EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES
ACADEMIC, RESEARCH, AND STUDENT SUCCESS COMMITTEE
APRIL 2023 MEETING

8:00–9:30 a.m. EDT
Friday
April 21, 2023

East Tennessee Room
D.P. Culp Student Center
412 J.L. Seehorn Road
Johnson City, TN

COMMITTEE MEMBERS

Janet Ayers, Committee Chair
Charles Allen, Jr.
Dr. Virginia Foley
Dr. Linda Latimer
Melissa Steagall-Jones

—

AGENDA

I. Call to Order

II. Roll Call

III. Approval of the Committee Minutes from February 17, 2023

ACTION ITEMS

IV. Promotion and Tenure of Faculty Members – McCorkle (10 minutes)

V. Proposed Change of Name: Clemmer College – McCorkle and Scarborough (10 minutes)

INFORMATION AND DISCUSSION ITEMS

VI. Update on Center for Nursing Advancement – Horsley and Wei (15 minutes)

VII. Faculty Research Update: Supporting STEM Education in Northeast Tennessee and Beyond – Lange (15 minutes)

VIII. Student Life and Enrollment Update – Sherlin (15 minutes)
GENERAL INFORMATION ITEMS

IX. Committee Discussions
   • General Discussion

X. Other Business

XI. Adjournment
The minutes of the February 17, 2023 meeting of the Academic, Research, and Student Success Committee are included in the meeting materials.

MOTION: I move that the Board of Trustees adopt the resolution, approving the minutes as outlined in the meeting materials.

RESOLVED: The reading of the minutes of the February 17, 2023 meeting of the Academic, Research, and Student Success Committee is omitted, and the minutes are approved as presented in the meeting materials, provided that the Secretary is authorized to make any necessary edits to correct spelling errors, grammatical errors, format errors, or other technical errors subsequently identified.
The East Tennessee State University Board of Trustees Academic, Research, and Student Success Committee met on Friday, February 17, 2023, at 8:00 a.m. in the East Tennessee Room of the D.P. Culp Student Center.

I. Call to Order

Committee Chair Janet Ayers called the meeting to order at 8:00 a.m.

II. Roll Call

Board Secretary Dr. Adam Green conducted the roll call. Since Committee Chair Janet Ayers participated remotely, in accordance with Tennessee Code § 8-44-108, section (c) (3), Dr. Green asked Committee Chair Ayers for the record if she could clearly hear so that she could participate in the meeting and if she would identify any persons present in the room with her. She reported that she could hear and that she was alone. Those in attendance stated that they could hear Committee Chair Ayers. Additionally, Dr. Green stated that because a trustee was participating remotely, any votes must be taken by roll call.

Committee members present were:

Committee Chair Janet Ayers, participating remotely
Trustee Charles Allen
Trustee Dr. Virginia Foley
Trustee Dr. Linda Latimer
Trustee Melissa Steagall-Jones, who arrived after the approval of the minutes

Dr. Green informed the chair that a quorum was present.

Other Trustees who attended the committee meeting included: Allen Archer, Steve DeCarlo, Dr. Lisa Piercey, and Dorothy Grisham
III. Approval of the Committee Minutes from November 18, 2022

The minutes from the November 18, 2022, meeting of the Academic, Research, and Student Success Committee were approved as submitted with Trustee Foley making the motion and Trustee Latimer seconding the motion. The motion passed unanimously.

IV. Academic Action Notification for Period of August 1, 2022, through December 31, 2022

Provost Kimberly McCorkle presented an update regarding academic action items covering the period specified above.

A number of items noted in the meeting materials being sent to the Tennessee Higher Education Commission as notifications were presented and included new concentrations within existing programs, name changes to programs and degree concentrations, alterations to certificate credit requirements, along with the inactivation and termination of certificates/concentrations.

Two curriculum items, fully vetted through ETSU’s curriculum approval processes, have been submitted to the Tennessee Higher Education Commission as action items. ETSU proposes the establishment of a Bachelor of Science degree program in Mechatronics Engineering, a rapidly emerging field of engineering that will align with ETSU’s strategic plan to meet workforce demand in a STEM field. The second item is an academic program modification. ETSU is recommending that the current Master of Science in Human Services degree be changed to a Master of Science in Individual, Family, and Community Sciences.

Provost McCorkle indicated that of the items that have been fully vetted and approved at the university level six of those changes involve admission requirements, and five of them involve revisions to curricula. Two new minors will be created, one in Ethics and the other in Esports. Two articulation agreements will be revised, and culminating examinations will be instituted for undergraduate students completing the BS degree in Engineering Technology.

