



Board of Trustees Meeting
March 11, 2021
Roaden University Center, Room 282

MINUTES

AGENDA ITEM 1 – CALL TO ORDER AND ROLL CALL

The Tennessee Tech Board of Trustees met on March 11, 2021, in Roaden University Center, Room 282. Chair Harper called the meeting to order at 2:15 p.m.

Chair Harper asked Lee Wray, Secretary, to call the roll. The following members were present:

- Trudy Harper
- Daniel Hines
- Tom Jones
- Thomas Lynn
- Sally Pardue
- Rhedona Rose
- Johnny Stites
- Teresa Vanhooser
- Barry Wilmore

A quorum was present at the meeting.

Trustee Fred Lowery participated remotely. He confirmed he could simultaneously hear and speak to the Board members, he received the Board materials in advance of the meeting, and he was the only person present in the location from which he was calling.

Chair Harper expressed her appreciation to Senator Paul Bailey and Representative Ryan Williams for joining them earlier in the day. She welcomed Emily House, incoming Executive Director of the Tennessee Higher Education Commission. The board recognized Mike Krause, outgoing Executive Director of the Tennessee Higher Education Commission and presented a plaque to him in his honor.

AGENDA ITEM 2 – RECOGNITION OF STUDENTS

Student leaders who promote engineering to underrepresented groups were guests of the Board. They shared about their participation in encouraging high school students to consider Tennessee Tech. The student leaders who joined were Alexis Harvey (chemical engineering), Alyssa Elliott (chemical engineering), Triston Whitescarver (computer engineering), Jymon Scott (electrical engineering), and Kaitlyn Carroll (computer science/cybersecurity).

At this time, Chair Harper highlighted one of the agenda items from the upcoming Executive Committee Report. The Executive Committee voted unanimously to approve Dr. Rob Owens as the new Chief Diversity Officer to Tennessee Tech. Dr. Owens joined the students at the podium and was recognized.

AGENDA ITEM 3 – APPROVAL OF MINUTES

Tom Jones moved to approve the minutes from December 1, 2020. Ms. Rose seconded the motion. With an opportunity for further discussion and there being none, Mr. Wray called a roll call vote. The motion carried unanimously.

AGENDA ITEM 4 – PRESIDENT’S REPORT

President Oldham expressed his gratitude to Governor Lee, Representative Ryan Williams, Senator Paul Bailey, and Speaker Cameron Sexton for their support of higher education.

Upon the anniversary of the beginning of the pandemic, President Oldham reflected on the past year and expressed his gratitude to the students, faculty, and staff who have shown resilience. He provided information regarding the next steps that will be taken to keep those on campus safe. Alternate spring break options have been offered for students that include service opportunities, and the Student Health Services Center will begin providing vaccinations within the next two weeks. More than eighty percent of classes should be in-person this fall. Varsity and intermural sports should return to normal scheduling.

He provided an update on capital projects that included the new Laboratory Science Commons, the back yard of the Roaden University Center, the road grid, and the front yard of Walton House.

President Oldham shared academic updates that included the opening of the new advising center (the Launch Pad) in Volpe Library, the implementation of a new Pd.D. degree in Higher Education Administration, the creation of the Trail Blazers which is a personalized visit for prospective students and their families, and the progress of the Ethnic Diversity Recruitment Plan.

President Oldham shared about the approved budget from the Governor that will include funding for the construction of the new engineering building as well as maintenance projects

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that include Derryberry auditorium, Wattenbarger auditorium, and a major campus lighting plan. It will also include full funding of the higher education formula and more than half of the amount for the proposed salary increase.

AGENDA ITEM 5 – EXECUTIVE COMMITTEE REPORT

Chair Harper provided an update on the following items 1) the appointment of Chief Diversity Officer Dr. Rob Owens, 2) a revision to the format of committee meetings that will include online streaming beginning with the meeting in June, 3) a report from University Advancement regarding the increase in fundraising during the last five years from \$4.8 million to \$12.4 million, and 4) plans for a review of the committee structures of other locally governed institutions as part of the Board's self-evaluation update. Chair Harper also shared about meeting with students regarding the development plans for Sherlock Park. The master plan provides that a little more than half of the green space of the park will be used to construct the new engineering building; however, up to thirteen acres of green space will be added elsewhere on campus. Online improvements are being made to better display the master plan in an effort to enhance campus communication.

