

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES
APRIL 2023 MEETING

1:30–3:30 p.m. EDT
Friday
April 21, 2023

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

ORDER OF BUSINESS

- I. Call to Order
- II. Roll Call
- III. Public Comments
- IV. [Approval of Minutes from February 17, 2023](#)
- V. Report from the Academic, Research, and Student Success Committee (5 minutes)
- VI. Report from the Finance and Administration Committee (5 minutes)
 - A. [Tuition and Mandatory Fees](#)
- VII. Report from the Audit Committee (5 minutes)
- VIII. [Consent Agenda \(5 minutes\)](#)
 - A. [Minutes from February 17, 2023 Academic, Research, and Student Success Committee](#)
 - B. [Minutes from February 17, 2023 Finance and Administration Committee](#)
 - C. [Minutes from March 28, 2023 Finance and Administration Committee](#)
 - D. [Minutes from February 17, 2023 Audit Committee](#)
 - E. [Promotion and Tenure of Faculty Members](#)
 - F. [Proposed Change of Name: Clemmer College](#)
 - G. [Spring Estimated and July Proposed Budgets](#)
 - H. [Capital Budget Submittals and Disclosures](#)
 - I. [Revisions to FY23 Audit Plan](#)
 - J. [President Emeritus Contract for Dr. Stanton](#)
- IX. [Trustees Self-Evaluation Report – Green \(10 minutes\)](#)
- X. [ETSU Army ROTC Update – Monas \(15 minutes\)](#)
- XI. [Digital Media Update – Fitzgerald, Emma, and Marlow \(15 minutes\)](#)
- XII. [ETSU State of the University Survey Overview – Hoff \(15 minutes\)](#)

- XIII. President's Report – *Noland* (20 minutes)
- XIV. Action Item: Selection of Board Chair – *Green*
- XV. Action Item: Selection of Board Vice Chair – *Green*
- XVI. Action Item: Selection of Executive Committee Member – *Green*
- XVII. Action Item: Resolution of Appreciation for Dr. Virginia Foley – *Noland* (10 minutes)
- XVIII. Action Item: Resolution of Appreciation for Mr. Allen Archer – *Noland* (10 minutes)
- XIX. Action Item: Student Trustee Selection – *Noland* (5 minutes)
- XX. Other Business
- XXI. Executive Session
 - A. Discuss pending legal action (if necessary)
- XXII. Adjournment

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES

ACTION ITEM

DATE: April 21, 2023
ITEM: Approval of the Minutes from February 17, 2023
RECOMMENDED ACTION: Approve
PRESENTED BY: Dr. Adam Green
Board Secretary

The minutes of the February 17, 2023 meeting of the Board of Trustees 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 Board of Trustees 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.

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES

MINUTES

February 17, 2023
Johnson City, Tennessee

The East Tennessee State University Board of Trustees met on Friday, February 17, 2023, at 1:30 p.m. in the East Tennessee Room of the D.P. Culp Student Center. The meeting was also live-streamed and recorded.

I. Call to Order

Board Chair Dr. Linda Latimer called the meeting to order at 1:30 p.m. Dr. Latimer then reviewed a number of recent accomplishments that have taken place at the university:

- Since the Board of Trustees last met, ETSU marketing students have been named among the top 10 finalists in the 2023 American Marketing Association (AMA) Collegiate Case Competition.
- Tennessee’s Secretary of State, Tre Hargett, visited the campus to recognize our students for leading the best social media campaign to promote voter registration in the state.
- Dr. Pamela Mims, from ETSU’s Clemmer College, joined forces with BioMADE to support a national initiative promoting career pathways in biotechnology.
- And ETSU was named the best college for animation in Tennessee and seventh nationally by *Animation Career Review*.

Looking ahead, Chair Latimer highlighted:

- The annual Festival of Ideas, February 27 through March 1, with the theme “Curiosity, Community, and Connection.” The festival welcomes Sarah Stewart Holland and Beth Silvers, co-hosts of the “Pantsuit Politics” podcast, and best-selling author and *New York Times* columnist David Brooks. The festival schedule also includes a campus-community conversation focusing on the art of civil discourse, featuring faculty experts from ETSU.
- The Broadway series at the Martin Center for the Arts, with performances of *CATS*, *Chicago*, and *Riverdance* upcoming. The series launched in January with a two-night run of *Annie*, which drew a huge crowd.

- Chair Latimer encouraged board members to follow along with all of our activities online by visiting the ETSU website, viewing our social media channels, or joining our email list.

II. Roll Call

Board Secretary Dr. Adam Green led the roll call.

Trustees present were:

Trustee Charles Allen
Trustee Allen Archer
Trustee Steve DeCarlo
Trustee Dr. Virginia Foley
Trustee Dorothy Grisham
Trustee Dr. Lisa Piercey
Trustee Ron Ramsey
Trustee Melissa Steagall-Jones
Board Chair Dr. Linda Latimer
Absent: Trustee Janet Ayers

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

III. Public Comments

No individuals were signed up to speak to the board during the public comment period.

IV. Approval of the Minutes from November 18, 2022

The minutes from the November 18, 2022, meeting of the Board of Trustees were approved as submitted with Trustee Steagall-Jones making the motion to approve and Trustee Grisham seconding the motion. The motion passed unanimously.

V. Report from the Academic, Research, and Student Success Committee

In the absence of Trustee Ayers, Trustee Dr. Virginia Foley provided an overview of the items presented earlier that day to the Academic, Research, and Student Success Committee:

- Provost Dr. Kimberly McCorkle described for the committee various academic program modifications, minor changes in admissions requirements, and revisions to curricula.

- 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 report included specific information about performance indicators, action plans, and monitoring procedures from the Accreditation Council for Graduate Medical Education. Dr. Linville reported that all such programs at ETSU are fully accredited.
- Dr. Susan McCracken, Vice Provost for Community Engagement and Director of the Quality Enhancement Plan, provided for the committee an overview of the QEP. ETSU has chosen Community-Engaged Learning as the central focus of the QEP, with the theme “Go Beyond.”
- Dr. Michelle Byrd, Dean of Students; Sarah Bedingfield, Associate Director of the Counseling Center; and Vanessa Smith, Practice Administrator for the University Health Clinic, updated the committee on efforts to improve student health and well-being, particularly in the wake of the COVID-19 Pandemic. They described increasing demands for services and new strategies to address those demands, emphasizing the collaboration that is taking place across the campus.
- Dr. Nick Hagemeyer, Vice Provost for Research, and Dr. Robert Pack, Executive Vice Provost, summarized recent developments in research for the committee. Among the highlights of their report:
 - For fiscal year 2022, research and development funds secured through grants and private investments are projected to exceed \$23.3 million, compared to \$18.5 million for the prior fiscal year.
 - ETSU now ranks among the top 300 R2 research universities in the country, for the first time since 2003.
 - Dr. Pack updated the committee on synthetic biology at ETSU, indicating that several goals of the Synthetic Biology Task Force have been met, including the creation of a faculty fellowship in synthetic biology.

VI. Report from the Finance and Administration Committee

Committee Chair Steve DeCarlo summarized for the board the results of that morning’s meeting of the Finance and Administration Committee:

- The committee approved a change in tuition for the Quillen College of Medicine’s accelerated track program that students complete in three years with students paying 1.15 times the traditional student tuition rate in their M2 and M3 years.

- The Gatton College of Pharmacy is requesting no increases in tuition and will rely on continued savings from retirement incentives and college reserves to balance its budget.
- The committee approved a rate increase request from the Department of Housing and Residence Life from 5.28 to 5.63 percent for the next fiscal year to support inflationary costs of utilities, custodial, and personnel services.
- The committee approved a 3.13 percent increase in the Silver meal plan, with similar increases in other plans. ETSU's payments to the food service vendor, Sodexo, are increasing by almost 8.5 percent.

VII. Report from the Audit Committee

Committee Chair Melissa Steagall-Jones presented the Audit Committee's report, noting the following:

- Revisions to the FY 2022-23 audit plan included two investigations and the Associate Director of Internal Audit's selection as a peer review team member for Tennessee Tech University.
- Audits performed from November 2022 through January 2023 included one executive-level audit and two investigations.
- The committee heard an overview of ETSU's 2022 Annual Security and Fire Safety Report.

VIII. Consent Agenda

With no requests for any items to be removed from the consent agenda, the Board of Trustees approved the consent agenda with a motion from Trustee Steagall-Jones, seconded by Trustee Ramsey. The motion passed unanimously.

IX. Prestigious Awards Office Update

Dr. Christopher Keller, Dean of the Honors College and Senior International Officer, presented to the board an update on the development of an Office of Prestigious Awards at ETSU. Major points of his presentation were:

- The theme guiding these efforts is "Create a Remarkable Story."
- Prestigious Awards, or Nationally Competitive Scholarships, are awards funded by sources outside ETSU, including foundations, government agencies, and

companies. Awards criteria vary but generally include academic performance, service, research, and foreign language skills, as well as unique elements important to the sponsoring organization.

- Examples of Prestigious Awards are: the Rhodes Scholarship, Goldwater Scholarship, Critical Language Scholarship, National Institutes of Health-Oxford-Cambridge Scholars Program, Harry S. Truman Scholarship, Thomas R. Pickering Foreign Affairs Fellowship, and Princeton in Africa.
- Dr. Keller profiled two ETSU students who have performed well in competing for Prestigious Awards. Jessica Potter, a Social Work major, is a Critical Language Scholarship semifinalist, and Piper Floyd, a Computing major, is a Goldwater awardee.

President Noland commended Dr. Keller and his staff for making these kinds of opportunities available to ETSU students.

X. ETSU Athletics Update

Dr. Richard Sander, Director of Intercollegiate Athletics at ETSU, appeared before the Board of Trustees to discuss the recent National Collegiate Athletic Association (NCAA) Convention, the status of the Southern Conference, the ETSU Department of Intercollegiate Athletics, and the landscape of college athletics. Among the key points in Dr. Sander's presentation:

- Issues from the previous month's NCAA Convention in San Antonio, Texas, including the work of the organization's Transformation Committee were noted. Dr. Sander quoted Julie Cromer, co-chair of the committee, who said, "We think the big tent, a large, diverse Division-I is part of that magic, and it's worth working through the issues we see today to keep it intact. However, in order to make the big tent work in a modern context, we need to develop a set of common expectations rooted in the needs of today's Division-I student-athletes, and you will see the framework for those membership standards in this report."
- The NCAA's focus on working with the U.S. Congress to regulate college sports, as evidenced by the formation of the Board of Governors Subcommittee on Congressional Engagement.
- The Southern Conference is embarking on a major branding initiative with The Brand Leader, a company founded in 1999 and based in Greenville, South Carolina. Its clients include William & Mary, PowerBar, Dunlop, and Clemson University.

- The retirement of the Southern Conference Commissioner, scheduled for the end of May, and the formation of a search committee to fill the post.
- Expansion of the Southern Conference, which both Dr. Sander and Dr. Noland favor.
- A continued focus on our identity at ETSU, a continuing commitment to creating a great experience for our student-athletes, and the importance of preparing our student-athletes to become productive and happy contributors to society after ETSU.
- The need to continue to “get the right people on the bus” within the athletic department at ETSU. As an example, Dr. Sander pointed to the recent successful season in women’s basketball and the academic support personnel in the department.
- ETSU recently placed 251 student-athletes on the Southern Conference Honor Roll.
- Staff professional development, evaluation, improvement in budgeting, and improvement in approval processes are all on the department’s agenda.
- Dr. Sander discussed the challenges of the transfer portal, Name, Image, and Likeness (NIL) issues, and conference realignments that are taking place across the country.
- He concluded by stressing the need for sustainability within the department through a strategic plan that covers facilities, funding, community engagement, priorities, Title IX, and allocation of resources.

XI. ETSU Strategic Agenda Update

The board then heard from Dr. Michael Hoff, University Chief Planning Officer. Dr. Hoff shared the following information:

- He concluded by stressing the need for sustainability within the department through a strategic plan that covers facilities, funding, community engagement, priorities, Title IX, and allocation of resources.
- The university continues to focus on the strategic framework approved by the Board of Trustees.

- Significant progress regarding development of Key Performance Indicators and data access is allowing for strategic action deeper into the organization.
- A major focus for this spring is operationalizing the Strategic Agenda through the implementation of improvements recommended by Huron Consulting last year.
- A new software platform has been implemented that allows a deeper dive into how ETSU students are progressing.
- Dr. Hoff provided an overview of recent dashboard development and results related to Key Performance Indicators. The university is on track in the categories of Enrollment, Freshman Applications, First-Year Average ACT, Enrollment-Percent Non-White, Out-of-State Enrollment, and Percent Male Enrollment. In Enrollment, the university's figure of 13,740 (toward a goal of 15,500) shows a year-over-year increase of 1.31 percent. The category of Freshman Applications shows a 12.27 percent increase year-over-year.
- Dr. Hoff presented a series of graphs depicting headcount by level; headcount by gender; headcount by class; and headcount by race/ethnicity. Another set of graphs depicts degrees conferred in each of those categories.
- The external environment continues to be competitive, but ETSU's market position is strong. As reasons, Dr. Hoff cited the university's enhancing of its academic portfolio and rankings, increasing recognition for research, the focus on community engagement that is the centerpiece of the Quality Enhancement Plan, and our participation in the Moon Shot for Equity, a public-private partnership dedicated to ensuring that more students complete college degrees—especially those most often left behind: low-income students, first-generation students, and students of color.
- ETSU is on track with 49 of our metrics.
- The percentage of our graduates who are employed or continuing their education is high.
- ETSU exceeds retention and graduation rates for what would be expected for a regional university.
- In response to a question from Trustee DeCarlo about which Key Performance Indicator is most troubling, Dr. Hoff indicated that, to him, it would be faculty and staff salaries. In response to a follow-up question by Trustee DeCarlo, Dr. Hoff said that a focus just on graduation rates as a metric of success is not ideal

and that he would much rather be able to measure how much students were able to advance their lives with a course or courses.

XII. President's Report

President Noland's report to the board consisted of four major subject areas: enrollment; student success; a budget overview and legislative update; and select legislative and campus initiatives for spring 2023.

Enrollment overview and update

- ETSU's enrollment head count, after the fall 2022 census, increased by 239 students over the previous fall.
- Positive enrollment trends are continuing for the spring semester of 2023. Compared to last spring, enrollment is up by 110 students.
- Dr. Noland indicated that the number of applications for the fall 2023 class is also encouraging. Applications received are up 2.61 percent, while applications accepted are up 9.56 percent.
- Among ETSU's strategies to drive applications and yield are free application weeks, intent to enroll campaigns, admitted student events in various regions, and one-to-one outreach.
- Dr. Noland stressed the importance of students receiving personal calls from campus leaders and admissions counselors. He added that he has always been a believer in the power of the handwritten note and encouraged campus leaders, students, and admissions counselors to engage in this kind of personal communication often. He believes the "touch" ETSU is providing to prospective students resembles that of a private institution with a much smaller enrollment base.
- In reviewing reasons given for attending ETSU, Dr. Noland emphasized the fact that our students are much more price-sensitive than their peers.

Student success

- Dr. Noland reported to the board that ETSU's graduation rate is the highest in the history of the university. For the most recent six-year cohort—students who began as first-time, full-time freshmen in 2016 and graduated by 2022—the rate is 55 percent.

- Challenges facing ETSU are graduation rates for under-represented, low-income, and male students. They trail state averages and point to the importance of strategies such as the Moon Shot for Equity initiative.
- Figures show that students at ETSU who receive Pell grants have a 48 percent chance of graduating, whereas non-Pell students have a 70 percent chance of graduating.
- Further, there is a 13.5 percent disparity between graduation rates of male students (52 percent) and female students (65.5 percent).

Budget overview and update

- ETSU experienced revenue enhancements from enrollment growth and increased state appropriations over the past year. Several factors contribute to the institution's current revenue picture, including the fact that enrollment exceeded projections, providing \$3.8 million in additional revenue.
- The state-funded salary pool for 2023-24 will provide \$4,406,500 for faculty and staff salary enhancements. The remaining \$3,605,900 will be generated through tuition, internal efficiencies, and cost savings.
- Expenses by classification clearly show that ETSU spends the bulk of its dollars on people.
- A decade ago, university reserves stood at \$9.8 million. Now they exceed \$20 million. Total reserves make up 9.4 percent of the budget. E&G reserves have increased 104 percent since 2013.

Legislative and campus initiatives

- At the top of the legislative agenda for the 2023 session of the Tennessee General Assembly is the need to clarify and perhaps re-evaluate the role, nature, and function of the state's higher education policy infrastructure.
- Other components of ETSU's legislative agenda this year include predictability for capital projects and funding for the Brown Hall Phase II project and deferred maintenance projects; social justice and equity discussions; advocating for state operating support for the Gatton College of Pharmacy; remedying technical and policy issues related to Graduate Medical Education funding for the Quillen College of Medicine; and ETSU Board of Trustees confirmation hearings.