In response to a question about the authority of the Tennessee Higher Education Commission over academic programs, President Noland expressed concern about legislation proposed by the commission that would give it the authority to terminate such programs. He indicated that more latitude should be exercised by the state so that institutions can meet workforce demand, and not more oversight.
V. Annual Institutional Review for Graduate Medical Education

Dr. David Linville, Associate Vice President for Clinical Affairs, presented to the committee an executive summary of the 2021-22 Annual Institutional Review of Graduate Medical Education. The review is required by the Accreditation Council for Graduate Medical Education (ACGME). The report included specific information about performance indicators, action plans, and monitoring procedures from the accrediting agency.

Dr. Linville reported that all such programs at ETSU are fully accredited. The institution received a Letter of Notification from the Accreditation Council for Graduate Medical Education on January 25, 2022, stating Continued Accreditation with no citations or Areas for Improvement. Regarding a letter of notification of April 12, 2022 received by OB/GYN outlining one citation and six Areas for Improvement, Dr. Linville reported that all issues have been resolved.

In response to a question from Trustee Ayers, Dr. Linville indicated that the Tennessee Higher Education Commission has contracted with the state to fund graduate medical education positions in rural settings. He said that two of ETSU’s programs are able to expand through this funding. Psychiatry requested and obtained a complement increase from 25 to 29 residents beginning with the 2022-23 academic year. The program successfully recruited seven PGY1s and plans to continue recruiting that same number per year for the foreseeable future. With the same funding, Dr. Linville said, Pediatrics has begun recruiting eight residents per year.

In reviewing 2022-23 Institutional Action Plans, Dr. Linville emphasized the theme of wellness, noting the hiring of an Assistant Dean of Wellness, the creation of a wellness curriculum for residents and fellows, and the establishment of a wellness subcommittee to enhance the wellness curriculum. He concluded that it is vital that medical professionals understand how to take care of themselves as providers.

VI. Quality Enhancement Plan (QEP) Update

Dr. Susan McCracken, Vice Provost for Community Engagement and Director of the QEP, provided a status report on the plan, which is a component of ETSU’s reaffirmation of accreditation process with the Southern Association of Colleges and Schools Commission on Colleges. ETSU’s QEP involves Community Engaged Learning, with the theme “Go Beyond”—in this case, going beyond the classroom. Dr. McCracken defined Community Engaged Learning as a form of experiential education in which students engage in activities that address human and community needs together with structured opportunities for reflection designed to achieve desired learning outcomes. She outlined the key components of Community Engaged Learning: that it be applied
and experiential, mutually beneficial and reciprocal, and that it provide opportunities for critical reflection.

Dr. McCracken told the committee that ETSU aspires to incorporate a Community-Engaged Learning experience for 50 percent of all freshmen during their first year and for 75 percent of all seniors prior to graduation. Dr. McCracken described several examples of going beyond the classroom that have taken place recently at ETSU, including community-based internships in Film and Media Studies and Public Health; alternative break experiences in Environmental Conservation in Charleston, South Carolina; and community-engaged learning classes through the course “Art and Public Space.”

Dr. McCracken underscored the importance of Community-Engaged Learning as a way to help address the region’s economic and workforce needs and as a way to help prepare students for the career demands of the future.

Trustee Ayers commented that Community-Engaged Learning is a great example of the university’s goal of encouraging its graduates to remain in the region. Trustee Latimer stressed the need to create even more community partnerships throughout the area served by ETSU.

VII. Student Mental Health and Wellness Update

Presenters on this topic were Dr. Michelle Byrd, Dean of Students; Sarah Bedingfield, Associate Director of the Counseling Center; and Vanessa Smith, Practice Administrator for the University Health Clinic and the Johnson City Community Health Center. Dr. Byrd described a “mental health tsunami” on American college campuses, created, in large part, by the fears of the COVID-19 era, and a resulting renewed focus on mental health challenges. She told the committee that in a 2022 poll asking college presidents what their top three challenges were, two of the three were related to mental health. After COVID, she said, there is higher demand for student mental health services, and in many cases, a higher severity of need.

The presenters described an increasing level of collaboration on the ETSU campus to address these needs, pointing to the involvement of units such as the University Health Center, the Counseling Center, Wellness Corner, Campus Recreation, the Multicultural Center, the office of the Dean of Students, the Department of Intercollegiate Athletics, and academic departments—specifically Psychology, Social Work, and Counseling. In an effort to provide students with holistic and wellness-focused care and support, those collaborative relationships cover all nine dimensions of wellness: emotional, physical, spiritual, cultural, intellectual, financial, environmental, occupational, and social. The group reported that the partnership approach has involved implementation of a stepped care model and an integrated behavioral health collaborative care model; inclusion of exercise as medicine; workshops that address various dimensions of wellness; and
building communities of support around students. Future plans are to increase peer education programming through mental health ambassadors, wellness coaches, and the use of resident assistants. Additional faculty and staff training is needed in the areas of suicide prevention and trauma-informed practices.

