

September 21, 2023 – 1:30 p.m.

campus do not know who the Staff Advisory Committee to the President was or what the committee did and how the committee represented them to the President of the University.

Rice added that the comments she heard from people were that they were very appreciative of the event and the shortness of the day. Rice felt there was more cooperation and support from supervisors and thanked President Oldham for sending out his email. Starkey asked that people look over the comments and consider being a part of the planning committee for the next Staff Day. Birgit Hoffman agreed that the shorter day was better and felt this one was more staff oriented. Hoffman added that the question and answer portion after each segment was very beneficial. Everyone agreed the attendees really liked the t-shirts.

Starkey informed the committee that there was no budget for Staff Day and everything provided was purchased through the President's Office. Starkey cautioned there was a policy on campus regarding giving employees items and to consider there was no budget when planning future events. Hoffman added the vendors in the hallway had giveaways for anyone who wanted them. There were positive comments on the Food Pantry and the donations received were appreciated.

Kevin Vedder explained the difference between a Flex Schedule and Compensatory Time. Compensatory time was used instead of overtime pay and must be paid out. Flex Schedule was considered alternate work arrangements such as hybrid work arrangement, compressed work weeks, flexible work schedules which were at the discretion of the management if those alternative work schedules would work for their department. Human Resources have made the Deans, Department Chairs and supervisors aware that flexible schedules were a possibility if it worked for the department. Vedder added that some departments do not work well on a flex schedule and others do.

Rice mentioned there seemed to be a disconnect on equality on how that was given out from department to department. Rice continued that some academia told they were not allowed to use a flex schedule due to students on campus while other academia were. Some clerical and staff felt like they were being cheated when it came to an opportunity to work a flex schedule versus compensatory time versus overtime. Vedder replied that it was not conveyed to academia that they were not allowed to use a flex schedule but was to be determined by management of that department and suggested to have a conversation with management to better understand why not. Vedder added that due to the variety of the work on campus not everyone would be able to work an alternative work schedule. Employees can go to Human Resources if they felt they were not being heard at the department level and Human Resources can discretely go to the department to

Starkey stated that the main feedback from others on campus was they were not asked directly their opinion and that employees felt they di

Other Such Matters: Starkey stated there were concerns on the new program Coursedog and how it was rolled out. Starkey read that it was stated in a training to “just use the system, not allowed to communicate with our peers, and the Provost will deal with it”. Starkey asked if the committee thought there were more concerns from the class scheduler side of the program or the event scheduling side? Joni Gilmore thought it was just because it was new, once you get into it the program was user friendly. Gilmore added that in the past you would call and talk with someone to hold a classroom and they would get back with you, with Coursedog you go online and schedule it and not talk to anyone. It makes people nervous due to the fact that anyone can reserve any space on campus and a room may not be available as it was in the past. Brandi Fletcher, the director who rolled out Coursedog, had said that the people within the building will get a room before people from other buildings could reserve it. It was commented that people have requested rooms earlier than in the past and it was believed that the next semester would probably go smoother once the kinks were worked out.

Gail Gentry stated that people had said it was harder to link labs with classes if there was more than one lab. Gentry also added there was a conflict when professors taught dual classes at the same time, someone else could go in and book the room. Autumn McDaniel commented that the Registrar’s office appreciated any concerns given, they take them to Coursedog management to have the problems worked out. Screenshots of a problem were helpful, it was not always something that could be fixed on campus but a software flaw. Starkey stated that if you did have problems with Coursedog to reach out to Brandi Fletcher or Brittany Copley for the class scheduling and to Emily Vaughn for the event scheduling. You may also email Registrar@tntech.edu and it will get passed on.

Starkey mentioned that there was concern with Time Clock 2(i)TJ19 0 TD.0002ktarkey S1000fbut a s-18pu3 -13