- Dr. Noland took time at this point in his presentation to thank all the university employees who were on campus Christmas Eve and Christmas Day dealing with damage caused by the extremely cold temperatures and resulting power outages.
- Dr. Noland then summarized several initiatives underway for the 2023 spring semester, including campus construction projects, implementation of recommendations from multiple external reviews to support our fiscal stewardship missions (such as the Huron consultancy and budget model revisions); Oracle implementation; general education redesign; the upcoming reaffirmation visit by the Southern Association of Colleges and Schools Commission on Colleges; and the Quality Enhancement Plan.
- Dr. Noland updated the board on conversion to the Oracle Enterprise Resource Planning system, which replaces the Banner system that is now over 20 years old. Plans are to go live with the transition in the finance areas in September and in human resources areas in December. Dr. Noland pointed out that ETSU is the leading institution statewide in undergoing this conversion. He told the board that ETSU has a tradition of “going first,” pointing to the time when the university stepped up 20 years ago to be the first in the state to go electronic in its SACS reporting and reaffirmation processes.
- The reworking of general education at ETSU is progressing, through the efforts of the General Education Redesign Task Force. The goal is to go live with the redesign in the fall of 2024.
- Dr. Noland reviewed the timetable for reaffirmation of ETSU’s accreditation by the Southern Association of Colleges and Schools Commission on Colleges. An on-site reaffirmation review will take place in April, with reaffirmation anticipated in December.
- Moving forward, Dr. Noland emphasized the importance of celebrating our success at the individual and institutional levels; continuing the Committee for 125 Chapter II implementation process and engaging internal and external constituencies in the process of dreaming bigger dreams for our region and beyond; recognizing that ETSU has the opportunity to unify the region in pursuit of common goals and objectives; and stressing the importance of ETSU as a driver of innovation and growth across the region.
- Dr. Noland shared the results of a public opinion survey by the State Collaborative on Reforming Education (SCORE) and some key takeaways from that survey:

- When asked what the primary issues facing Tennessee are, respondents placed K-12 public education as second, behind the economy, jobs, and cost of living.
- More than 70 percent of Tennessee voters do not believe high school graduates are properly prepared for a job.
- Over 77 percent of respondents view higher education in Tennessee in a positive way.
- While nearly three-quarters of 18-24-year-old Tennesseans believe that getting an education beyond high school is “worth it,” there is a strong sense that the value of an education beyond high school has decreased and there is significant concern over cost.
- The study found that the post-pandemic labor market continues to favor college-educated workers and that college graduates can expect to earn \$1.5 million more over the course of their careers than an individual with only a high school diploma.
- The study suggests that concerns over affordability, debt, and the need for a strong return on investment are critical considerations that must be addressed in order for more students and families to invest in postsecondary education.
- For 18-24-year-olds who have not made up their minds or do not plan on postsecondary education, improved personal finances were the most cited factor that would make them more likely to attend.
- Dr. Noland shared with the board a collection of statewide data, categorized by development districts, that show rates of higher education attainment, sources of income, unemployment rates, college-going rates, and other demographics. He indicated that the numbers show a huge percentage of people in ETSU’s immediate region sitting out of the work force. The area leads the state in the percentage of the population paid by transfer payments and ranks lowest in median personal income. He added that we live in an area where the college-going rate has dropped 26 percent since 2017. Enrollment growth in postsecondary education, he told the board, is the life blood for this region. The P20 initiative will strive to address these trends. It will be policy- and data-focused, under the leadership of ETSU’s Dr. Jeff Moorehouse. He is focusing his efforts this spring on identifying the needs of the region as part of his listening sessions with P20 and business leaders.

XIII. Other Business

The board welcomed members of ETSU's Mock Trial Team. Although the team is less than a year old, it brought home two awards from the American Mock Trial Association's regional tournament in Dayton, Ohio. Team member Makenna Harrell won the Outstanding Witness Award, and the group captured the Spirit of American Mock Trial Association Award. The board expressed its congratulations to the team for its successes.

XIV. Executive Session—Adjournment

Since there was no need for the board to convene in executive session, Chair Latimer asked Trustee Ramsey for a motion to adjourn. The meeting was then adjourned at 3:12 p.m.

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES

ACTION ITEMS

DATE: April 21, 2023

ITEM: Approval of Tuition and Mandatory Fees for FY24

COMMITTEE: Finance and Administration Committee

RECOMMENDED ACTION: Approve

PRESENTED BY: Christy Graham
Chief Financial Officer and
Vice President of Business and Finance

The Board of Trustees must evaluate certain criteria when considering an increase in tuition and mandatory fees. Those criteria include:

1. Level of state support;
2. Total cost of attendance;
3. Efforts to mitigate the financial effect on students;
4. Tennessee Higher Education Commission (THEC) binding tuition and mandatory fee increase ranges;
5. Other factors affecting the university's financial stability such as projected student enrollment; university enrollment goals; market and cost factors for higher education; new program or new facility cost; and cost related to operations, programs of study, or individual courses.

Staff has outlined the current year assessment of these criteria as follows:

1. **Level of state support** – THEC based their 2023-24 tuition models on a flat enrollment with an outcomes growth and inflationary adjustment factor of 7.7 percent, which equates to an expenditure increase of \$9.7 million. Governor Lee's proposed budget includes funding sufficient for an expenditure increase and a partially funded five percent salary pool of \$8 million.
2. **Total cost of attendance** – Tuition and fees did not increase in FY23. Tuition and mandatory fees for FY24 continue to be comparable to other public institutions of higher education in the state. A comparison of tuition and mandatory fees is provided in the agenda materials and demonstrates that ETSU is below the university average.
3. **Efforts to mitigate the financial effect on students** – ETSU continues to examine opportunities to mitigate student base costs and concurrently promote access and affordability.

Reviews of academic and administrative areas are ongoing and should identify areas to improve services, reduce costs, or allow assets to be used more effectively for students.

4. **THEC binding tuition and mandatory fee increase ranges** – THEC proposed a zero to three percent tuition and mandatory fee limit at their November 2022 meeting. The Commission is projected to vote on binding tuition limits at their May meeting. With the release of the Governor’s budget, it is anticipated that THEC will approve a zero to three percent tuition and fee increase for FY24.
5. **Other factors affecting the university’s financial stability:**
 - a. Projected student enrollment and university enrollment goals - The university’s enrollment increased for Fall 2022, after two years of declining enrollment due in part to the COVID-19 pandemic. Enrollment had remained relatively flat in years prior. The university is continuing efforts and activities to grow enrollment as defined in the strategic plan. Tuition and fees must remain competitive in the marketplace, and students should be able to identify the value inherent in the education provided by ETSU over other institutions.
 - b. Market and cost factors for higher education – The market for higher education projects a declining number of high school graduates in the region and increased competition from community colleges, other state universities, regional private institutions and border state colleges and universities. Faculty and staff salaries are the primary cost driver for the university. New out-of-state tuition rates were implemented for Fall 2021 based on market research and has also reduced out-of-state scholarship expense. Salary increases were included in the Governor’s proposed budget to fully fund a five percent salary pool while increasing tuition by 2.95 percent for FY24.
 - c. New program or new facility cost – Costs related to new programs are largely being absorbed in the colleges per the budget model implemented in FY19. Facility costs will increase with the construction project for Lamb Hall and the new Academic Building. Other ongoing renovation and maintenance projects could reduce energy costs with efficiencies.
 - d. Cost related to operations, programs of study, or individual courses – The Consumer Price Index shows operational costs increased by 6.5 percent from December 2021 to December 2022. The Higher Education Price Index also shows that inflation for colleges and universities rose 5.2 percent for fiscal year 2022, compared to 2.7 percent in fiscal year 2021. The university’s programs of study and some individual courses are compared to other institutions with similar programs or courses to determine the market pressures for offering the programs.

A five-year history of student maintenance and mandatory fees is presented below in comparison to Tennessee Locally Governed Institutions (LGIs) and the University of Tennessee System:

Tuition (Maintenance Fees)

	2018-19	% Incr	2019-20	% Incr	2020-21	% Incr	2021-22	% Incr	2022-23	% Incr
APSU	\$6,888	2.9%	\$7,044	2.3%	\$7,044	0%	\$7,146	1.45%	\$7,146	0%
ETSU	7,422	2.7%	7,572	2.0%	7,572	0%	7,722	1.98%	7,722	0%
MTSU	7,380	2.8%	7,554	2.4%	7,554	0%	7,704	1.99%	7,704	0%
TSU	6,900	2.6%	7,026	1.8%	7,026	0%	7,128	1.45%	7,128	0%
TN Tech ³	7,860	2.7%	8,040	2.3%	9,060	12.7%	9,240	1.99%	9,240	0%
Memphis ²	8,064	0.0%	8,232	2.1%	8,232	0%	8,352	1.46%	8,352	0%
UTC ¹	6,888	0.0%	7,836	13.8%	7,836	0%	7,992	1.99%	7,992	0%
UTK ¹	11,110	0.0%	11,332	2.0%	11,332	0%	11,332	0.00%	11,332	0%
UTM ¹	8,052	3.0%	8,214	2.0%	8,214	0%	8,378	2.00%	8,378	0%
UTS							9,000		9,000	0%
Univ. Avg	\$7,840		\$8,092		\$8,208		\$8,399		\$8,399	

¹ UT-Knoxville implemented 15/4 fee structure in 2013-14. UT-Martin implemented 15/4 fee structure in 2016-17. UT-Chattanooga implemented 15/4 fee structure in 2019-20.

Fees shown represent the rates for incoming freshmen in the UT system.

² University of Memphis implemented guaranteed tuition in 2019-20.

Fees shown for UM represent the rates for non-guaranteed tuition.

³TTU implemented 15/4 fee structure in 2020-21

Mandatory Fees

	2018-19	% Incr	2019-20	% Incr	2020-21	% Incr	2021-22	% Incr	2022-23	% Incr
APSU	\$1,583	3.5%	\$1,583	0.0%	\$1,583	0%	\$1,615	2.02%	\$1,615	0%
ETSU	1,855	3.6%	1,919	3.5%	1,919	0%	1,952	1.72%	1,952	0%
MTSU	1,826	3.0%	1,870	2.4%	1,870	0%	1,889	1.02%	1,889	0%
TSU	1,107	5.4%	1,157	4.5%	1,157	0%	1,207	4.32%	1,207	0%
TN Tech	1,243	2.1%	1,278	2.8%	1,278	0%	1,282	0.31%	1,282	0%
Memphis	1,637	0.0%	1,704	4.1%	1,704	0%	1,704	0.00%	1,704	0%
UTC	1,776	0.0%	1,820	2.5%	1,820	0%	1,856	1.98%	1,856	0%
UTK	1,896	1.9%	1,932	1.9%	1,932	0%	1,912	-1.00%	1,912	0%
UTM	1,460	3.0%	1,534	5.1%	1,534	0%	1,534	0.00%	1,534	0%
UTS							1,200		1,200	0%
University Average	\$1,598		\$1,644		\$1,644		\$1,615		\$1,615	

Total Tuition and Mandatory Fees

	2018-19	% Incr	2019-20	% Incr	2020-21	% Incr	2021-22	% Incr	2022-23	% Incr
APSU	\$8,471	3.0%	\$8,627	1.8%	\$8,627	0%	\$8,761	1.55%	\$8,761	0%
ETSU	9,277	2.9%	9,491	2.3%	9,491	0%	9,674	1.93%	9,674	0%
MTSU	9,206	2.9%	9,424	2.4%	9,424	0%	9,593	1.79%	9,593	0%
TSU	8,007	3.0%	8,183	2.2%	8,183	0%	8,335	1.86%	8,335	0%
TN Tech ³	9,103	2.6%	9,318	2.4%	10,338	10.99%	10,522	1.78%	10,522	0%
UM ²	9,701	0.0%	9,936	2.4%	9,936	0%	10,056	1.21%	10,056	0%
UTC	8,664	0.0%	9,656	10.4%	9,656	0%	9,848	1.99%	9,848	0%
UTK ¹	13,006	0.03%	13,264	2.0%	13,264	0%	13,244	-0.15%	13,244	0%
UTM ¹	9,512	3.0%	9,748	2.5%	9,748	0%	9,912	1.68%	9,912	0%
UTS							10,200		10,200	0%
University Average	\$9,439		\$9,739		\$9,852		\$10,015		\$10,015	

¹ UT-Knoxville implemented 15/4 fee structure in 2013-14. UT-Martin implemented 15/4 fee structure in 2016-17. UT-Chattanooga implemented 15/4 fee structure in 2019-20.

Fees shown represent the rates for incoming freshmen in the UT system.

² University of Memphis implemented guaranteed tuition in 2019-20.

Fees shown for UM represent the rates for non-guaranteed tuition.

³TTU implemented 15/4 fee structure in 2020-21

Rate Per Term

	FY23 Actual	FY24 Proposed	\$ increase	% increase	Additional Revenue	Purpose of Funding
Undergrad Tuition @ 15 cr hr	\$3,861	\$3,975	\$114	2.95%	\$2,941,200	45% salary pool; faculty tenure and promotion funding; inflationary costs for university share of employee benefits, SGA Wellness request year 3 of 3, and other operational costs
*UG Returning O/S & International	\$9,591	\$9,591	\$0	0.0%		
*UG – GA, KY, NC, SC, VA	\$405	\$420	\$15	3.7%		
*UG – 44 other states	\$1905	\$1920	\$15	0.8%		
Graduate Tuition @ 12 cr hr	\$5,076	\$5,076	\$0	0.0%		
Grad Out-of-State @ 12 cr hr	\$7,560	\$7,560	\$0	0.0%		

*The Board approved an undergraduate out-of-state enrollment strategy at the September 2020 meeting for new students Fall 2021. All other out-of-state tuition has not increased since Fall 2018.

Undergraduate In-State Tuition and Mandatory Fee Request – Per Academic Year				
	2022-23		2023-24	
	Actual	Proposed	\$ Increase	% Increase
Undergrad Tuition @ 15 cr hr	\$7,722	\$7,950	\$228	2.95%
Mandatory Fees	\$1,952	\$2,000	\$48	2.45%
Total UG Tuition and Mandatory Fees	\$9,674	\$9,950	\$276	2.85%

It should be noted that all fee increases included in this item are contingent on the passage of the Governor’s budget and THEC approval of binding limits for tuition and fees.

MOTION: I move that the Board of Trustees recommend adoption of the following resolution by the Board of Trustees:

RESOLVED: The proposed tuition and mandatory fees for 2023-2024 are approved as presented in the meeting materials contingent on the approval of the Governor’s budget and THEC binding tuition limit.

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES

CONSENT AGENDA ITEMS

DATE: April 21, 2023
ITEM: Consent Agenda
RECOMMENDED ACTION: Approve
PRESENTED BY: Dr. Adam Green
Secretary

The Consent Agenda items presented to the Board of Trustees are routine in nature, noncontroversial, or have been approved by a board committee unanimously. The Board votes on all items by a single motion.

Full information about each item on the consent agenda is provided in the meeting materials. As stipulated in the Bylaws, any Trustee may remove an item from the consent agenda by notifying the Secretary prior to the meeting. Before calling for a motion to approve the consent agenda, the Chair or Vice Chair (or the applicable senior Trustee in their absence) shall announce any items that have been removed from the consent agenda and ask if there are other items to be removed.

Requests for clarification or other questions about an item on the consent agenda must be presented to the Secretary before the meeting. An item will not be removed from the consent agenda solely for clarification or other questions.

MOTION: I move for the adoption of the Consent Agenda.

RESOLVED: The Board of Trustees adopts the Consent Agenda as outlined in the meeting materials.

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES

ACTION ITEM

DATE: April 21, 2023

ITEM: Approval of the Minutes from February 17, 2023

COMMITTEE: Academic, Research, and Student Success Committee

RECOMMENDED ACTION: Approve

PRESENTED BY: Dr. Adam Green
Board Secretary

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.

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

MINUTES

February 17, 2023
Johnson City, Tennessee

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 Hagemeyer, 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. Hagemeyer 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. Hagemeyer 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. Hagemeyer 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. Hagemeyer 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.

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES

ACTION ITEM

DATE: April 21, 2023

ITEM: Approval of the Minutes from February 17, 2023 and
March 28, 2023

COMMITTEE: Finance and Administration Committee

RECOMMENDED ACTION: Approve

PRESENTED BY: Dr. Adam Green
Board Secretary

The minutes of the February 17, 2023 meeting and the March 28, 2023 special called meeting of the Finance and Administration 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 and the March 28, 2023 meetings of the Finance and Administration 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.

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES
FINANCE AND ADMINISTRATION COMMITTEE

MINUTES

February 17, 2023
Johnson City, Tennessee

The East Tennessee State University Board of Trustees' Finance and Administration Committee met on Friday, February 17, 2023, at 9:50 a.m. in the East Tennessee Room of the D.P. Culp Student Center.

I. Call to Order

Committee Chair Steve DeCarlo called the meeting to order at 9:50 a.m.

II. Roll Call

Board Secretary Dr. Adam Green conducted the roll call.

Committee members attending were:

Committee Chair Steve DeCarlo
Trustee Charles Allen
Trustee Allen Archer
Trustee Dorothy Grisham
Trustee Dr. Linda Latimer
Trustee Dr. Lisa Piercey
Trustee Ron Ramsey

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

Other Trustees who attended the committee meeting included: Melissa Steagall-Jones and Dr. Virginia Foley

III. Approval of the Committee Minutes from November 18, 2022

The minutes from the November 18, 2022, meeting of the Finance and Administration Committee were approved as submitted with Trustee Dorothy Grisham making the motion and Trustee Dr. Lisa Piercey seconding the motion. The motion passed unanimously.

IV. Action Item: Approval of College of Medicine and College of Pharmacy FY24 Tuition

Michel Beaver, Associate Vice President for Tax and Revenue Services, summarized proposed changes in tuition for the Quillen College of Medicine for FY24. She reminded the committee that the M4 tuition rate for fiscal year 2023-24 was approved at the April 2022 Board of Trustees meeting with the restructuring of tuition and curriculum. Beaver indicated that Quillen is implementing an accelerated track program that students can complete in three years. The college is proposing that students in the program pay 1.15 times the traditional student tuition rate in their M2 and M3 years.

Ms. Beaver informed the committee that the Gatton College of Pharmacy is not requesting a change in tuition and will rely on continued savings from retirement incentives and college reserves to balance its budget. Beaver added that the university continues to seek state support for the College of Pharmacy, which operates like a private college and is fully funded through student fees and philanthropic donations.

Trustee Allen made a motion that these tuition proposals be approved. Trustee Grisham seconded the motion. It passed unanimously.

V. Action Item: Approval of Housing and Meal Plans for FY24

Ms. Beaver reported that ETSU's Department of Housing and Residence Life is requesting an increase from 5.28 to 5.63 percent for the next year to support inflationary costs of utilities, custodial, and personnel services reminding the committee that there was no increase in housing rates for the current fiscal year. Even with that increase, ETSU's rates will remain far below those of most public universities.

President Noland noted that ETSU may be the only housing entity in Johnson City that did not raise rates during 2022 and that the proposed increases partially cover inflationary costs for the upcoming year.