Trustee Ayers told the presenters that she is proud of the depth of what is happening in mental health at ETSU. In response to questions from President Noland about numbers of students visiting the Counseling Center, the University Health Clinic, and other units, it was concluded that approximately one-third of all ETSU students are seeking such help.

Trustee Foley suggested that this presentation be given before the ETSU Faculty Senate.

VIII. Research and Synthetic Biology Update

Dr. Nick Hagemeier, Vice Provost for Research, and Dr. Robert Pack, Executive Vice Provost, provided an update on ETSU’s research activities as well as the implementation of initiatives related to synthetic biology. Dr. Hagemeier reported a significant increase in research and development funds secured through grants and private investments. For fiscal year 2022, R&D funds are projected to exceed $23.3 million, compared to $18.5 million for the prior fiscal year. Dr. Hagemeier told the committee that federal funds make up the largest single category in the pie chart. He added that at the close of FY22, there were over 500 active research studies at ETSU. These successes and other factors now place ETSU among the top 300 R2 research universities in the country, for the first time since 2003. Dr. Hagemeier said this progress is consistent with the goal articulated by the ETSU Committee for 125 Chapter II: that ETSU be recognized, through funding and program rankings, as one of the premier R2 research universities in the nation. To realize that vision, Dr. Hagemeier said, ETSU must continue to invest in research operations; integrate research into the educational experience; integrate research into clinical care; integrate research and engagement efforts; build business partnerships; and name its priorities. One of those priorities, he said, should be to play a large role in development of the rural bioeconomy.

Dr. Pack followed with an update on synthetic biology at ETSU. He indicated that several of the goals of the Synthetic Biology Task Force have been met. Those include curricular development, the hiring of faculty, creation of a faculty fellowship in synthetic biology, grant activity, expansion of connections to the BioBuilder organization, and progress toward improvement of laboratory spaces at ETSU/Eastman Valleybrook for bio-industrial manufacturing.

Dr. Pack reported that a synthetic biology minor has been approved by the ETSU Academic Council and that it will be in the catalog for fall. The ETSU Research Corporation is working on a landing page and a video for high school students who may
be interested in STEM programs and related science. The Corporation played a major role in hosting the Growing the Bioeconomy Symposium in October 2022. In addition, the BioBuilder curriculum, originally developed by MIT, will soon be in 19 area school districts, in collaboration with the Niswonger Foundation. Also included in Dr. Pack’s presentation were planning timelines for a Bioengineering program and infrastructure for an Institute for Biotechnology.

IX. Committee Discussions

No further discussions were held.

X. Other Business

There was no other business to come before the committee.

XI. Adjournment

The committee was adjourned by Trustee Ayers.
Promotion in rank recognizes the past achievements of a faculty member and expresses confidence in the person’s ability to achieve greater accomplishments and assume increasing responsibility. Tenure is foundational to the principles of academic freedom. Academic freedom is necessary for the creation, distribution, and application of knowledge. The assurances that accompany tenure allow university faculty to responsibly engage in professional and community service, teach students to engage with empirically-sound information, and conduct research that contributes to society. In this respect, tenure and promotion are essential to the University’s mission to improve the quality of life in the region and beyond. The University awards tenure to faculty whose professional abilities and accomplishments warrant the degree of recognition and permanence afforded by academic tenure.

MOTION: I move that the Academic, Research, and Student Success Committee recommend adoption of the following Resolution by the Board of Trustees:

RESOLVED: Promotion in rank and/or the awarding of tenure is granted to the faculty members recommended by the President in the particular unit, department or college as outlined in the meeting materials.
March 31, 2023

Adam Green, Ed.D.
Secretary to ETSU Board of Trustees

Dr. Green:

I recommend the Board of Trustees award tenure and/or promotion to the faculty indicated on attachment A. Faculty who were awarded tenure upon appointment and previously presented to the Board this academic year are included in the faculty listed in attachment A. Attachment B provides numbers of ETSU faculty with tenure and by professorial rank in 2022-2023.

I am honored to recommend for tenure and/or promotion the faculty named on the documents accompanying this letter.

