



**Employee Relations Organizations Meeting
May 20, 2022 – 10:00am to 12:00pm
Mooney Building Library**

Moderator: Debbie Long

Representatives Present:

ERC: Lyncie Crawford, Katora Jones, Jean Perdicaris, Janette Smith, Victoria Christian, Andrea Briggs, Joyce Freeman

ESC: Lisa Hall, Bran Upchurch, Jackie Cotton, Blake Dingman, Selena Strong, Kimberlee Norwood, Mary Judson, Venus Claxton,

Representatives Absent: April Phetteplace, Linda Johnson, Rosalie Nelson, Jackie Fox, Yin Su, Nathan Tipton, Kaining Zhi, Dorothea Owens, Nury Magana

Minutes Secretary: Debbie Long

Visitors: Dr. Michael Alston

Meeting Agenda and Minutes

10:00am Welcome and Attendance – Debbie Long

10:05am Dr. Michael Alston – New DIAC Institutional Definitions

Diversity and Inclusion Advisory Council (DIAC)

<https://www.uthsc.edu/oied/diversity-and-inclusion-advisory/index.php>

been working on diversity action plan through the last few years and found a need for set definitions before releasing the action plan to campus.

Dr. Gonzales and Dr. M. Alston created a Diversity Statement (UTHSC policy ED100) as an initial iteration of the DIAC. The cross-cutting initiative to foster and sustain a community and recruit a diverse workforce at UTHSC was the motivation of the creation of the DIAC.

Inclusion - Inclusion describes the active, intentional, and ongoing engagement with diversity - in people, in the curriculum, in the co-curriculum, and in communities (e.g., academic, social, professional, clinical, research, service, and geographic) where individuals might connect. UTHSC commits to pursuing deliberate efforts to ensure that our campus is a place where differences are welcomed, different perspectives are respectfully heard, and every individual feels a sense of belonging. Shared power will be ensured by the presence of traditionally excluded individuals and/or groups into processes, activities, and decisions/policies. Building a critical mass of diverse groups

and individuals on campus with a vibrant climate of inclusiveness, we will effectively leverage the resource.

Diversity - Diversity is the wide variety of shared and different personal and group characteristics among individuals. UTHSC commits to affirming diversity, which is expressed in myriad forms, including race and ethnicity, gender and gender identity, sexual orientation, socioeconomic status, language, culture, national origin, religious commitments, age, invisible and visible (dis)abilities, and political perspective. It means understanding that each individual is unique and recognizing our individual differences and similarities.

These definitions can be found at <https://www.uthsc.edu/oied/>

10:50am **Round Table**

Pharmacy – DeSha Bolden, new business manager. Debra Jones moving to Health Professions. Monday May 23rd 1:00p – 3:00p reception send-off event for Dean Marie Chisolm-Burns in the lobby area of the Pharmacy building.

IT – RingCentral porting coming along, with some slight delays due to the vendor, but overall is still in progress. However your office information is listed in IRIS is how it is being ported to RingCentral. **PLEASE UPDATE YOUR IRIS WORK INFORMATION to ensure a smooth transition.** Each person needs a unique number wherever possible. IT is in the last 11 days of QuestionPro license. It will be completely gone by May 31. Qualtrics is now the go to method for surveys and data collection. If you do not already have a Qualtrics license you can request one. Jackie Fox is retiring at the end of June.

AFSA – **AFSA** continues to have open positions at the executive exempt level as well as a number of non-exempt positions. We welcome qualified personnel to apply!

Dentistry – Dentistry has two employees that are retiring, Sherrill Stanton (May 31) and Kim Lee Mitchell (June). Dr. Sievers (Clinical Operations), is leaving early June, going to St. Jude.