Trustee DeCarlo asked if ETSU conducts an analysis of off-campus rates. Dr. Joe Sherlin, Vice President for Student Life and Enrollment, responded that the university does review the local market, particularly apartments, and that we are competitive.

Ms. Beaver presented information on proposed rates for university meal plans for the 2023-24 academic year. She reported that the university is requesting a 3.13 percent (or \$55 per term) increase in the Silver meal plan, with similar increases in other plans. ETSU's payments to the food service vendor, Sodexo, are increasing by almost 8.5 percent, through the terms of our contract. President Noland indicated that the university is currently subsidizing the difference in order to avoid passing an 8.5 percent increase on to students.

Ms. Beaver added that ETSU is currently second lowest in per meal cost among the state's public universities.

Trustee Ramsey made a motion to approve the housing and meal plan increases as presented. Trustee Piercey seconded the motion. It passed unanimously.

VI. Discussion of Comparative Tuition and Mandatory Fees for Tennessee Public Universities

Ms. Beaver reminded the committee that there were no tuition and mandatory fee increases for the current year per the policy guidance provided by THEC. She reviewed tuition and fee totals from all the state's public universities, and this data shows that ETSU continues to be an affordable option in the state, with ETSU fees remaining below the state average.

Trustee DeCarlo asked about the amount of surveying ETSU conducts among incoming students on price and location. Dr. Sherlin answered that students are surveyed regularly, and that cost of attendance is the lead indicator. He reiterated that affordability is especially important for ETSU students.

VII. Discussion of Preliminary Tuition and Mandatory Fees for FY24 Budget Development

Ms. Beaver reported that the Tennessee Higher Education Commission has proposed a zero to three percent increase in tuition and mandatory fees for in-state undergraduate students. For budget development purposes, ETSU is proposing a 2.95 percent (or \$114 per term) increase in tuition to help fund the salary pool and the Student Government Association's wellness initiative. Staff is also proposing a 2.45 percent increase in mandatory fees for budget development purposes. These funds would be directed toward student-focused activities.

Discussion ensued about the problems created by the THEC cap on fee increases, particularly as it relates to ETSU's ability to fund the university's portion of faculty and staff salary improvements. President Noland pointed out that ETSU's fee increases come in below the THEC cap, but that the cap does not allow the university to fully cover the costs of the prescribed salary increase match.

VIII. Discussion of Proposed Salary Pool for FY24 Budget Development

Margaret Pate, Senior Associate Vice President for Budget and Financial Planning, reported that ETSU could receive \$4.4 million in salary improvement money from the state if the governor's proposed budget is approved. The governor's budget proposes an increase in the salary pool of five percent. Pools are funded at the level of 55 percent by the state and 45 percent by the institution. The cost to the main campus for fully funding

the pool would be \$3.6 million. That money would have to come through tuition increases, enrollment growth, or reallocation of other expenditures or appropriation dollars. She said that since funding for the salary pool is dependent on student enrollment, any salary adjustments approved by the Board of Trustees would be implemented in November 2023. Ms. Pate added that the College of Medicine and Family Medicine have \$4 million in salary improvement funding earmarked in the governor's budget.

IX. Quarterly Financial Update

As part of the quarterly financial update, Ms. Pate presented a series of tables found in the meeting materials and indicated that changes in revenues reflect increased state appropriations for the year, a special \$19 million appropriation for the new Oracle Enterprise Resource Planning system, and income from the Higher Education Emergency Relief Act. Changes in expenditures reflect salary increases implemented in November, inflationary factors affecting operations, and campus activities returning to normal after the pandemic.

Discussion centered around the Oracle Enterprise Resource Planning system. President Noland pointed out that all public universities in Tennessee will be transitioning to the new system and that ETSU is the first to undergo that transition. The Oracle system will replace Banner, which, President Noland said, is technology the university has employed for almost 20 years.

X. Other Business

There was no other business to come before the committee.

XI. Adjournment

The meeting was adjourned by Trustee DeCarlo.

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES
FINANCE AND ADMINISTRATION COMMITTEE
CALLED MEETING

MINUTES

March 28, 2023
Johnson City, Tennessee

The East Tennessee State University Board of Trustees' Finance and Administration Committee conducted a called meeting on Tuesday, March 28, 2023, in the President's Conference Room in Burgin E. Dossett Hall on the ETSU campus.

I. Call to Order

Committee Chair Steve DeCarlo called the meeting to order at 11:06 a.m.

II. Roll Call

Given that Trustees participated remotely by electronic means, Board Secretary Dr. Adam Green began the meeting in accordance with Tennessee Code 8-44-108, section (c) (3). Dr. Green asked each committee member if they could clearly hear the proceedings and if anyone else was present in the room. Chair DeCarlo and Trustees Charles Allen, Allen Archer, Dr. Linda Latimer, and Ron Ramsey all indicated that they were able to hear the proceedings and that no other persons were in the room with them.

Dr. Green then reported to Chair DeCarlo that he did not detect a physical quorum present but that a quorum did exist by the inclusion of those members participating by electronic means. In accordance with Tennessee Code 8-44-108, section (b) (2), Dr. Green offered up to the committee the following circumstances which would necessitate the holding of such a meeting:

- It is necessary for the Finance and Administration Committee of the Board to review and approve tuition and fees, the proposed salary pool for Fiscal Year 2024, and to review the budget proposal for 2023-24 prior to the full Board of Trustees meeting on April 21.
- The prompt necessity of this committee's meeting did not provide adequate time for this committee's membership to make necessary arrangements to be physically present for a quorum.

For these reasons, Dr. Green contended that participation by a quorum of the committee members by electronic or other means of communication is necessary. Consequently, Dr. Green asked that a motion be made and a roll call vote be taken for a determination on the necessity of holding the meeting. He indicated that an affirmative vote would signify that a necessity does exist for the meeting to proceed, adding that a dissenting vote would signify that a necessity does not exist for the meeting to continue.

Trustee Ramsey made a motion that the necessity does exist to have the meeting. Trustee Allen seconded the motion. The motion passed unanimously.

Dr. Green then informed Chair DeCarlo that in addition to the committee members present, Trustees Janet Ayers, Dr. Virginia Foley, and Melissa Steagall-Jones were participating in the meeting.

III. Action Item: Approval of Proposed Salary Pool for FY24 for Budget Development

Christy Graham, ETSU's Chief Financial Officer and Vice President for Business and Finance, began by thanking the board and staff for the opportunity to serve ETSU, as this was her first presentation before the Board in her role as CFO. Vice President Graham provided an overview of the proposals within the state budget, noting that Tennessee Governor Bill Lee's budget proposal includes an appropriation for a 5 percent salary pool for higher education and other state entities for fiscal year 2024. She added that the state historically funds 55 percent of the main campus salary pool, and that the institution must come up with the remaining 45 percent. The amount of money needed to fully fund the pool would be approximately \$8 million, meaning that the state portion would come to \$4.4 million and ETSU's portion would equate to \$3.6 million. With the uncertainty of fall enrollment, management is recommending that the salary pool be included in the budget but that implementation be delayed until November, as was the case in the current fiscal year. Staff will also be looking at how the salary increases will be distributed. In response to a question, Ms. Graham indicated that enrollment for the fall is projected to be flat.

Trustee Ramsey moved that the proposed salary pool be approved as presented. Trustee Latimer seconded the motion. The motion passed unanimously.

IV. Action Item: Approval of Proposed Tuition/Mandatory Fees for FY24 for Budget Development

Vice President Graham reported to the committee that the university is proposing a 2.85% increase in total tuition and mandatory fees for all classes of undergraduate and graduate students on the main ETSU campus. That total includes a 2.95 percent increase in tuition and a 2.45% increase in mandatory fees. For full-time undergraduate students, the total increase would be \$276 for the year. Ms. Graham reviewed tuition and fee increases for the past five years, pointing out that in two of those years, ETSU instituted

no increases at all. She said that an increase of undergraduate tuition and fees to \$9,950 still shows that we are under last year's average of state universities. In summary, she said that ETSU remains an affordable option for public education in the state of Tennessee.

Trustee Ramsey moved that the proposed fee increases be approved as presented. Trustee Allen seconded the motion. It passed unanimously.

V. Discussion of Spring Estimated and July Proposed Budgets

Ms. Graham presented a broad overview of ETSU's various budget components: the main campus, the College of Medicine, Family Medicine, and the College of Pharmacy. The budgets presented to the committee were preliminary in nature and will be discussed in greater detail during the April meeting of the Board of Trustees. Ms. Graham told the committee that the largest considerations in the July budget are salaries and tuition, as well as state appropriations. These are also the items that will not be officially set until the governor's budget is approved and the Tennessee Higher Education Commission sets the binding tuition rates in late spring. Ms. Graham again referenced the fact that, for the main campus, state appropriations fund approximately 55 percent of the salary pool. Included in the proposed budget is the 5 percent salary increase and related increases in benefits and the proposed tuition and fee increases approved by the committee.

Ms. Graham highlighted a \$22.4 million increase in main campus revenue from last July to this July, which includes increases in tuition and state appropriations, as well as interest earnings. Increases in expenses include salary increases and benefits as well as increased costs of utilities and the final year of the Student Government Association wellness initiative. Ms. Graham reported that the budget is balanced and within available resources. A pie chart categorizing main campus expenditures for FY23-24 shows that 40 percent of the \$299 million budget is devoted to instruction.

Within the College of Medicine budget, Ms. Graham noted that revenue has increased based on the fee increase approved in February and on increased state appropriations. Here as well, the primary expense is instruction.

Ms. Graham noted a slight increase in revenue in the Family Medicine budget. The increase in expenses is due primarily to salaries, but there has been a reduction in the position count. The primary expense in this budget is also instruction.

The College of Pharmacy budget shows a decrease in revenue due to enrollment, and a corresponding decrease in expenses. The number of positions has been reduced by two. Ms. Graham noted that President Noland continues to work diligently to obtain state appropriations for the College of Pharmacy.

VI. Other Business

President Noland stressed that the budgets just described and presented are preliminary. Presenting them to the committee in the spring semester is aligned with the Board's goal to communicate information to students and parents about costs for the upcoming fall semester before students go home for the summer.

Dr. Noland underscored the fact that budgets are balanced. He said that the bulk of new revenue is going toward salaries. He pointed out that the salary increases under consideration would constitute the largest salary enhancement provided to the campus in decades. Since the proposed salary increases would not be fully funded by state appropriations and the proposed tuition increase, the university will have to look to efficiencies to cover a difference of some \$2 million. He said that ETSU will continue to be a wise steward of resources.

VII. Adjournment

There being no other business to come before the committee, Trustee Ramsey motioned for adjournment, and Trustee Latimer seconded the motion. The meeting adjourned at 11:25 a.m.

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES

ACTION ITEM

DATE: April 21, 2023

ITEM: Approval of the Minutes of February 17, 2023

COMMITTEE: Audit Committee

RECOMMENDED ACTION: Approve

PRESENTED BY: Rebecca A. Lewis, CPA
Chief Audit Executive

The minutes of the February 17, 2023 meeting of the Audit 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 Audit 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.

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES
AUDIT COMMITTEE

MINUTES

February 17, 2023
Johnson City, Tennessee

The East Tennessee State University Board of Trustees' Audit Committee met on Friday, February 17, 2023, at 11:00 a.m. in the East Tennessee Room of the D.P. Culp Student Center.

I. Call to Order

Committee Chair Melissa Steagall-Jones called the meeting to order at 11:00 a.m.

II. Roll Call

Board Secretary Dr. Adam Green conducted the roll call.

Committee members attending were:

Committee Chair Melissa Steagall-Jones
Trustee Dorothy Grisham
Trustee Dr. Linda Latimer
Trustee Ron Ramsey

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

Other Trustees who attended the committee meeting included: Dr. Lisa Piercey, Dr. Virginia Foley, Allen Archer, Charles Allen, and Steve DeCarlo.

III. Approval of the Committee Minutes from November 18, 2022

The minutes from the November 18, 2022, meeting of the Audit Committee were approved as submitted with Trustee Ron Ramsey making the motion and Trustee Dorothy Grisham seconding the motion. The motion passed unanimously.

IV. Action Item: Revisions to the FY 2022-2023 Audit Plan

Ms. Becky Lewis, Chief Audit Executive, provided a listing of additions to the fiscal year 2022-2023 audit plan since the last meeting of the Board of Trustees. Those additions were:

- FWA 23-04: Internal Audit received a possible fraud, waste, or abuse concern. This will be investigated by Internal Audit and/or assigned to the appropriate authority.
- FWA 23-05: Internal Audit received a possible fraud, waste, or abuse concern. This will be investigated by Internal Audit and/or assigned to the appropriate authority.
- Tennessee Tech Quality Assurance Peer Review: Martha Winegar, Associate Director of Internal Audit, was selected as a peer review team member for TTU.

Trustee Latimer made a motion that the revisions to the plan be adopted as presented. Trustee Grisham seconded the motion. It passed unanimously.

V. Audits and Investigations Performed November 2022 through January 2023

Ms. Lewis told the committee that three reports were issued from November 2022 to January 2023. This includes one audit and two investigations.

- An executive-level audit of the Chief Financial Officer in Athletics was conducted. At the request of the President, at least one executive-level employee is audited annually. Operational and travel expenditures under the CFO's direct control were reviewed, as well as all payments made directly to the CFO. Based on the testwork performed, expenditures complied with applicable policies in all material respects.
- An investigation was completed related to a loss that occurred in the Athletic Ticket Office. A total of \$2,000 was stolen. Public Safety identified a suspect and is handling the criminal aspect of the case. This individual is not an employee of the university. Both Internal Audit and Public Safety identified control weaknesses. Based on the recommendations, Athletics has strengthened controls to help prevent a future loss from occurring.
- Internal Audit also conducted a review related to the employees and any personal use of flu tests at the College of Nursing-managed practice sites. The audit revealed that procedures related to flu testing for staff and/or family members were inconsistent. It appears that self-administering flu tests by employees without documentation, billing, or reimbursement has occurred. Management will be implementing new policies and procedures to help ensure compliance and consistency.

VI. Recommendation Log Status as of January 31, 2023

Included in the Audit Committee material was the recommendation log, which shows the status of prior audit report recommendations. Since the last Audit Committee meeting, a follow-up review has not been completed.

VII. Annual Public Safety and Clery Report Update

ETSU's Director of Public Safety, Chief Cesar Gracia, presented an overview of ETSU's 2022 Annual Security and Fire Safety Report, which is published in accordance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. Chief Gracia pointed out that ETSU is required to report not only all crimes on campus but also those within the definition specified in the Clery Act, which encompasses any area within a one-mile geographic circumference of the campus. He noted that crime statistics on campus have largely remained the same, as outlined in the report. In relation to off-campus crimes, he pointed to a recent homicide at Monarch Apartments, which will be reflected in next year's report.

Chief Gracia commented that this is a challenging time for law enforcement, and he stressed the increasing importance of mental health for officers and the communities they serve. Finally, Chief Gracia announced a "see something, say something" campaign that will get underway in the fall as a means to aid crime prevention on campus.

Jeff Blanton from the Office of Administration reviewed a list of recent accomplishments in the area of faculty and staff training. He highlighted the fact that 2,628 faculty, staff, and students have been trained recently in subjects such as active shooter/emergency response, infrastructure protection, crisis management, and civil rights. That number represents a 300 percent increase over FY22. In addition, 1,788 training hours have been received in de-escalation, mental illness, community engagement, use of force, and ALERRT, which stands for Advanced Law Enforcement Rapid Response Training. A total of 15 safety assessments of campus buildings have been conducted, and ETSU is an active participant in the Regional Active Shooter Response Group, which involves every law enforcement agency in the Washington County area, plus fire departments, EMS, and school boards. Other major initiatives forthcoming are an on-campus training exercise with internal and external partners and a partnership with Student Life for student awareness related to Delta 8/9 and other THC derivatives.

Discussion then took place about the issue of building access on campus. President Noland commented on the challenges presented by the fact that ETSU is an open campus, where anyone can be here at any time of day or night. He expressed thanks to Mr. Ross, Chief Gracia, and Mr. Blanton for doing their jobs so well in a complex environment. He summarized the presentation by saying that in threat assessment, preparation, readiness, and professionalism, ETSU is markedly different than it was five years ago.

VIII. Other Business

There was no other business to come before the committee.

IX. Executive Session to Discuss Active Audits and Enterprise Risk Management

The committee then adjourned to discuss active audits and enterprise risk management.

X. Adjournment

The meeting was adjourned at the conclusion of the Executive Session.

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES

ACTION ITEM

DATE: April 21, 2023

ITEM: Promotion and Tenure of Faculty Members

RECOMMENDATION: Approve

COMMITTEE: Academic, Research, and Student Success

PRESENTED BY: Dr. Kimberly D. McCorkle
Provost and Senior Vice President for Academics

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.