Sincerely,

Brian Noland
President

Attachments

CC: Kimberly D. McCorkle, Provost
Human Resources
### Attachment A: Tenure and Promotion Recommendations for 2023-2024
(Those in italics are information items)

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<th>Tenure Location²</th>
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## Tenure and Promotion Recommendations for 2023-2024

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1 - if recommended for promotion; 2 – if recommended for tenure; A – tenure upon appointment approved this past year; Master Lect=Master Lecturer promotion for ETSUBT information; P – recommended for promotion by exception; T – recommended for tenure by exception
## ETSU 2022-2023 Faculty by Rank

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<td><strong>Grand Total</strong></td>
<td><strong>251</strong></td>
<td><strong>226</strong></td>
<td><strong>259</strong></td>
<td><strong>91</strong></td>
<td><strong>60</strong></td>
<td><strong>887</strong></td>
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## ETSU 2022-2023 Faculty by Tenure Status

<table>
<thead>
<tr>
<th>College</th>
<th>Tenure</th>
<th>On Tenure Track</th>
<th>Research Track</th>
<th>Clinical Track</th>
<th>Coordinator</th>
<th>Ineligible</th>
<th>Term Contract</th>
<th>Grand Total</th>
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<tbody>
<tr>
<td>College of Arts and Sciences</td>
<td>160</td>
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<td>College of Graduate and Continuing Studies</td>
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<td>Gatton College of Pharmacy</td>
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<td>Quillen College of Medicine</td>
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<td><strong>Grand Total</strong></td>
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<td><strong>145</strong></td>
<td><strong>28</strong></td>
<td><strong>202</strong></td>
<td><strong>2</strong></td>
<td><strong>98</strong></td>
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EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES

ACTION ITEM

DATE: April 21, 2023

ITEM: Proposed Change of Name: Clemmer College

RECOMMENDATION: Approve

COMMITTEE: Academic, Research, and Student Success

PRESENTED BY: Dr. Kimberly D. McCorkle
Provost and Senior Vice President for Academics
Janna Scarborough
Dean of Clemmer College

In 2018, the Claudius G. Clemmer College of Education was renamed to Clemmer College. This renaming was an attempt to develop an aspirational presence that was inclusive of all of the programs in the college. Since that time, there has been little support from the college or community as a whole for the current name, and it has not been viewed as being representative of the mission of the college. As a result of issues with the inculcation of the name, the process of renaming was revisited.

The proposed new name of the college is Clemmer College of Education and Human Development, which provides a description of the academic programs housed in the college. Over the past academic year, all stakeholders in the college were engaged in the process of research and development associated with the recommended name. This process is delineated in the supporting materials.

MOTION: I move that the Academic, Research, and Student Success Committee recommend adoption of the following Resolution by the Board of Trustees:

RESOLUTION: The name of Clemmer College shall be changed to Clemmer College of Education and Human Development effective July 1, 2023 to better reflect its mission. The University is directed to submit a notification of this change to the Tennessee Higher Education Commission and complete any additional steps required by THEC for implementation of this recommendation.
Clemmer College Renaming
Our history, our present, and our future

ETSU’s Core Values, Consistency in Mission

Purpose of the Normal School Law of 1909: ‘For the education and professional training of teachers for the public schools of the state.’ In a broader sense, the act focused squarely on improving living conditions in the regions of the three normal schools.

Four general principles recognized by our first president, Sidney Gilbreath:

1. Support goal of regional service
2. Scholarship
3. The study of education as a science, practice in teaching
4. A knowledge of the conditions and needs of the State.

1911 – East Tennessee State Normal School
1952 – School (later College) of Education formed
2004 – College named for Claudius G. Clemmer

 Sidney Gilbreath
Living our mission while evolving...

While from its beginning in 1911 the school has sought to adapt itself to conditions in the area and thereby render its best service, yet the administration has kept in mind that changing conditions make new demands and call for growth and development internally as well as externally.

- David Sinclair Burleson, History of the East Tennessee State College, 1947

Academics, Research, and Service

- 9 Undergraduate majors/concentrations
- 16 Minors
- 23 Graduate degree programs (including 3 doctoral programs)
- 16 Graduate Certificates
- 4 Research and Practice Centers
- University School
- Community Counseling Center
Professional Careers

- Elementary and Secondary School Teachers (early childhood, special education, PE, reading specialists, etc.)
- Childcare professional
- Early interventionist
- Mental health technicians
- Professional counselor
- National park ranger
- Students in professional schools for PT, OT, MD, and chiropractic programs
- Foster care family intervention specialist
- Family support specialist
- Personal trainer
- Athletic coach
- Strength and conditioning specialist
- Managers for international and major sport programs
- School superintendent
- State park Seasonal Interpretive Recreator
- College student advisor
- Hospice counselor
- Child Life Specialist

Primary Reasons for Name Change

- “Claudius G. Clemmer College of Education” did not fully reflect variety of programs, research strands, interests, or specializations within the college
  - The various academic programs and career opportunities could not easily be identified
- 2018 – Clemmer College –
  - rather than achieving the intent of encompassing the variety and complexity of the college – its vagueness resulted in confusion
- Strategic Visioning Process
- Desire for representation, clarity, and connections
Process