AGENDA ITEM 6 – ACADEMIC AND STUDENT AFFAIRS COMMITTEE REPORT

Ms. Rose shared that during the committee meeting the following were presented and were included here as informational items 1) the University is halfway through a ten-year cycle for SACSCOC accreditation, 2) an update on the progress of two of the four initiatives from the strategic plan, 3) an update on the goals for ethnic diversity enrollment, and 4) an update regarding the Ohio Valley Conference.

AGENDA ITEM 7 – AUDIT AND BUSINESS COMMITTEE REPORT AND RECOMMENDATIONS

Mr. Stites shared that during the committee meeting the following were presented and were included here as informational items 1) the Governor's budget, 2) supplemental Covid-19 funding, 3) non-mandatory and mandatory fees, 4) the restructure of the budget advisory committee, and 5) the Notice of Responsibilities for Preventing, Detecting, and Reporting Fraud, Waster, and Abuse.

Mr. Stites moved to approve the proposed Compensation Plan pending approval of the Governor's budget for a one-time payment to all full and part-time permanent employees of \$1,000 per employee, pro-rated for part-time employees, with a satisfactory or better evaluation for fiscal year 2020 and employed at January 1, 2021 and still employed at time of payment. No second to the motion was required. With an opportunity for further discussion and there being none, Mr. Wray called a roll call vote. The motion carried unanimously.

Mr. Stites moved to approve the proposed Compensation Plan for fiscal year 2022 pending approval of the Governor's budget for a four percent salary increase pool to be distributed to full and part-time permanent employees based on employees' fiscal year 2021 evaluations with

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a minimum one percent and maximum seven percent increase for employees with satisfactory or better evaluation scores, and employed at January 1, 2021 and still employed at July 1, 2021.

Dr. Pardue moved to amend the motion by revising the minimum and maximum percentage from a minimum one percent and maximum seven percent to a minimum two percent and maximum six percent. No second to the motion was received. The motion failed. Additional discussion was made regarding the original motion. No second to the motion was required. With an opportunity for further discussion and there being none, Mr. Wray called a roll call vote. Mr. Lowery was not available during this time. Dr. Pardue abstained. The motion carried with seven ayes.

Mr. Stites invited Dr. Stinson to discuss the potential development of a compensation philosophy that would address merit and performance-based compensation, market comparisons, and pay based on equity. Additional discussion was made regarding the necessity of a compensation philosophy and university attorney Troy Perdue provided counsel. No action was made at this time.

Mr. Stites moved to approve the removal of the International Student Deposit fee of \$300.00. No second to the motion was required. With an opportunity for further discussion and there being none, Mr. Wray called a roll call vote. The motion carried unanimously.

Mr. Stites moved to approve the naming of the Innovation Hall to the J.J. Oakley Innovation Center and Residence Hall. No second to the motion was required. Mr. Lynn recognized Millard and J.J. Oakley for their generous support. With an opportunity for further discussion and there being none, Mr. Wray called a roll call vote. The motion carried unanimously.

AGENDA ITEM 8 – BOARD SECRETARY REPORT

Mr. Wray provided a reminder regarding the responsibility of Trustees. The Board was formed in 2017 as a result of the Focus Act, which purpose is to empower universities to develop greater numbers of successful graduates. The role of a Trustee includes sharing in this purpose.

AGENDA ITEM 9 – CHANGE IN MEETING DATE

The board meeting scheduled for September 23, 2021 has been moved to October 7, 2021. The next meeting is June 24, 2021.

AGENDA ITEM 10 – OTHER BUSINESS

There was no other business.

AGENDA ITEM 11 – ADJOURNMENT

With there being no further business, the meeting adjourned at 3:59 p.m.

Approved,

Lee Wray 06.25.21
Lee Wray, Board Secretary