jan. 21 included (l-r) Adrienne Rutledge, Yolanda Dill, Teresa Hibbard, Elizabeth Vickers, Shelly Long, Jordan Gardner and Susan Lemond. Not pictured is Donna Clanton. Participants in the Administrative Professionals Academy met one day a month at the Institute for Public Service building in Nashville. The Administrative Professionals Academy – sponsored by the Institute for Public Service – is a leadership development program created especially for administrative staff. APA empowers administrative professionals to grow personally and professionally. Participants increase their skills by completing individual and group projects and receiving targeted course instruction. A major benefit of this program is networking with other professionals from government, university and business settings. All courses and projects are designed to identify and cultivate a person's individual leadership style.

DASH IRB to replace Dynamic Form on Feb. 16

DASH Research Institutional Review Board (IRB) is the new electronic submission system that will replace UT Martin's Dynamic Form IRB process on Monday, Feb. 16.

The current IRB Dynamic Form application will be removed on Friday, Jan. 30.

All IRB submissions must be finalized by 5 p.m. on Jan. 30 to

be migrated to the new system. No IRB submissions will be accepted from Jan. 31 to Feb. 15.

The DASH Research IRB will provide streamlined submission options and the use of Word documents for applications.

The Office of Research and Sponsored Programs (ORSP) OneSpace site has a new

DASH Research IRB page with protocol forms, job aids and other resources for the new system.

For those who missed the introduction and demonstration of the Institutional Review Board module in September, the recording is now available [at this site](#).

The video provides an

overview of how to navigate the new DASH Research IRB system as well as a walkthrough of key steps creating a new IRB study submission through final sign-off.

Those wanting to schedule a training session after Feb. 16 should contact the ORSP office at 731-881-7105 or orsp@utm.edu.

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. E05-0415-00-001-26