- Examined peer universities and others for names of similar colleges; Trends in expanding names of similar colleges
- Reviewed most popular names previously put forward by faculty and staff – reopened survey
- Two names emerged – surveys sent to alumni, current students, faculty, staff – split results
- Name put forward to Leadership Team – consensus achieved
- Shared with faculty and staff at all-hands meeting – received support
- Shared with university deans and Academic Council

CLEMMER COLLEGE of EDUCATION and HUMAN DEVELOPMENT
EAST TENNESSEE STATE UNIVERSITY
Education and Human Development

• Education
  • The act or process of imparting and acquiring general, or particular, knowledge, developing the powers of reasoning and judgement, and generally of preparing oneself and others intellectually for a mature life.
  • Education as a discipline – The study of various factors, methods, and elements involved in the process of educating. The task is to bring out or develop potential. This occurs at across levels of development from early childhood through adult learning. There are also cross-overs to domains of coaching, counseling, and leading as educating

• Human Development
  • Human development refers to the physical, cognitive, and psychosocial development of humans throughout the lifespan. Human development is multidisciplinary.
  • Development – a process that creates/promotes growth, progress, positive change…. Education, Coaching, Counseling, Training, Leading, Managing, etc. – are forms of development in their own ways.

• Education and Human Development
  • Centers a focus on the person(s) while attending to context and systems.
  • Education and human development “strive to optimize” the elements that help people live healthy and fulfilling lives from birth to death.

Go beyond…

College of Education
A professional training college for teachers focused on improving the quality of life in the region.

Clemmer College of Education and Human Development
A college focused on improving the quality of life of the region and beyond through professional preparation programs emphasizing teaching and learning, physical and mental health, and leadership, management, and coaching. Our academic programs, K-12 laboratory school, and four research and practice Centers all provide opportunities for research and professional outreach. Collectively we serve to facilitate the potential of individuals, communities, and systems.
This presentation will provide an update on the history and future plans of the Center for Nursing Advancement. Included in this presentation will be an overview of the strategy to maximize the use of the funds provided by Ballad Health to ETSU for the Appalachian Highlands region, and by the State of Tennessee to address the nursing shortage in the state and region. The presentation will also include an overview of the strategy to sequence and integrate the four foci for the primary outcomes of interest of recruitment and retention of skilled nurses and healthcare workers across the pipeline of the professional career in nursing and healthcare. Strategies and methods of operational implementation that will be reviewed are drawn from the business plan. This business plan was developed collaboratively by members of advisory boards, using input from the Board of Nursing leadership, the Tennessee Nurses Association, and several stakeholder interviews conducted in early 2023.
The Center for Nursing Advancement
Appalachian Highlands Center for Nursing Advancement (AHCNA) and Tennessee Center for Nursing Advancement (TCNA)

A Plan to Differentiate

Prepared and Presented by: John Nelson, PhD, MS, RN
Executive Director for The Center for Nursing Advancement

Purpose of Presentation

• Identify issues in the field that prompted formation of the Center for Nursing Advancement
• Review highlights of history of the Center for Nursing Advancement
• Current plan for the Center for Nursing Advancement
Issues Central to Mission of Center

• Shortage of nurses
• Cost to:
  • Pay overtime for nurses to staff properly due to shortage
  • Hire and train new nurses
  • Replace with travel nurses
  • Loss of productivity from losing experienced nurses
• Acutely felt and reported need to assess wellbeing and how this relates to recruitment, retention, and outcomes of nurses

Highlights of History of Center

• Ballad Health gift to ETSU to establish Center
• Early conversations about leadership with Ballad
• Listening sessions across the state of Tennessee, selecting seven strategic sites with two meetings each
• Formation of work groups
• Hiring of analyst to conduct statistics of needs for nursing
History Helped Form Mission Statement:

Create an experience and associated data about wellbeing for nurses that promotes recruitment, retention, and innovation along the entire continuum of a career in nursing.
Four Foci

- **Wellbeing**: Permeates all four foci, to ensure the flow of joy in the experience
- **Data**: Development of data that is based on the operational story of the nurse and state of affairs of current day (i.e., needs in nursing)
- **Innovation**: Programs identified in the analytics that relate to recruitment and retention
- **Pipeline**: Attracting and retaining the best talent of care along the entire professional trajectory of nursing.