**East Tennessee State University
Office of the President**

Box 70734 • Johnson City, Tennessee 37614-1710 • (423) 439-4211 • Fax: (423) 439-4004

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)

College/Faculty Name	Department	Rank ¹	Tenure Location ²	
Arts and Sciences				
	Andrade, Roy	Appalachian Studies	Professor	
	<i>Arnold, Junko</i>	<i>Literature & Language</i>	<i>Master Lect</i>	
	Bidgood, Lee	Appalachian Studies	Professor	
	Bright, Candace	Sociology & Anthropology	Associate	Sociology & Anthropology
PT	Chroust, Alyson	Psychology	Associate	Psychology
	Ernenwein, Eileen	Geosciences	Associate	
	<i>Flanary, Adriane</i>	<i>Communication & Performance</i>	<i>Master Lect</i>	
	Glennon, Colin	Political Sc, Intl Affairs, Public Adm	Professor	
	Henson, Gary	Physics & Astronomy	Professor	
	McCusker, Catherine	Chemistry	Associate	Chemistry
	<i>Negrisanu, Raluca</i>	<i>Literature & Language</i>	<i>Master Lect</i>	
	<i>Smith, Karen</i>	<i>Music</i>	<i>Master Lect</i>	
	<i>Sproles, Jamie</i>	<i>Communication & Performance</i>	<i>Master Lect</i>	
	<i>Storie, Melanie</i>	<i>History</i>	<i>Master Lect</i>	
	Wessels, Chelsea	Literature & Language	Associate	Literature & Language
Business and Technology				
	Afrin, Samia	Engineering, Engin Tech, Surveying		Engineering, Engin Tech, Surveying
	Khan, Mohammad	Computing	Associate	Computing
	Kim, Sookhyun	Management & Marketing	Professor	
Clemmer College				
	Atiles, Julia	Early Childhood Education	Professor	Early Childhood Education
PT	Channing, Jill	Educ Leadership & Policy Analysis	Associate	Educ Leadership & Policy Analysis
	Davis, Thomas	Sport, Exercise, Rec, & Kinesiology	Associate	
	Facun-Granadozo, Ruth	Early Childhood Education	Associate	
	Fisher, Stacey	Curriculum & Instruction	Professor	
P	Lange, Alissa	Early Childhood Education	Professor	
	Ledbetter, Jennifer	University School		University School
	Reis, Lisa	University School		University School
	Robinson, Megan	University School		University School
	Sims, April	University School		University School
	Swindle, Elbert Jean	Educ Foundations & Special Educ	Associate	Educ Foundations & Special Educ
PT	Ward, Natalia	Curriculum & Instruction	Associate	Curriculum & Instruction
Clinical and Rehabilitative Health Sciences				
	Bourassa, Allison	Rehabilitative Sciences	Associate	
	Boynewicz, Kara	Rehabilitative Sciences	Associate	Rehabilitative Sciences
	Bramlette, Shannon	Audiology & Speech Lang Pathology	Associate	
	Burford, Michael	Social Work	Associate	Social Work
	Mullins, Mary	Social Work	Professor	
	Tate, Jeremiah	Rehabilitative Sciences		Rehabilitative Sciences
	Thibeault, Deborah	Social Work		Social Work
Graduate and Continuing Studies				
	Fox-Horton, Julie	Cross-Disciplinary Studies	Associate	Cross-Disciplinary Studies
Library				
A	<i>Jones, Elizabeth Blair</i>	<i>Library Administration</i>	<i>Associate</i>	<i>Library Administration</i>
	Sergiadis, Ashley	Library Administration	Associate	Library Administration
	Young, Jennifer	Library Administration	Associate	Library Administration

Tenure and Promotion Recommendations for 2023-2024

(those in italics are information items)

College/Faculty Name	Department	Rank ¹	Tenure Location ²
Medicine			
Blankenship, Stephen	Medical Education	Professor	
Gass, Justin	Biomedical Sciences		Biomedical Sciences
Gibson, Jennifer	Pediatrics	Professor	
Hall, Jennifer	Biomedical Sciences	Associate	Biomedical Sciences
Isaza, Luis	Psychiatry & Behavioral Sciences	Associate	
Jia, Cuihong	Biomedical Sciences	Associate	Biomedical Sciences
Johnson, Kiana	Pediatrics		Pediatrics
Tolliver, Robert	Pediatrics	Associate	
Youssef, Dima	Internal Medicine	Professor	
Nursing			
Carnevale, Teresa	Nursing Graduate Programs	Associate	Nursing Graduate Programs
Haddad, Lisa	Nursing Graduate Programs	Associate	
A Wei, Holly	<i>Nursing Graduate Programs</i>	<i>Professor</i>	<i>Nursing Graduate Programs</i>
Pharmacy			
Hagemeier, Nicholas	Pharmacy Practice	Professor	
Public Health			
A Alali, Walid	<i>Biostatistics & Epidemiology</i>	<i>Associate</i>	<i>Biostatistics & Epidemiology</i>
T Smith, Michael G	Health Services Management & Policy	Associate	Health Services Management & Policy

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

Attachment B

ETSU 2022-2023 Faculty by Rank						
College	Faculty Rank					
	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Grand Total
College of Arts and Sciences	93	65	47	3	34	242
College of Business and Technology	27	28	19	4	15	93
Clemmer College	23	23	23	43	4	116
College of Clinical and Rehabilitative Health Sciences	13	17	30			60
College of Nursing	5	13	25	32	1	76
College of Public Health	10	18	20	4	6	58
College of Graduate and Continuing Studies	1	1	2			4
Gatton College of Pharmacy	6	10	6	1		23
Quillen College of Medicine	72	47	82	4		205
University Libraries	1	4	5			10
Grand Total	251	226	259	91	60	887

ETSU 2022-2023 Faculty by Tenure Status								
College	Tenure Status							Grand Total
	Tenure	On Tenure Track	Research Track	Clinical Track	Coordinator	Ineligible	Term Contract	
College of Arts and Sciences	160	40		1		41		242
College of Business and Tech	48	19		3		23		93
Clemmer College	71	32		5		8		116
College of Clinical and Rehabilitative Health Sciences	24	15		21				60
College of Nursing	17	13		26		20		76
College of Public Health	25	9	11	7	2	4		58
College of Graduate and Continuing Studies	2	2						4
Gatton College of Pharmacy	3	3		16		1		23
Quillen College of Medicine	56	10	17	120		1	1	205
University Libraries	5	2		3				10
Grand Total	411	145	28	202	2	98	1	887

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.

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES

ACTION ITEM

DATE: April 21, 2023

ITEM: Approval of Spring Estimated and July Proposed Budgets

COMMITTEE: Finance and Administration Committee

RECOMMENDED ACTION: Approve

PRESENTED BY: Christy Graham
Chief Financial Officer and
Vice President of Business and Finance

In compliance with Tennessee Code Annotated 49-8-203 (a) (1) (C) ETSU's Budget Control policy requires three budgets be prepared each year and submitted to the Board of Trustees for approval. The university prepares budgets for the one formula funded unit (Main Campus), two specialized units (College of Medicine and Family Medicine) and one self-funded unit (College of Pharmacy). The three components for each budget are as follows:

1. The proposed budget to fund the fiscal year beginning July 1;
2. The revised fall budget that is prepared after the fall enrollment cycle and financial statement preparation for the prior fiscal year; and
3. The estimated spring budget that is submitted at the same time as the proposed budget for the next fiscal year.

The Board will consider the 2022-23 spring estimated budgets and the July 2023-24 proposed budgets for the one formula funded unit, two specialized units and one self-funded unit. In meetings held during the last year, the Board approved the 2022-23 July proposed and October revised budgets. The proposed budgets for the new fiscal year are based on the estimates for revenue and expenditures known at the time the budget is prepared. Details of these budgets are outlined below.

MOTION: I move that the Finance and Administration Committee recommend adoption of the following resolution by the Board of Trustees:

RESOLVED: The estimated Spring 2022-23 and proposed July 2023-24 budgets that incorporate the previously approved salary pool by the committee are approved as presented in the meeting materials contingent on the approval of the Governor's budget and THEC binding tuition limit.

Main Campus Budget

	Actual 21-22	Orig. 2022-23	Oct. Revised	Est. Spring	July Proposed	F23 to F24
Revenue	\$267,701,640	\$276,650,300	\$283,651,600	\$309,870,900	\$299,092,200	\$22,441,900
Expenditures and Transfers						
Instruction	\$102,953,064	\$113,653,400	\$131,197,100	\$132,534,100	\$120,293,000	\$6,639,600
Research	3,329,497	5,290,900	9,953,600	10,284,100	6,154,900	864,000
Public Service	2,790,112	3,190,600	4,482,200	5,103,300	3,969,300	778,700
Academic Support	22,137,645	24,881,500	30,636,900	30,960,600	26,561,000	1,679,500
Student Services	25,423,013	26,210,900	29,561,300	30,426,200	30,407,900	4,197,000
Institutional Support	22,586,451	19,267,000	29,273,200	53,942,400	20,815,400	1,548,400
Facilities	19,671,648	19,354,000	20,373,800	21,638,000	21,335,300	1,981,300
Scholarships	30,457,781	29,994,400	29,811,900	29,453,300	30,221,800	227,400
Total before transfers	\$229,349,211	\$241,842,700	\$285,290,000	\$314,342,000	\$259,758,600	\$17,915,900
Debt Service	5,844,368	5,658,600	6,193,900	6,193,900	6,101,600	443,000
Non-Mandatory Transfers	(4,636,517)	2,972,500	3,160,500	(453,600)	3,017,500	45,000
Auxiliaries Exp & Tnfrs	25,572,161	25,926,000	28,631,700	28,731,600	30,034,800	4,108,800
Total	\$256,129,223	\$276,399,800	\$323,276,100	\$348,813,900	\$298,912,500	\$22,512,700

FT Unrestricted and Auxiliary Positions	Orig. 22-23	Oct. Revised	July Proposed	F23 to F24
Faculty	730	726	727	(3)
Administration	38	37	37	(1)
Maint/Tech/Support	467	460	460	(7)
Professional Support	551	561	570	19
Sub Total	1,786	1,784	1,794	8
Auxiliaries	45	44	45	-
Total	1,831	1,828	1,839	8

Quillen College of Medicine Budget

	Actual 21-22	Orig. 22-23	Oct. Revised	Est. Spring	July Proposed	F23 to F24
Revenue	\$67,535,014	\$73,117,500	\$73,737,200	\$76,105,100	\$80,579,500	\$7,462,000
Expenditures and Transfers						
Instruction	\$36,901,487	\$47,647,400	\$57,168,800	\$59,838,200	\$64,668,000	\$17,020,600
Research	3,151,176	7,350,900	4,185,700	3,592,900	4,908,300	(2,442,600)
Academic Support	6,949,023	9,277,700	9,759,800	9,894,000	9,867,200	589,500
Student Services	1,809,899	2,488,700	3,306,500	3,302,700	3,618,600	1,129,900
Institutional Support	3,452,723	3,935,700	4,368,500	4,339,200	3,962,800	27,100
Facilities	5,215,527	7,164,600	7,582,200	7,606,400	7,400,300	235,700
Scholarships	260,000	260,000	260,000	260,000	260,000	-
Total before transfers	57,739,835	78,125,000	86,631,500	88,833,400	94,685,200	16,560,200
Debt Service	95,407	105,900	105,900	105,900	106,000	100
Non-Mandatory Transfers	6,265,115	(5,213,200)	(11,340,400)	(11,174,700)	(14,311,400)	(9,098,200)
Total	\$64,100,357	\$73,017,700	\$75,397,000	\$77,764,600	\$80,479,800	\$7,462,100
FT Unrestricted and Auxiliary Positions						
		Orig. 22-23	Oct. Revised		July Proposed	F23 to F24
Faculty		161	163		169	8
Administration		6	5		5	(1)
Maint/Tech/Support		108	108		110	2
Professional Support		96	95		98	2
Total		371	371		382	11

Family Medicine Budget

	Actual 21-22	Orig. 22-23	Oct. Revised	Est. Spring	July Proposed	F23 to F24
Revenue	19,596,819	18,526,700	19,368,500	19,613,500	19,802,700	1,276,000
Expenditures and Transfers						
Instruction	\$12,856,016	\$12,651,200	\$13,790,400	\$14,143,900	\$14,187,400	\$1,536,200
Research	134,414	287,500	263,700	158,700	312,100	24,600
Academic Support	3,476,060	3,902,400	3,989,800	3,820,500	3,914,100	11,700
Institutional Support	1,476,966	1,663,400	1,648,600	1,469,100	1,691,200	27,800
Facilities	387,633	405,000	657,900	697,900	487,500	82,500
Total before transfers	\$18,331,089	\$18,909,500	\$20,350,400	\$20,290,100	\$20,592,300	\$1,682,800
Non-Mandatory transfers	1,183,000	(372,700)	(856,100)	(443,100)	(793,200)	420,500
Total	\$19,514,089	\$18,536,800	\$19,494,300	\$19,847,000	\$19,799,100	\$2,103,300

FT Unrestricted and Auxiliary Positions	Orig. 22-23	Oct. Revised	July Proposed	F23 to F24
Faculty	32	30	31	(1)
Administration	-	-	-	-
Maint/Tech/Support	52	51	51	(1)
Professional Support	30	31	31	1
Total	114	112	113	(1)

Gatton College of Pharmacy Budget

	Actual 21-22	Orig. 22-23	Oct. Revised	Est. Spring	July Proposed	F23 to F24
Revenue	\$10,624,894	\$8,286,500	\$8,447,100	\$8,215,400	\$7,909,100	(377,400)
Expenditures and Transfers						
Instruction	\$5,575,416	\$5,782,400	\$6,421,800	\$6,107,600	\$4,316,500	(1,465,900)
Research	123,827	99,800	461,500	470,400	57,000	(42,800)
Public Service	-	-	470,000	470,100	470,000	470,000
Academic Support	1,361,854	1,466,100	1,567,500	1,603,900	1,579,700	113,600
Student Services	559,468	663,300	841,000	819,600	887,400	224,100
Institutional Support	509,084	515,400	548,600	594,800	537,800	22,400
Facilities	396,872	343,400	446,700	458,800	403,600	60,200
Scholarships	185,372	13,000	-	500	13,000	-
Total before transfers	\$8,711,893	\$8,883,400	\$10,757,100	\$10,525,700	\$8,265,000	(\$618,400)
Debt Service	675,123	672,900	673,100	673,100	671,400	(1,500)
Non-Mandatory Transfers	849,956	(1,269,800)	(498,800)	(498,800)	(1,027,300)	242,500
Total	\$10,236,972	\$8,286,500	\$10,931,400	\$10,700,000	\$7,909,100	(377,400)

FT Unrestricted and Auxiliary Positions	Orig. 20-21	Oct. Revised	July Proposed	F21 to F22
Faculty	30	29	29	(1)
Administration	2	1	1	(1)
Maint/Tech/Support	12	12	12	-
Professional Support	12	12	12	-
Total	56	54	54	(2)

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES

ACTION ITEM

DATE: April 21, 2023

ITEM: Capital Budget Submittals and Disclosures

COMMITTEE: Finance and Administration Committee

RECOMMENDED ACTION: Approve

PRESENTED BY: Jeremy Ross
Chief Operating Officer

The overall goal of facilities planning for the Tennessee Higher Education Commission (THEC) is to provide physical facilities that enable institutions to provide a quality educational atmosphere that fulfills their role and mission. This goal is accomplished through annual recommendations for the funding of projects in capital outlay and capital maintenance, as follows:

Capital outlay projects utilize state funding in whole or in part. They include new facilities or additions required by enrollment or significant changes in programmatic requirements; major renovations that change the function, use, or capacity of existing space; major expansions or conversion of central energy plants; and major renovation projects that upgrade or appreciably extend the life of an existing facility. Capital maintenance projects recommended annually provide a multi-year commitment to protect the integrity of the building structures or bring the equipment or systems in the buildings into compliance with current federal, state, and local standards.

Below is a list of ETSU's capital projects and priorities for fiscal year 2023-2024:

Capital Outlay - \$45,900,000 – Submitted 08/24/2022

1. Brown Hall Renovation Phase II – \$45,900,000

Capital Demolition - \$225,000 – Submitted 07/28/2022

1. Demolition of Powerhouse Chimney and Support Structure – \$225,000

***Capital Maintenance - \$16,070,000 – Submitted 07/28/2022**

1. Multiple Buildings Roof Replacements Phase I – \$650,000
2. Multiple Buildings Roof Replacements Phase II – \$3,150,000
3. Safety Lighting and Fire Alarm System Replacements Phase I – \$1,600,000
4. Multiple Buildings HVAC Repairs Phase I – \$3,090,000

5. Valleybrook Sewer – \$1,000,000
6. Multiple Buildings Electrical Repair and Replacement Phase I – \$3,080,000
7. Multiple Buildings Elevator Repair and Upgrades Phase I – \$2,500,000
8. Code and Accessibility Upgrades – \$1,000,000

**NOTE: Due to emerging and immediate HVAC needs, ETSU has requested that Priority #4 replace Priorities #1 and #2.*

Capital Disclosures - \$95,650,000 – Submitted 07/28/2022

1. Residence Hall – \$40,000,000
2. Parking Garage – \$55,000,000
3. Campus Wide Paving and Repair – \$300,000
4. Millennium Center Parking Garage Elevator Upgrades – \$350,000

MOTION: I move that the Board of Trustees adopt the following resolution, approving the submission of the capital outlay, capital maintenance, and disclosed projects, as presented in committee to the Tennessee Higher Education Commission.

RESOLVED: Upon the recommendation of the Finance and Administration Committee, the Board of Trustees approves the university’s submission of the capital outlay, capital maintenance, and disclosed projects to the Tennessee Higher Education Commission.

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES

ACTION ITEM

DATE: April 21, 2023
ITEM: Revisions to the FY 2022-2023 Audit Plan
COMMITTEE: Audit Committee
RECOMMENDED ACTION: Approve
PRESENTED BY: Rebecca A. Lewis, CPA
Chief Audit Executive

Ms. Lewis will provide a listing of additions and deletions to the fiscal year 2022-2023 audit plan since the last meeting. These items are as follows:

Additions

FWA 23-05 – Internal Audit received a possible fraud, waste, or abuse concern. This will be investigated by audit and/or assigned to the appropriate authority.

Deletions

None

MOTION: I move that the Audit Committee recommend adoption of the following resolution by the Board of Trustees:

RESOLVED: The revisions to the Audit Plan for 2022-2023 are approved as presented in the meeting materials.

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES

ACTION ITEM

DATE: April 21, 2023
ITEM: President Emeritus Contract for Dr. Stanton
RECOMMENDED ACTION: Approve
PRESENTED BY: Dr. Adam Green
Board Secretary

In accordance with guidelines for President Emeritus employment, forms have been completed by Dr. Stanton and reviewed by President Noland, certifying work performed during the 2022-23 fiscal year and the minimum number of hours performing the work. State law requires Board of Trustee approval for renewal of this President Emeritus contract. The certification for the 2022-23 fiscal year are included in the meeting materials for Dr. Paul E. Stanton, Jr.