Foci Model

- Foci are sequential and interdependent

Wellbeing → Data → Innovation → Pipeline
Documents

1. Foundational documents, including Grant Agreement and State of Tennessee Senate Bill 2401
2. Historical documents revealing challenges from previous Tennessee center in 2008
3. Listening session report that included link to May 18 presentation revealing founding vision

Collaboration

1. Interviews of 50 individuals from:
   1. Advisory Board (both Appalachian Highlands and across Tennessee)
   2. Committee Chairs
   3. Leadership across ETSU
2. In person meeting as much as possible
3. Other wellbeing centers
4. Key individuals
   1. CEO of Board of Nursing
   2. Director of TN Nurses Association
   3. TN Hospital Association
The Plan

A 5-Year Business Plan that Includes Short-, Mid-, and Long-term Goals

Our 5-Year Goal

<table>
<thead>
<tr>
<th>Year</th>
<th>Baseline</th>
<th>Program Innovation</th>
<th>Program Rollout &amp; Expansion</th>
<th>Monetization</th>
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<tbody>
<tr>
<td>2023</td>
<td>Establish foundations</td>
<td>Trial programs to improve recruitment, retention &amp; outcomes</td>
<td>Optimise programs for AH &amp; TN, expand to other geographies</td>
<td>Put in place key people, structure, systems &amp; partnerships</td>
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<td>2024-2025</td>
<td>Drive impact in AH &amp; TN</td>
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<td>Monetize Center’s products and services to out of state providers</td>
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<td>2026+</td>
<td>Expansion &amp; revenue generation</td>
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Our 3 Primary Objectives in 2023

1. Establish wellbeing baselines and identify trends relating to recruitment and retention across 30 trial hospitals, then all remaining hospitals in AH & TN

2. Trial >5 programs within AH & TN and demonstrate activity with a positive impact on recruitment & / or retention

3. Establish organizational strategy, structure, systems and partnerships, ready for 2024, within approved budget

Sub-Objectives for 2023

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<th>Apr</th>
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<th>Ongoing in 24/25</th>
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<td>Identify tools to collect, store and analyse data for AH &amp; TN and ensure compatibility with long-term solution</td>
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<td>Analyze data, including development of models, programmes of work and enhancements for rollout</td>
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<td>Data discovery, including collection of data sets from hospital systems (e.g. EMRs) and inform processes</td>
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<td>then submit baseline assessment to additional 50-60 hospitals across AH &amp; TN</td>
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<td>Trial &gt;2 programs within AH &amp; TN and demonstrate activity with a positive impact on recruitment &amp; / or retention</td>
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<td>Launch &gt;1 quick win initiative (possible rework)</td>
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<td>Run &gt;1 initiative trials in AH &amp; TN in 2023</td>
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<td>Develop foundations to enable scaling of &gt;1 trials and rollout of &gt;1 initiative across AH &amp; TH</td>
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<td>Report back to hospitals and analyse, refine models, compile lessons learned</td>
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<td>Trial &gt;2 programs within AH &amp; TN and demonstrate activity with a positive impact on recruitment &amp; / or retention</td>
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<td>Launch &gt;1 quick win initiative (possible rework)</td>
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<td>Run &gt;1 initiative trials in AH &amp; TN in 2023</td>
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<td>Develop foundations to enable scaling of &gt;1 trials and rollout of &gt;1 initiative across AH &amp; TH</td>
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<td>Establish organizational strategy, structure, systems and partnerships, ready for 2024, within approved budget</td>
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## What is Needed to Achieve Objectives

<table>
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<tr>
<th>People</th>
<th>Technology</th>
<th>Comms</th>
<th>General &amp; Admin</th>
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</thead>
</table>
| Leadership (John N)  
  Strat & Ops (Jon H)  
  4 Nurse Scientists  
  1 Data Scientist  
  1 Security Officer  
  Contractors (TED) | Student project partnerships | Website management services | Travel |
| The Center | | Copywriting and design services | Office Expenses |
| 3rd party services | Seed fund - Belmont University  
  Other seed funds tbc | Wellbeing assessment technology & content (3 tech specialists, program mgr, leadership) | None | Administrative support |

“The knowledge, data, and programs generated by the Center will result in tools/insights for the entire area of Appalachian Highlands and the state of Tennessee”

Leadership kickoff meeting, May 18, 2022
Four Primary Strategies to Differentiate the Center for Nursing Advancement

- Partnerships (e.g. Belmont and THA)
- Wellbeing Assessment and Innovation (e.g. Nurse Scientists and Unit Practice Councils)
- Curriculum (e.g. partnership with IT and Nursing)
- Data Access (e.g. students, researchers)

Center for Nursing Advancement

The Tools/Insights to Differentiate App HL and TN

The Launch

Health Systems to Step Forward:
- Appalachian Highlands include the 22 hospitals from Ballad Health to launch assessment of wellbeing in May
- Tennessee:
  - Middle Tennessee: 8 hospitals have stepped forward to launch in late July or early August
  - West Tennessee: Yet to be identified
  - East Tennessee: Yet to be identified
Dr. Lange will provide an overview of her recent work and that of the ETSU Center of Excellence in STEM Education. Her research focuses on early childhood STEM education. Dr. Lange’s innovative and impactful research and programs have spanned formal and informal education spheres, federally- and foundation-funded initiatives, local and national scales, and have included numerous educators from Northeast Tennessee, faculty, and ETSU students as collaborators and co-authors. Dr. Lange will share how programs and grants at the Center of Excellence in STEM Education and the Northeast TN STEM Innovation Hub are working to empower educators with knowledge and resources they need to be successful in providing high quality STEM education for the next generation of students at ETSU.
Supporting STEM Education in Northeast Tennessee and Beyond

Dr. Alissa A. Lange, Director
Center of Excellence in STEM Education

Who We Are

- Collaborative Center
  - CBAT
  - CAS
  - Clemmer

- Lead of the NE TN STEM Innovation Hub
Try This

Which One Doesn’t Belong?

See also: https://www.amazon.com/Which-One-Dont-Belongs/dp/1580899463 & from Erikson Institute’s Early Math Collaborative
Why

STEM Matters

- Later learning
- Scientific literacy
- Jobs
Opportunities Are Not Equal

“The ability to be an innovator doesn’t vary across race, gender, or income groups...” but it does vary by circumstances”

Source: https://mitsloan.mit.edu/idemade-to-matter/how-ebstacles-us-may-have-missed-out-millions-inventors

Darker colors denote areas where more children grow up to become inventors. The five cities that produce the most inventors per capita in America are highlighted.
We can change this

Priorities

- Engage in Equity
- Focus on Innovation
- Empower Educators
- Cultivate Partnerships
- Expand our Reach

Academic, Research, and Student Success Committee
April 21, 2023
Engage in Equity

Libraries Count

- 3-year, applied research project
- Focus: math for diverse young children and families
- 10-state team
- Federally-funded, $467,000
- Free, national program for libraries

www.librariescount.com

More EC STEM Lab programs:
www.ecstemlab.com
Focus on Innovation

Innovative Program Highlights

- Coding Camps for Elementary & Middle Schoolers, led by Washington Elementary and ETSU
- DEI in Science Curriculum Materials Book Study, led by Chris Bowen, JC Schools
- Integrating PBL in 6-8th Grade, workshop led by Brittney Rhoton, Hawkins County
- Robotics in Grades 6-12, workshop led by Dennis Courtney and team, STREAMWORKS
- Problem-Based Learning, K-12, workshop led by DBXL, STEM Designated School, Kingsport
Cutting Edge Tech

- Autonomous vehicles
- CNC Machines
- Bioengineering
- Musical Coding with Python

Empower Educators
STEM Collaboration

- University-School-Community partnership
- 19 pubs, incl. OER
- 6 years
- >$17,000
- 3 departments
- >500 pre-service teachers

www.ecstemlab.com/pre-service-teachers.html

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Lending Library

Access to robots, textbooks, and other high-quality resources to support STEM teaching and learning.

FREE Pre-K-12 STEM resources available to regional educators within the TSIN Hub Districts.

Use the QR Code below to check out our website and apply to loan from us today!

Contact us: cese.etsu@gmail.com

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Cultivate Partnerships

Cradle to Career: STEM Education-Workforce Partnerships

● “NET-STEM Works” initiatives

● STEM Education Workforce survey, spring 2023

Stay tuned: www.netstemworks.org
New - CBAT and CAS Faculty Affiliates

- **TJ Jones**, Biology, CAS: NE TN - STEM Workforce Survey
- **Christel Young**, Computing, CBAT: Coding with Music Camp @Langston Centre
- **Biju Bajracharya**, Computing, CBAT: Cybersecurity Workshop for Teachers

Expand our Reach
Grants: iSLICEE-SL Project

- 3-year
- IES-funded, >$5M
- Computational thinking and literacy for school leaders
- NE TN focus, K-5
- Dr. Chih-Che Tai, PI

https://sites.google.com/view/islicee/home

Serving Teachers of Younger Children

- Preschool STEM Institute
  - 3rd year
  - 2022: 43 attendees to coach over 1,000 preschool teachers
- Preschool STEM Workshop Series
  - 30-60 teachers/event
  - 6th year
Priorities

- Engage in Equity
- Focus on Innovation
- Empower Educators
- Cultivate Partnerships
- Expand our Reach

Streamworks’ Robot Drone League event @ CPA, 2/5/2023

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Thank You & Questions

Northeast TN STEM Innovation Hub - Regional Gathering

Free!

Wednesday, May 3, 2023, 4:30pm @ Hands-On Discover Center/Gray Fossil Site

Alissa Lange, langea@etsu.edu

https://www.etsu.edu/coe/stem-education/innovation-hub/meetings.php
The Division of Student Life and Enrollment partners across both the university and the community to support the institution’s recruitment, access and success mission. Staff will provide an update of division initiatives related to student recruitment, academic success, student well-being, and student engagement. Staff will also review challenges facing the ETSU student population, as well as strategies and initiatives designed to address those challenges.
Student Life & Enrollment

With our students every step of the way

Academic, Research, and Student Success Committee
East Tennessee State University Board of Trustees
April 21, 2023

Student Life & Enrollment

Every step of the way . . .