MOTION: I move the following resolution by the Board of Trustees.

RESOLUTION: The Board of Trustees approves the certification and contract for Dr. Stanton, authorizing the President and Board Chair to fully execute the President Emeritus contract for 2023-24.

**BOARD OF TRUSTEES
EAST TENNESSEE STATE UNIVERSITY**

**NOTICE OF PART-TIME EMPLOYMENT AND AGREEMENT
FOR PRESIDENT EMERITUS**

TO: Dr. Paul Stanton
1411 Walnut Grove Road
Jonesborough, TN 37659

This is to confirm your part-time appointment to a position approved by the ETSU Board of Trustees as President Emeritus of East Tennessee State University for a period beginning July 1, 2022 at a monthly salary of \$ 4,600.67, subject to the terms and conditions hereinafter set forth and our acceptance thereof:

1. This appointment is made subject to the laws of the State of Tennessee as well as the requirements and policies of this institution.
2. The term of this agreement is July 1, 2022 to June 30, 2023. It may be renewed on an annual basis following review of the emeritus work performed and approval by the ETSU Board of Trustees.
3. The above stated salary is contingent upon your successful completion of service for the full term of this agreement. The salary will accrue and will be payable monthly. In the event of failure to complete the specific terms of the appointment, salary will be prorated in accordance with the policies of the institution.
4. This appointment and the above-stated salary are in consideration of your faithful performance to the best of your ability of the duties and responsibilities assigned to you as a part-time employee of this institution. These duties include:

- Orientation, consultation, and advisement to Dr. Brian Noland.

- Fund raising for East Tennessee State University as needed.

•• Institution-community relations and activities for East Tennessee State University.

•• Consultation for East Tennessee State University.

5. As a part-time employee, you are not eligible for employment benefits (retirement credit, state insurance plan, annual or sick leave, holiday pay, or longevity credit).
Notwithstanding, social security will be deducted from your paycheck unless you are a member of a retirement system or are a rehired annuitant as specified in 26 CFR Part 31.
6. This appointment does not include any assurance, obligation, or guarantee of subsequent employment.
7. This agreement may be terminated without prior notice.
8. By acceptance of this appointment, you agree to abide by the terms of the Drug-Free Workplace Act of 1988 as defined in published institution statements and policy. You also agree to notify the Office of Personnel of any criminal drug conviction for a violation occurring in the workplace no later than five (5) days after such conviction.
9. You are required to notify the President should you become employed at another state agency/institution.
10. The following special conditions shall govern this appointment:

The retired employee accepts employment for up to 120 days during a 12-month period. The number of hours actually worked will be provided to the institution upon request and will be no less than 276 hours.

I accept the appointment described above under the terms and conditions set forth.

APPOINTEE

Paul E. Stanton, Jr.

DATE

3/1/22

B. Bell
PRESIDENT

DATE 3-7-22

CHAIR, ETSU BOARD OF TRUSTEES DATE

**President Emeritus Report
2021-22**

During this fiscal year, I performed the following functions (attached) for East Tennessee State University.

(Please type your report and attached it to this work sheet)

I spent at least 276 hours performing the work but less than 120 days.

Paul E Stanton Jr

3/1/22

President Emeritus

Date

For East Tennessee State University:

I have reviewed the work of Dr. Paul E. Stanton, Jr., for 2021-22, and I am satisfied that it was well performed.

J. Bell

President

Date

Chair, ETSU Board of Trustees

Date

EAST TENNESSEE STATE UNIVERSITY

BOARD OF TRUSTEES

INFORMATION ITEM

DATE: April 21, 2023

ITEM: Trustees Self-Evaluation Report

PRESENTED BY: Dr. Adam Green
Board Secretary

Earlier this semester, the East Tennessee State University Board of Trustees completed their annual self-evaluation. There were 10 surveys sent, and we received 10 completed surveys for a response rate of 100 percent.

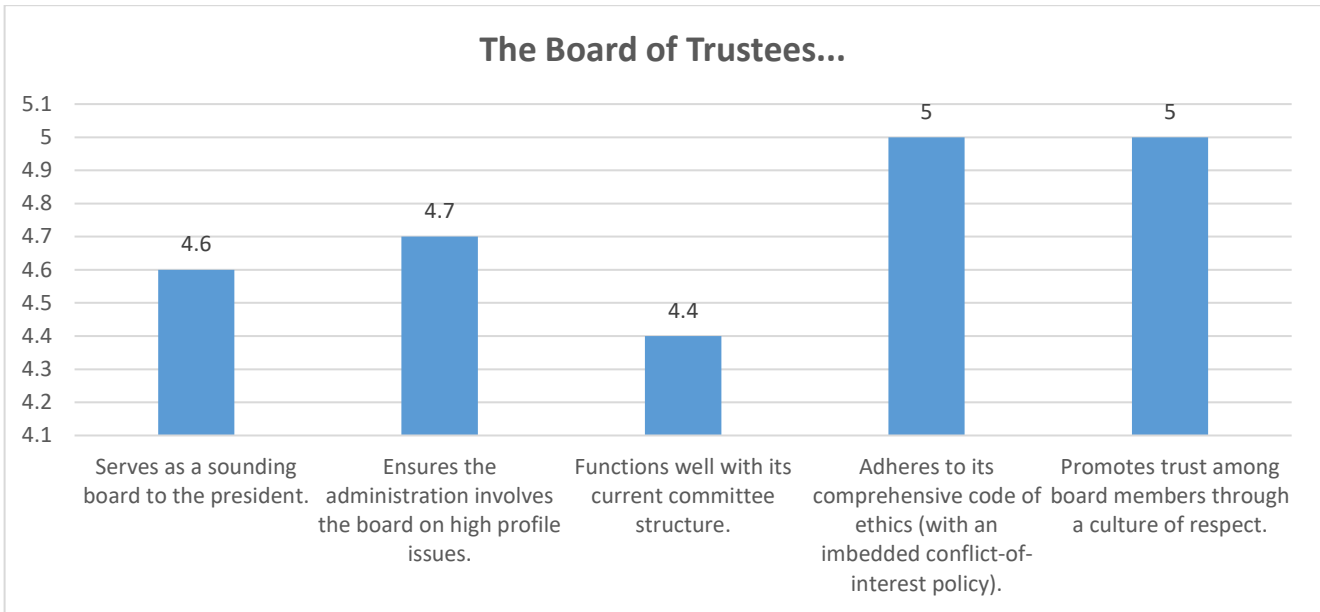
Overall the evaluation demonstrates a well-functioning board.

The two items that received the highest rating are:

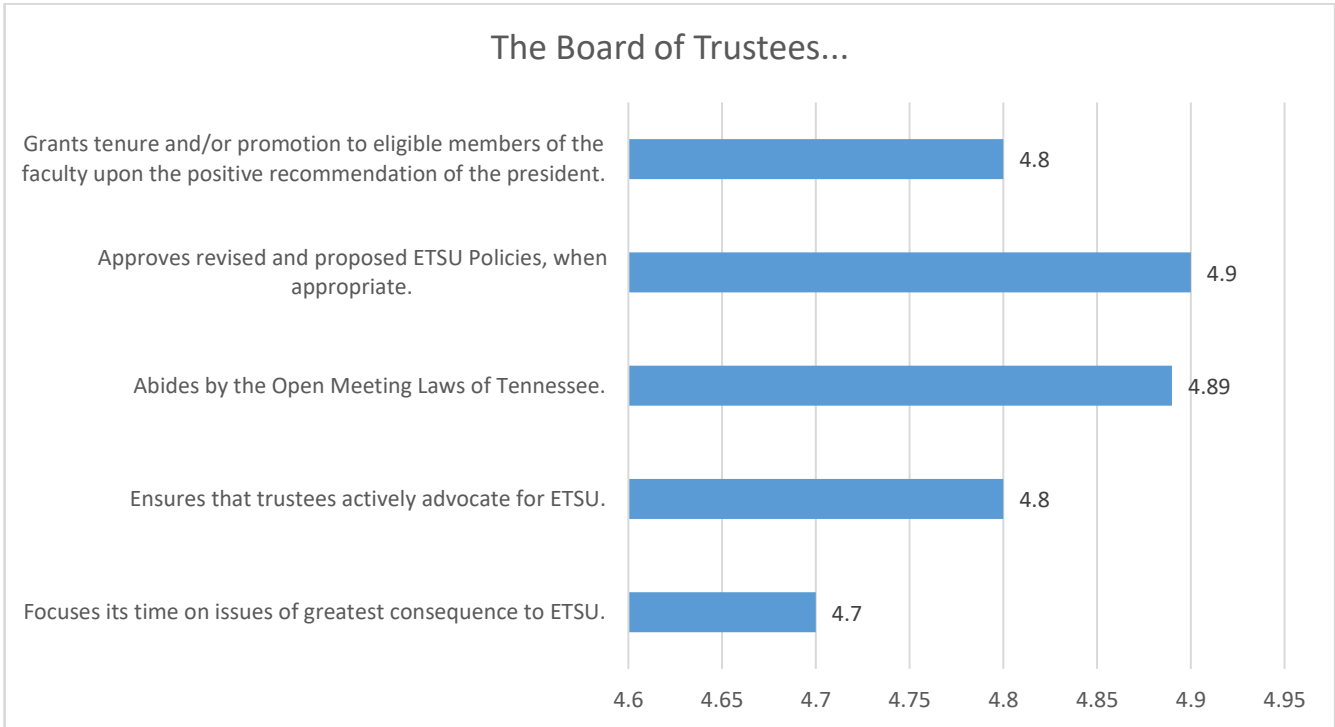
1. Adheres to its comprehensive code of ethics (5 of 5)
2. Promotes trust among board members through a culture of respect (5 of 5)

Results:

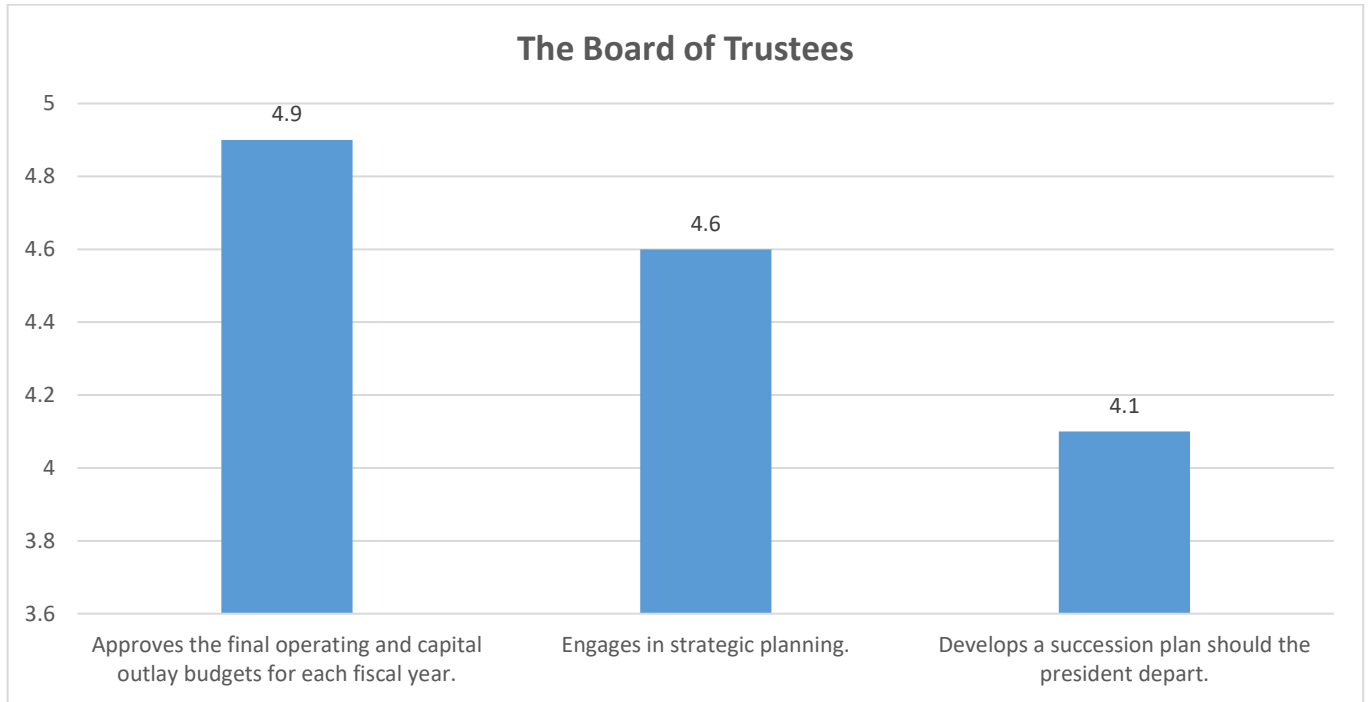
Question 1: Board Function



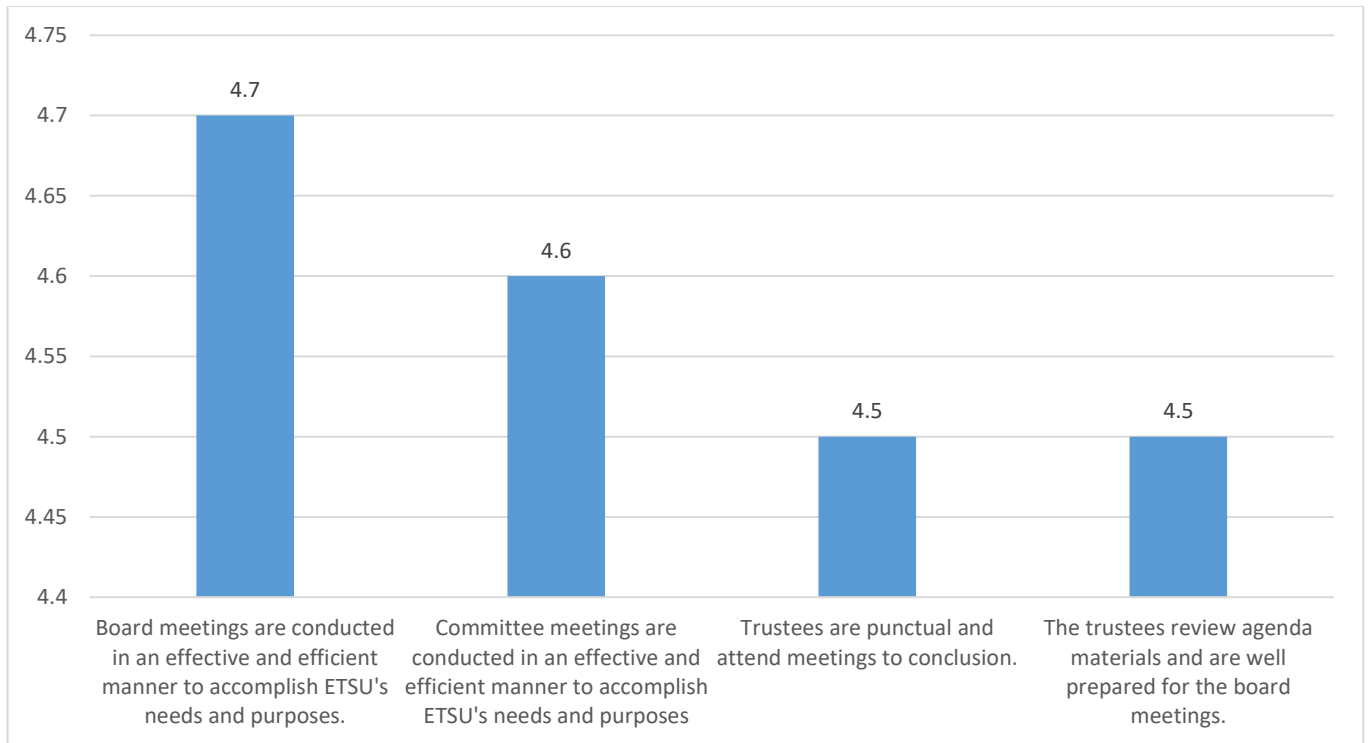
Question 2: Board Operations



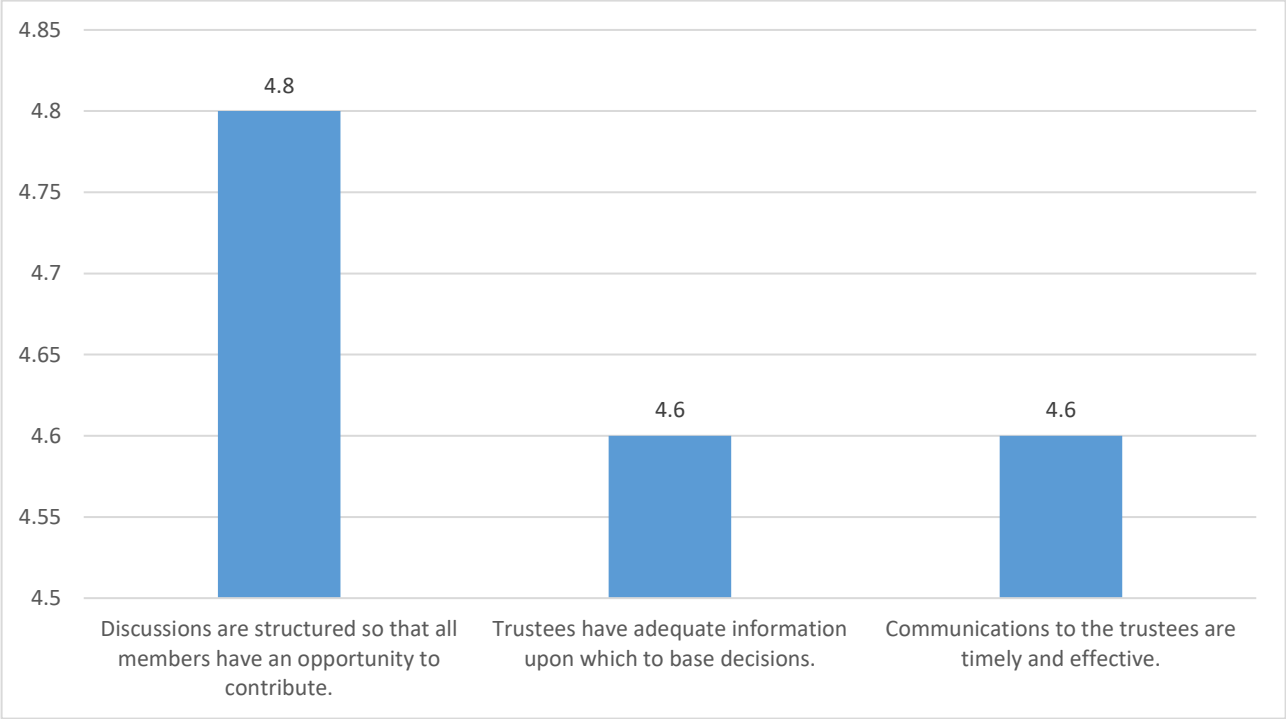
Question 3: Board Role



Question 4: Board Meetings



Question 5: Board Communication



EAST TENNESSEE STATE UNIVERSITY

BOARD OF TRUSTEES

INFORMATION ITEM

DATE: April 21, 2023

ITEM: ETSU Army ROTC Update

PRESENTED BY: Lt. Col. Kent Monas
Professor of Military Science

Lieutenant Colonel Kent Monas will provide an update on the success and growth of the ETSU Army ROTC Buccaneer Battalion and Military Science Department. The Buccaneer Battalion is one of the Army's premier Senior Reserve Officer Training Corps (SROTC) programs that produces, above commissioning mission, 2nd lieutenants of the highest caliber, ready to lead America's sons and daughters in defense of our freedom. Aspiring Army Officers desire to join the Buccaneer Battalion because its Cadets outperform their peers at Advanced Camp, have more opportunities to attend Army Schools (Airborne, Air Assault, Sapper, SCUBA, Mountain Warfare), have strong cohesion & esprit de corps, and commission into the component and branch of their choice, ready to lead. The BUC Battalion achieves this by recruiting and developing talented young men and women from across the country who are smart, fit, and motivated to serve.