Recruitment, admission, orientation
Academic success
Student well-being
Student engagement
### Recruitment thru Orientation: 2022 v 2021

- Individual tours up 27%; groups up 200%
- Counselor Connect events up 104%
- Intents to enroll up 56%
- Expanded footprint: Nashville area admits up 33%
- Preview attendance up 30%

### Lasting impressions

> Our tour guide was such a great representative of your school. He was informative, upbeat, funny, and encouraging. . . .

> Now both of my daughters want to attend ETSU. (One of them is only 14, haha)

> Our tour guide was a fantastic ambassador for ETSU. After our lunch, he stopped by our table to see if we had any additional questions.

> After he left, my husband said, “That kid is going to run the world.”
## Student Life & Enrollment

### Impact - Freshmen Class % Growth 2020-2022

<table>
<thead>
<tr>
<th>Institution</th>
<th>% Growth</th>
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<tbody>
<tr>
<td>ETSU</td>
<td>+24.7%</td>
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<tr>
<td>UTK</td>
<td>+23.6%</td>
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<tr>
<td>TTU</td>
<td>+20.0%</td>
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<tr>
<td>UTC</td>
<td>+1.6%</td>
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<tr>
<td>UTM</td>
<td>+0.6%</td>
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<tr>
<td>APSU</td>
<td>-1.2%</td>
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<tr>
<td>Memphis</td>
<td>-4.8%</td>
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<tr>
<td>MTSU</td>
<td>-10.4%</td>
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## Student Life & Enrollment

### Academic success, fall 22 v fall 21

- Students with CFAA academic coaches **up 115%**
- **>200** early-term meetings with freshmen (NEW)
- **~18,000** questions for Bucky Bot (NEW)
- Freshmen with BIG peer mentors **up 15%**
- Freshmen enrolled in an FYE course **up 61%**
New spring 23: Navigate Student – Virtual One Stop Shop

From your phone or tablet . . .
- Schedule appointments with advisors, tutors, others
- View your course schedule
- Look up information for over 80 ETSU resources

Student Well-being

Counseling Center
CPA
The Wellness Corner
Disability Services
Dean of Students Office
Dean of Students Office

Student CARE Team reports up 107% over last 5 year period
Mental Health Reports up 200% over last 5 year period
Bucky's Pantry: ~up 20% this year in food distributed >11000lbs
~$22,000 in emergency grants, 44 students (22/23 ay)
>$80,000 in retention/completion grants, 46 students (22/23 ay)

Student Life & Enrollment

Completion grants in action

Maria . . .
- Double major—Sport Management; Media & Communication
- Active in the Multicultural Center
- Bilingual
- Helped other students find their way
- Internship at Bristol Motor Speedway

Registered for 10 credits to graduate, but she’d used all her financial aid and had a balance of over $4,000.

With a $2,000 microgrant and support from Equity & Inclusion, she graduated and is doing great work in the world.
Student Engagement – “We’re Back!”

- Buctainment participation in Fall 22 up 28% with over 18,000 engagements
- SGA Concert Series on track to surpass 10,000 attendees
- Peer Involvement Mentoring up 70% over last 5 years with over 900 students served in F22
- ETSU VOTES recognized by Tennessee Secretary of State for 2022 voter registration efforts and the state’s first on campus voting site
- Volunteer ETSU partners with United Ways of Northeast TN on ETSU Serves platform with over 150 non-profit agencies

Student Media – The East Tennessean Turns 100

The East Tennessean turns 100

- East Tennessean 2015 to 2017: staff writer, social media editor, news editor
- 2017 (BS mass communication)
- Public information specialist, Kentucky Legislative Research Commission, Frankfort, Kentucky.

Jordan Hensley
Garrett Tumlin

East Tennessean 2015-2019: athletics reporter and editor, news editor
2017 (BS journalism), 2019 (MS brand & media strategy)
Digital marketing manager, ONE DAYTONA (NASCAR), Daytona Beach, Florida.

Keisha Shoun

East Tennessean 1999-2000: sports editor, executive editor
2000 (BS mass communication)
Director of communications and marketing, City of Johnson City
## East Tennessee State University

### Challenges Ahead

- Mental Health
  - Partnership/Community Model
  - Early Connection
- Pandemic Effects
  - Holistic Support
  - Relationship Rich Environment
- Equity Gaps (Underserved, Rural, Low-Income, First Generation, Veterans)
  - MoonShot
- Choosing No College/Training
  - P 20 Strategy
  - QEP – Go Beyond

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**With our students every step of the way**