Army ROTC is widely regarded as one of the best leadership courses in the world. Cadets are challenged to hone their skills as Scholars, Athletes, and Leaders in order to prepare them for the rigors of Officership in the Profession of Arms. Cadets become confident in the functions and attitudes of leadership that allow them to provide purpose, direction, and motivation to accomplish their mission and improve their organization. Cadets are inculcated in the Army Values, held to high standards of moral conduct, while being evaluated on their individual leadership attributes and competencies.

The crucible of a Cadet's Army ROTC experience is Advanced Camp which is conducted at Fort Knox, KY over four weeks between the junior and senior year. Advanced Camp evaluates over 6,000 Cadets from across the country in technical and tactical skills, leadership ability, physical fitness, and mental toughness. At the conclusion of Advanced Camp, Cadet scores are tabulated into a national order of merit list that is used as a metric for placement (e.g. Active Duty, National Guard, or U.S. Army Reserves) and a branch (Infantry, Aviation, Armor, Engineer, etc.) Cadets also conduct interviews and online self-assessments throughout the accessions process to receive their component and branch. Upon successful completion of Advanced Camp, senior Cadets assume leadership positions within the Cadet Battalion and assist Cadre in the training of junior Cadets.



ETSU Army ROTC Board of Trustees Brief

21 April 2023



Agenda

- Introductions
- Program Overview
- Cadets Training Highlights 2022-23
- Upcoming Events
- Questions and Closing Comments



LTC Kent Monas
PROFESSOR OF
MILITARY SCIENCE

MSG David Tirko
MILITARY SCIENCE
INSTRUCTOR

Josh Elkins
MILITARY SCIENCE
INSTRUCTOR

Jay Emberton
MILITARY SCIENCE
INSTRUCTOR

LT Andrew Sepulveda
TN NATIONAL GUARD

MAJ Scott Shard
EXECUTIVE OFFICER

BG(R) Edward Donnelly
Adjunct Professor Professor
of Military History

April Cheyne
COORDINATOR

Deborah Donaldson
HUMAN RESOURCE
ASSISTANT

Keith Linville
RECRUITING OFFICER

Mack Roberts
SUPPLY TECHNICIAN

CPT Jackie Alexander USAR
Adjunct Professor ETSU Women's
Basketball Assistant Coach

The Saber's Edge
January 2023 Edition

70
70 Years of Leadership Excellence
Defending our Country 1953-2023

July, 1953
East Tennessee State University Army ROTC Newsletter

In 1953, East Tennessee State College held its first commissioning ceremony. Since that time, ETSU ROTC has commissioned over 1,600 men and women as U.S. Army second lieutenants. These great Americans have served our nation well, and are a testament to the consistently outstanding ROTC program here at ETSU. Ten of our ETSU ROTC alumni have given their lives while serving in the United States Army on active duty. Nine of these alumni died in the Vietnam Conflict, one during Desert Storm.

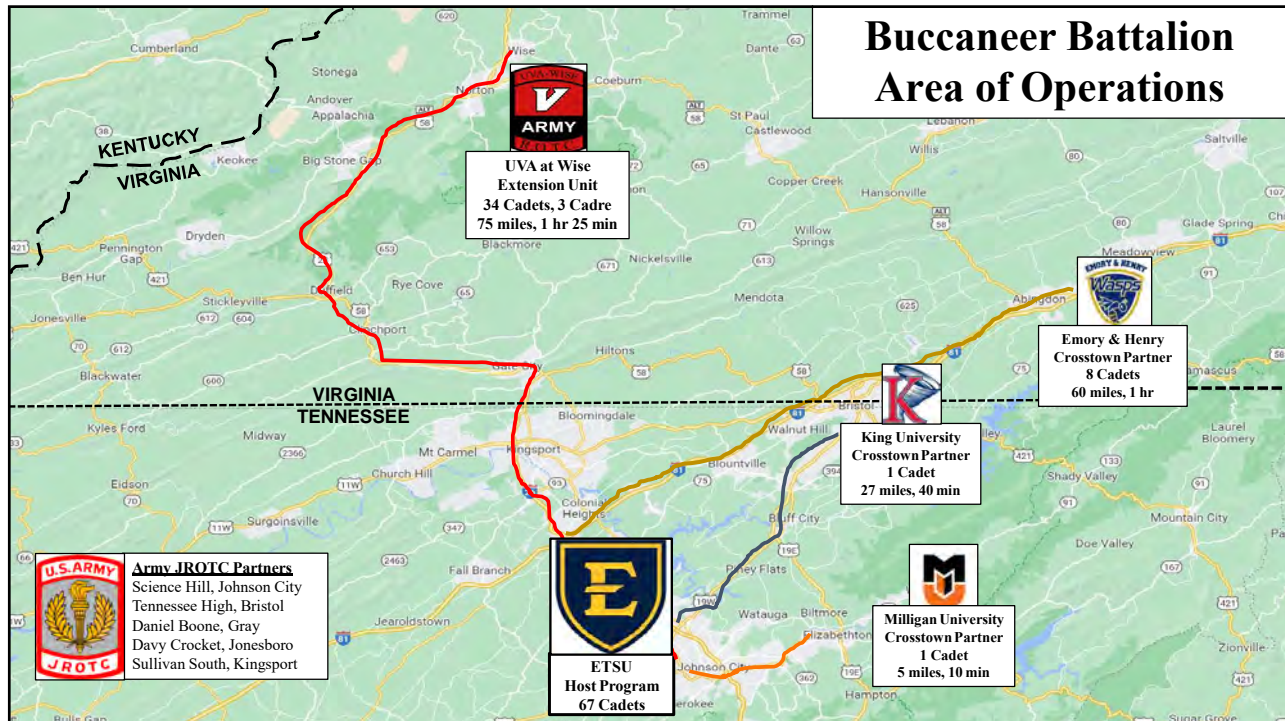
LTG Hite '64 **MG Harrell '73** **BG Stalcup'57** **MG Fogg '87**



Mission Statement: The Buccaneer Battalion partners with ETSU, UVA at Wise, Emory & Henry College, King University, and Milligan University to recruit, educate, train, and commission leaders of excellence for our Total Army in order to defend our nation and protect our American way of life.



111 Cadets, five schools, two states, one mission: Develop Leaders of Excellence to defend America against all Enemies!



ETSU ROTC Partners



Vision: The Buccaneer Battalion is one of the Army's premier SROTC programs that produces, above commissioning mission, 2nd lieutenants of the highest caliber, ready to lead America's sons and daughters in defense of our freedom. Aspiring Army Officers desire to join the Buccaneer Battalion because its Cadets outperform their peers at Advanced Camp, have more opportunities to attend Army Schools (Airborne, Air Assault, Sapper, SCUBA, Mountain Warfare), have strong cohesion & esprit de corps, and commission into the component & branch of their choice, ready to lead. We achieve this by recruiting and developing talented young men and women from across the country who are smart, fit, and motivated to serve.





United States Army Cadet Command's (USACC) Commissioning Missions for ETSU SROTC:

Mission Set 2022: 18 commissions, including 2 nurses: Mission Complete, 22 Commissioned

Mission Set 2023 and beyond: 15 commissions, (Mission 2023 forecasted 21 commissions)



Mission Outlook

20230326	TIER Level	MS23				MS24			MS25		
		Contract Mission	Current Contract	Cmsn Mission	Cmsn	Contract Mission	Current Contract	Cmsn Mission	Contract Mission	Current Contract	Cmsn Mission
AUSTIN PEAY STATE UNIVERSITY	4	27	31	22	4	27	33	22	27	6	22
CARSON-NEWMAN UNIVERSITY	2	13	6	12	3	13	8	12	13	10	12
EAST TENNESSEE STATE UNIV	2	18	19	15	2	18	24	15	18	23	15
MIDDLE TENNESSEE STATE UNIV	3	16	13	15	0	16	11	15	16	9	15
TENNESSEE TECHNOLOGICAL UNIV	2	14	6	12	4	14	13	12	14	13	12
THE UNIVERSITY OF MEMPHIS	2	13	14	12	0	13	14	12	13	13	12
UNIV OF TENNESSEE AT KNOXVILLE	5	43	34	36	7	44	53	37	44	37	37
UNIV OF TENNESSEE AT MARTIN	2	16	20	15	1	16	21	15	16	13	15



Scholarships



\$748,309 Allocations for School Year 23-24

50 Cadets currently on or pending scholarships

2 through 4 year scholarships

- 100% tuition and fees while on scholarship
- or
- \$10k per year (\$5k per semester) room & board

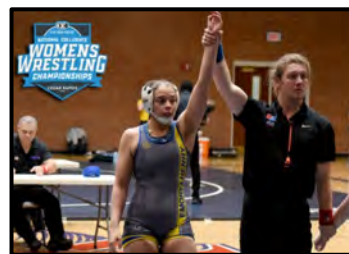
Language, Nurse, STEM incentives

Stipend \$420/month for 10 months each school year

\$600/semester for books



**Scholar
Athlete
Leader**



Cadet Training



Leadership Laboratory – Land Navigation, Combat Casualty Care, Small Unit Tactics!

Cadet Training



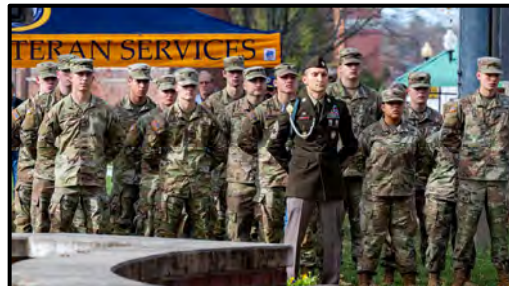
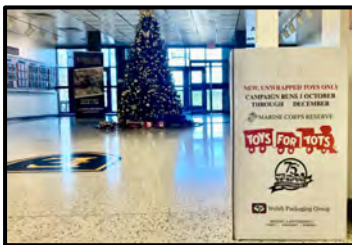
Army Schools – Airborne, Air Assault, Mountain Warfare

Cadet Training



A Band of Brothers & Sisters in Arms!

Cadet Service



Wreaths Across America, Toys for Tots, Valor Club, Veterans Support, Color Guard



Results



2023 Commissioning Class

3 Top 10% Active Duty in the Nation

5 Distinguished Military Graduates (Top 20% in the nation) – most in current accessions era

All Commissioning Cadets received Active Duty and one of their Top Choices of Branch

Army Schools

23 - Air Assault at FT Campbell, KY

1 – Airborne at FT Benning, GA

1 – Mountain Warfare School

4 – Cadet Troop Leader Training (CTLT) at JBLM, FT Bragg, FT Campbell

Advanced Camp 2022 Stats:

#1 Ranked School in Tennessee, #2 overall in the Brigade

24 - Total Cadets attended Advanced Camp

8 - received Outstanding Rating Top 15%

12 – received Excellent Rating

2 – Ranked #1 in their Platoons



Results



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ETSU Class of 2023

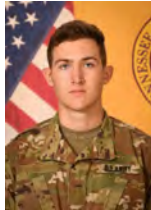
Commissioning Friday, May 5th 2023 at 1300 in the Culp Auditorium



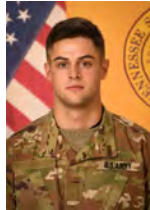
Corbin Bumgarner
Engineering
Branch Detail Infantry



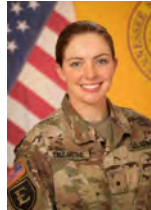
Kerry Wood
Corps of Engineer



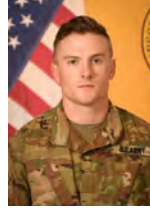
David Palmer
Aviation
DMG, TOP 10%



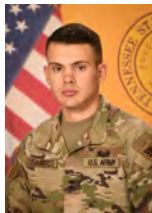
Parker Palmer
Infantry



Aurelia Ballantine
Medical Service Corps
MEDEVAC, Ed Delay Option



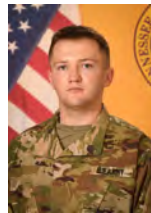
Connor Ruzek
Infantry



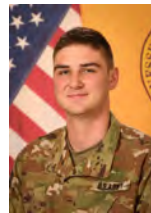
Jonathon Samples
Infantry
DMG, TOP 10%



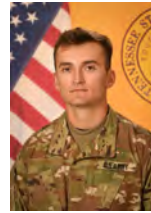
Connor Norton
Infantry
DMG, TOP 10%



Carson Frizzell
Armor
DMG



William Heck
Quartermaster Corps



Colin Russell
Corps of Engineer



Upcoming Events



ETSU Commissioning on 5 May 2023 (11 new 2nd Lieutenants)

UVA at Wise Commissioning on 13 May 2023 (6 new Lieutenants)

Cadet Summer Training 2023

Advanced Camp, Fort Knox: 18 Cadets

Basic Camp, Fort Knox: 3 Cadets

Project GO Internships: 3 (San Diego Ca - Chinese, Morocco and Jordan - Arabic)

Nurse Summer Training Program: 3 Cadets at Army Medical Centers

Cadet Troop Leader Training: 3 Cadets (Alaska, Hawaii, FT Bragg)

Air Assault School: 2 Cadets (West Point, NY)

Professor of Military Science change of responsibility:

LTC Kent Monas departing to take Battalion Command at Fort Huachuca, AZ

LTC Jared Powell inbound from Army Futures Command at Fort Eustis, VA

Senior Military Science Instructor change of responsibility:

MSG David Tirko departing for the Sergeant Majors Academy

MSG Benjamin Manilla inbound

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES

INFORMATION ITEM

DATE: April 21, 2023

ITEM: Digital Media Update

PRESENTED BY: Marty Fitzgerald
Professor, Director of Special Projects,
College of Business and Technology

Tod Emma
Interim Chair and Professor, Digital Media

Greg Marlow
Assistant Professor, Digital Media

The ETSU Digital Animation program is the top ranked digital animation program in the state of Tennessee and is the seventh ranked Bachelor of Science degree in animation in the nation. The Digital Animation concentration gives students the background necessary to animate in any medium or software with strong skills in one of several specialty areas of animation such as character animation and special effects animation. Students in the animation concentration prepare for careers in 3D animation, 2D animation, motion graphics, character animation, and technical direction.

Faculty will provide an overview of the Digital Animation concentration in the Digital Media major. In addition to the update on the undergraduate concentration, faculty will present profiles of the students from the first graduating class of the new Digital Media Master of Fine Arts program. Potential future pathways for the Digital Media department will be discussed.



EAST TENNESSEE STATE
UNIVERSITY

ETSU Digital Media *Digital Animation Concentration*

Board of Trustees Presentation

Dr. Todd Emma, Mr. Greg Marlow

By the Numbers: Animation Ranking

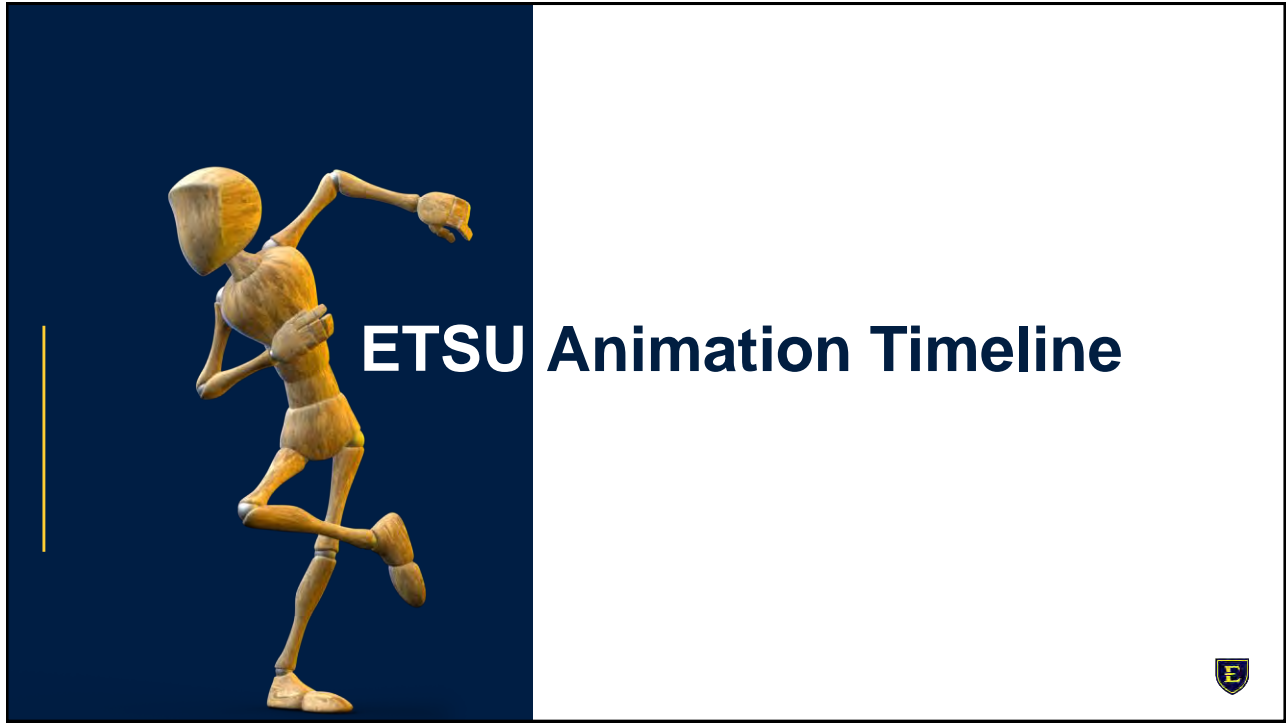


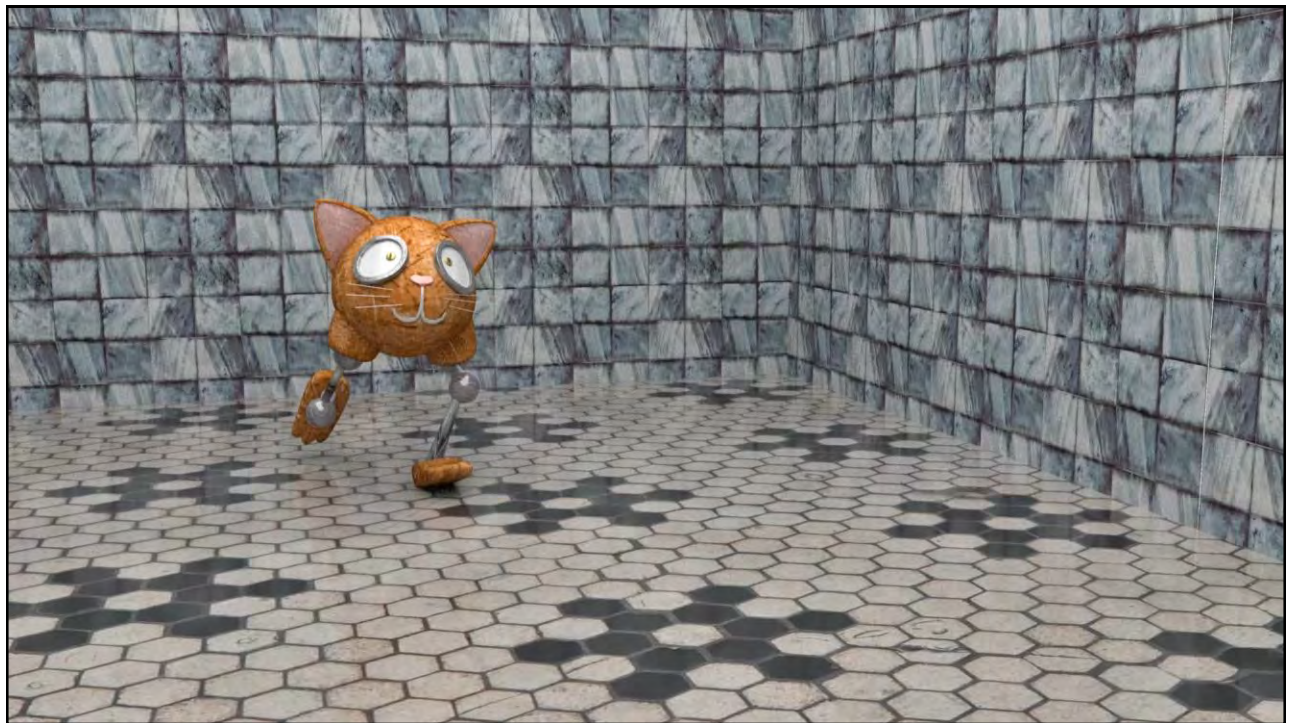
- #1 in Tennessee
 - (#2 MTSU, #3 Lipscomb)
- #7 in the U.S. for B.S. Degree in Animation*

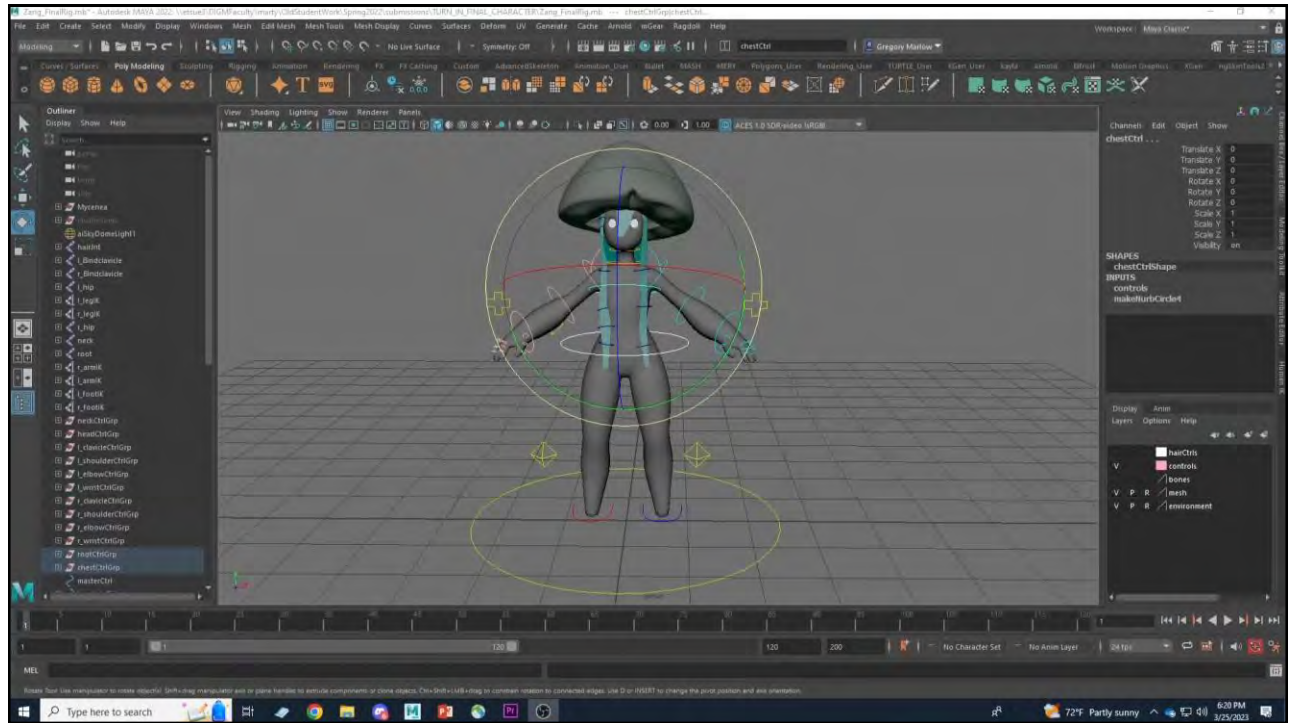
What does that look like?

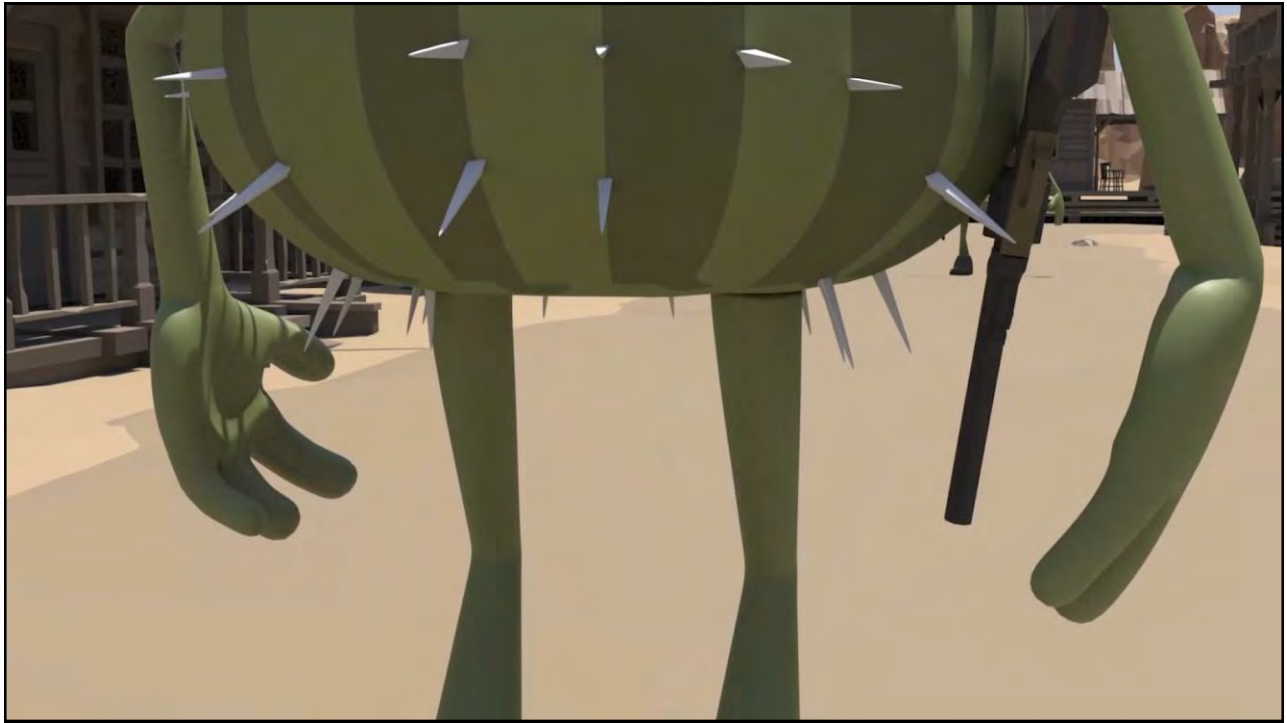
*AnimationCareerReview.com











What makes us #1?



- Professional Faculty Experience
 - Atlanta Aquarium Exhibits
 - Black Panther
 - Civilization VI
- Other concentrations
- Production Courses
 - National Student Advertising Competition. Top 10 nationally 3 out of the last 5 years.
 - East Tennessee Children's Hospital. Real-world production.

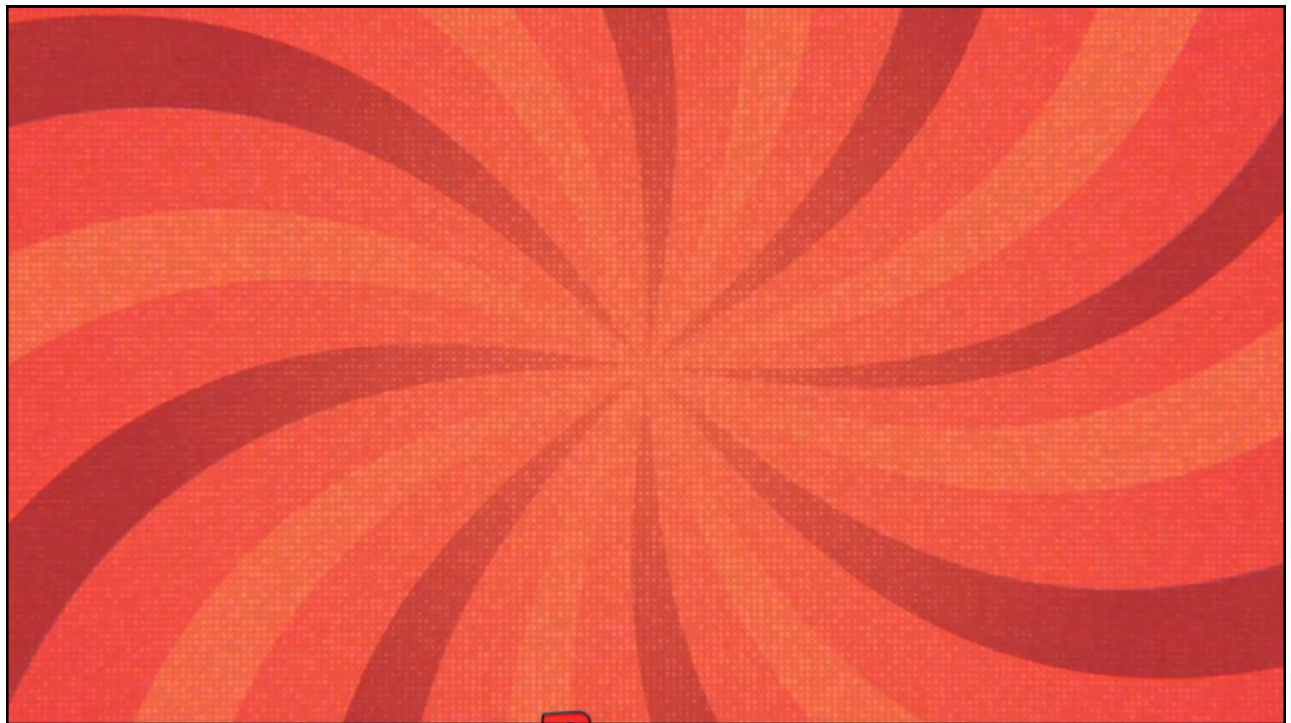


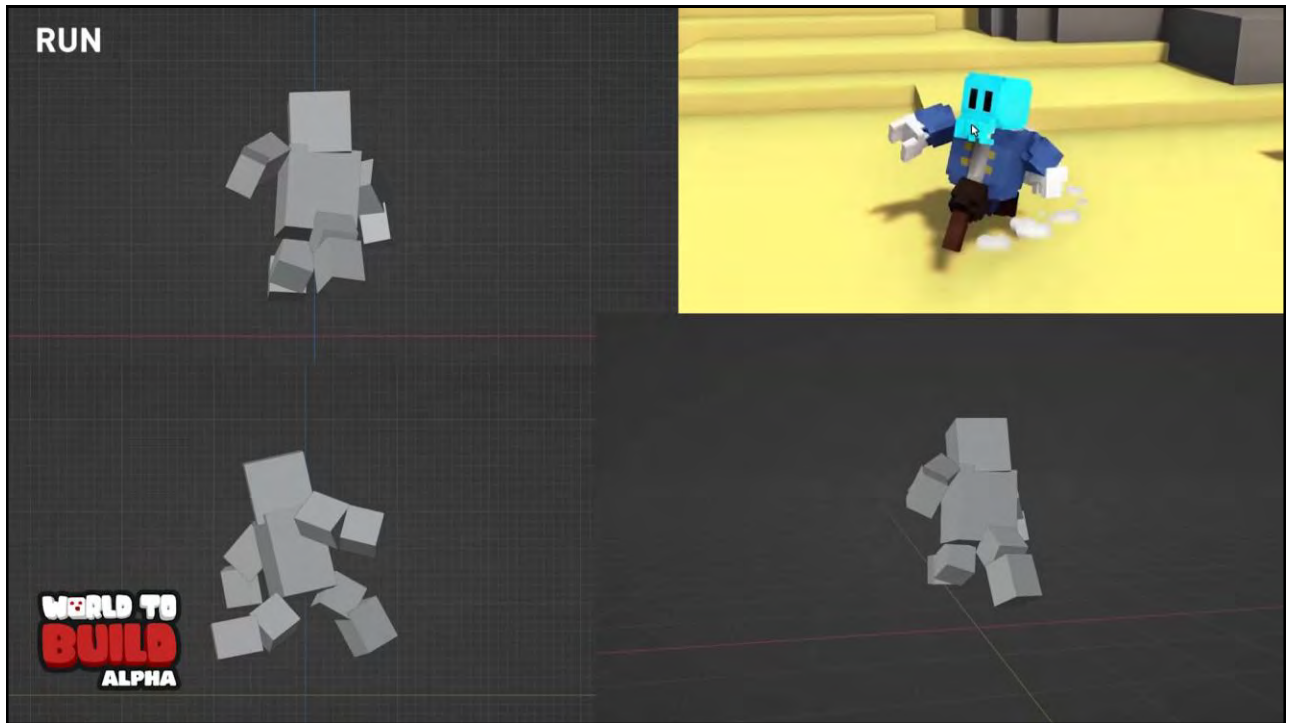
MFA Students: First Graduate Class



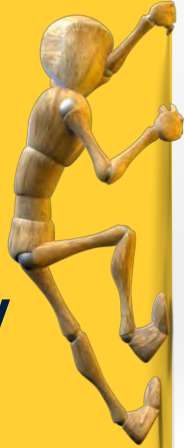
- Megan - Atlanta Falcons
- Weston - Award-winning local commercial
- Maggie - Interactive experience for museums
- Jarrett - Paid internship animating on Fortnite







Where they go



- Fortnite
- Lightyear by Pixar
- Stranger Things
- Kung Fu Panda
- Creed 3
- Thor
- The Last Jedi
- The Walking Dead
- Charlie Brown
- World of Warcraft
- Taylor Swift Video
- Metroid
- Discovery Network



The Future and Beyond



"Tennessee is home to one of the most robust entertainment industries in the world, and we strive to provide the resources needed for our state to build upon this momentum. We are proud to partner with the Department of Revenue and Tennessee Entertainment Commission and look forward to seeing how this new program will further strengthen our state's entertainment footprint while creating additional jobs for Tennesseans."

TNECD Commissioner Bob Rolfe speaking on Tennessee's new 2022 entertainment tax credit.





The Future and Beyond

Growth Partnerships

- Community Colleges
- Dual-Enrollment



You are not talented



EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES

INFORMATION ITEM

DATE: April 21, 2023

ITEM: ETSU State of the University Survey Overview

PRESENTED BY: Dr. Michael Hoff
University Chief Planning Officer

ETSU periodically conducts *The State of the University Survey*. It is distributed to all faculty, staff, and students, and seeks to measure student and employee satisfaction, student perceptions of faculty, and faculty perceptions of the university. Additionally, questions regarding health, community engagement and research were included in the survey.

The attached agenda materials represent a summary of the survey results for the Fall 2022 semester.



EAST TENNESSEE STATE
UNIVERSITY

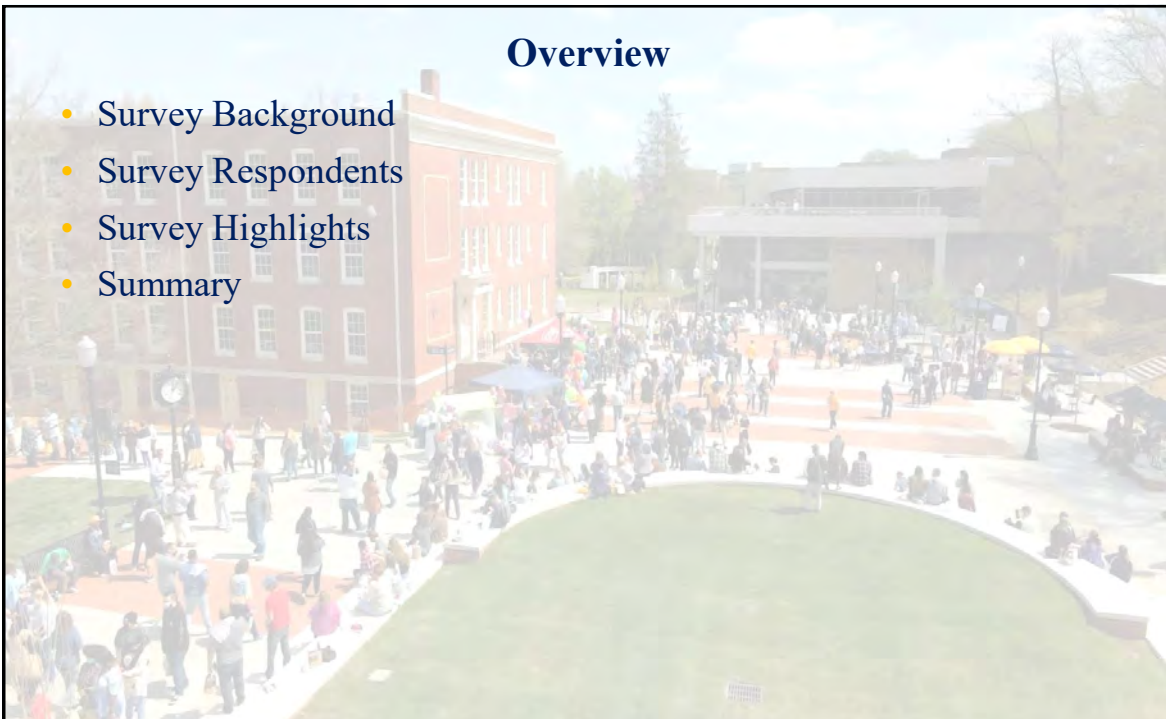
Fall 2022 ETSU State of The University Survey

East Tennessee State University Board of Trustees
April 21, 2023



Overview

- Survey Background
- Survey Respondents
- Survey Highlights
- Summary



ETSU State of The University Survey – Fall 2022

- Survey of all students, faculty, and staff
- Launched on November 2, 2022
- Reminder on November 10th, 2022
- Reminder on November 17th, 2022
- Closed Survey on December 19th, 2022
- Survey Conducted by the ETSU Applied Social Research Lab
 - Thank you to:



Dr. Joe Bidwell
Professor, Dean College
of Arts and Sciences



Dr. Leslie McCallister
Professor, Interim Chair
Sociology and
Anthropology



Dr. Kelly Foster
Associate Professor &
Director of ASRL



Ms. Morgan Kidd
(Jones)
Assistant Director of
ASRL



Survey Respondents

- 2,935 Responses
 - 1,177 Full-time Undergraduate Students
 - 129 Part-time Undergraduate Students
 - 287 Full-time Graduate Students
 - 114 Part-time Graduate Students
 - 481 Full-time Faculty Member
 - 119 Adjunct Faculty Member
 - 753 Staff Member (14 Executive Staff, 403 Administrative Staff, 246 Support Staff, 42 Temporary Staff, 48 Other)



Opinions of ETSU

- 62.7% feel a sense of belonging at ETSU
- 70.5% believe ETSU is headed in the right direction
- 89.4% are optimistic about the future growth of ETSU
- 95.5% believe ETSU improves the lives of people in this region



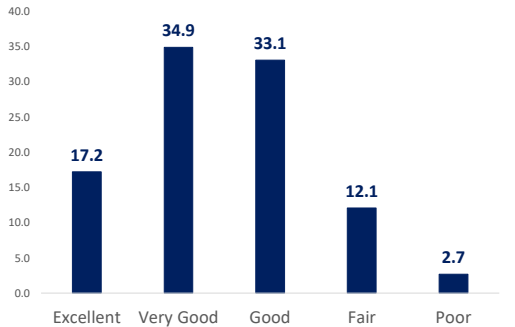
Opinions of ETSU - Continued

- 74.0% of those living on campus are satisfied with their residence
- 80.9 % believe their professor cares if they succeed
- 81.3% believe their professors have enough time for them
- 83.2 % say their professors are eager to help them

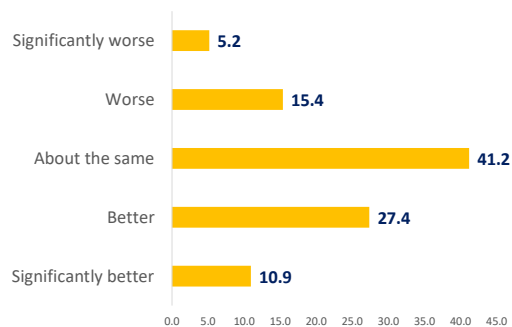


Health and Wellness

- 92.3% believe ETSU has the resources to support physical health and wellness
- 76.8% believe ETSU has the resources to support mental health and wellness



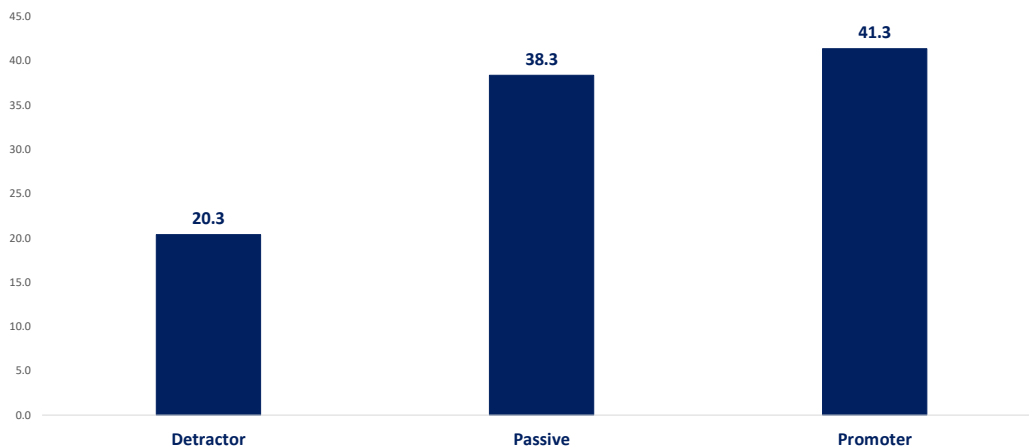
Would you say your health in general is excellent, very good, good, fair, or poor?



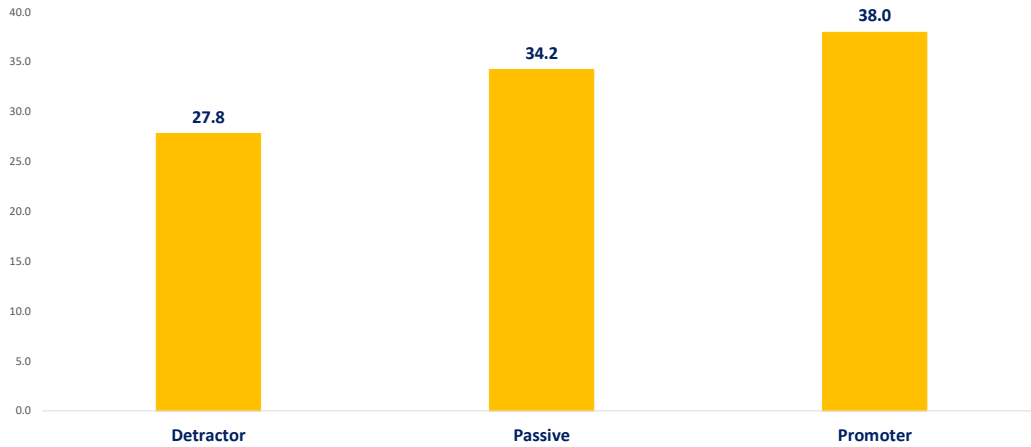
Compared to the last two years of the pandemic (2020-2021), would you say your current mental health is better, about the same, or worse than it was?



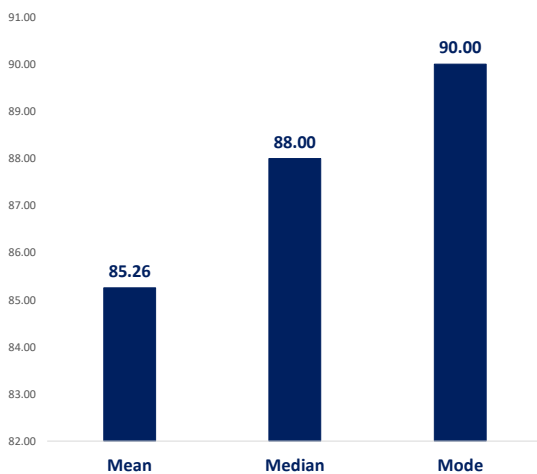
How likely are you to recommend ETSU to a friend, family member, colleague, or other prospective student as a place to study?



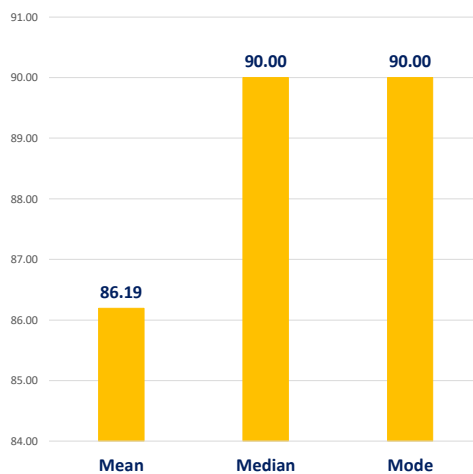
How likely are you to recommend ETSU to a friend, family member, colleague, or other prospective student/employee as a place to work?



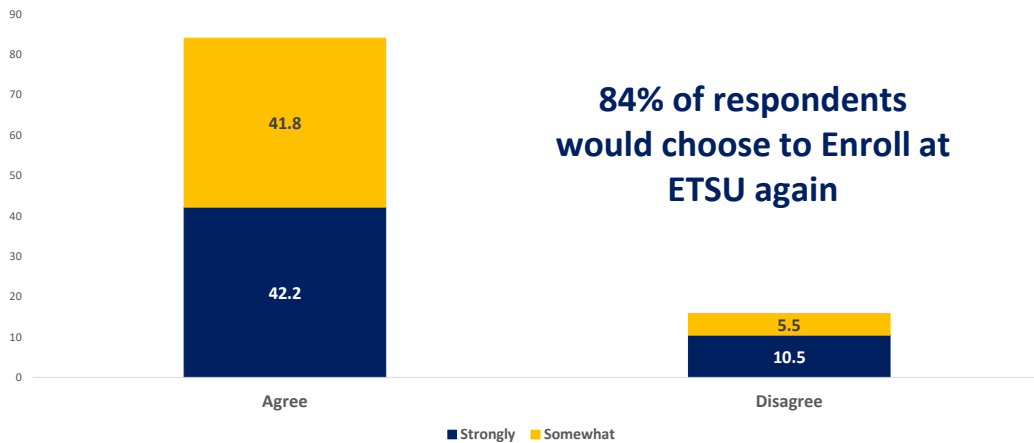
What overall grade (0-100) would you give ETSU?
Please enter a number between 0 and 100.



How would you grade (0-100) the quality of your entire educational experience this year?
Please enter a number between 0 and 100.



If I were starting over, I would enroll at ETSU again.



Summary

- Survey response was strong and includes a representative mix of faculty, staff, and students.
- Overall, respondents are positive and believe ETSU is headed in the right direction.
- We need to move more of the “passive supporters” to “promoters”, this will happen as we continue our internal marketing and communication strategy.
- Overwhelmingly students would choose ETSU again if given the chance.
- Departments and units with specific survey questions were provided those data in March, and the overall university report will be completed later this spring.



EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES

ACTION ITEMS

DATE: April 21, 2023

ITEM: Selection of Board Chair

RECOMMENDED ACTION: Approve

PRESENTED BY: Dr. Adam Green
Board Secretary

As provided by the FOCUS Act, East Tennessee State University (ETSU) is governed by a Board of Trustees that sets policies and guidelines for the operation of the University. The authority, purpose, duties, and responsibilities of the Board of Trustees are delineated in TCA §49-8-101. Consistent with T.C.A. § 49-8-201(f)(8), the Bylaws for the Board of Trustees provide for the election of the Chair every two years. The Chair is not eligible to succeed them self after serving a two-year term except upon the affirmative three-fourths (3/4) vote of the entire Board.

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES

ACTION ITEMS

DATE: April 21, 2023

ITEM: Selection of Board Vice Chair

RECOMMENDED ACTION: Approve

PRESENTED BY: Dr. Adam Green
Board Secretary

As provided by the FOCUS Act, East Tennessee State University (ETSU) is governed by a Board of Trustees that sets policies and guidelines for the operation of the University. The authority, purpose, duties, and responsibilities of the Board of Trustees are delineated in TCA §49-8-101. Consistent with T.C.A. § 49-8-201(f)(8), the Bylaws for the Board of Trustees provide for the election of the Vice Chair every two years.

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES

ACTION ITEMS

DATE: April 21, 2023

ITEM: Selection of Executive Committee Member

RECOMMENDED ACTION: Approve

PRESENTED BY: Dr. Adam Green
Board Secretary

As provided by the FOCUS Act, East Tennessee State University (ETSU) is governed by a Board of Trustees that sets policies and guidelines for the operation of the University. The authority, purpose, duties, and responsibilities of the Board of Trustees are delineated in TCA § 49-8-101. Consistent with T.C.A. § 49-8-201(f)(8), the Bylaws for the Board of Trustees provide for the election of a third executive committee member every two years.

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES

ACTION ITEMS

DATE: April 21, 2023

ITEM: Resolution of Appreciation for Dr. Virginia Foley

RECOMMENDED ACTION: Approve

PRESENTED BY: Dr. Brian Noland
President

MOTION: I move that the Board of Trustees adopt the resolution extending heartfelt appreciation to Dr. Virginia Foley.

RESOLVED

WHEREAS East Tennessee State University's mission includes a commitment to the broad triad of teaching, research, and service; and

WHEREAS appointment to the ETSU Board of Trustees represents a demonstrated dedication to the mission and values of ETSU; and

WHEREAS since joining the ETSU faculty in 2007 after serving many years as a K-12 educator, Dr. Virginia Foley has established herself as a leader who is committed to students, research, and improving the quality of life for the region; and

WHEREAS Dr. Foley has made an impact at ETSU through her work in the Department of Educational Leadership and Policy Analysis in the Clemmer College, as well as service on multiple campus committees and organizations, including as past president of the ETSU Faculty Senate; and

WHEREAS Dr. Foley has invested her time and expertise as a member of the Graduate Council to ensure that the university's academic programming remains nimble to meet the evolving needs of our students and prospective students; and

WHEREAS Dr. Foley was selected by her peers to serve as the ETSU Faculty Trustee; and

WHEREAS during her time as Faculty Trustee, Dr. Foley participated in a range of important events in the life of the university, including Faculty Convocation, the celebration of faculty tenure and

promotion, and the inaugural ETSU Heroes event honoring those whose work made a difference during the pandemic; and

WHEREAS Dr. Foley decided to run for a second term after the pandemic shifted the Board of Trustees meetings online during her first term and she recognized that she could build upon what she learned and continue her service to the university; and

WHEREAS Dr. Foley has faithfully served two terms as the Faculty Trustee on the ETSU Board of Trustees, working tirelessly to make the university stronger;

THEREFORE, BE IT RESOLVED, that the Board of Trustees extends its deepest appreciation and congratulations to Dr. Virginia Foley for her exemplary service and for representing the very highest ideals of East Tennessee State University.

EAST TENNESSEE STATE UNIVERSITY

BOARD OF TRUSTEES

ACTION ITEMS

DATE: April 21, 2023

ITEM: Resolution of Appreciation for Mr. Allen Archer

RECOMMENDED ACTION: Approve

PRESENTED BY: Dr. Brian Noland
President

MOTION: I move that the Board of Trustees adopt the resolution extending heartfelt appreciation to Mr. Allen Archer.

RESOLVED

WHEREAS educating and graduating servant leaders is one of the hallmarks of East Tennessee State University; and

WHEREAS appointment to the East Tennessee State University Board of Trustees represents both the achievement of success as a servant leader and an opportunity to refine and develop those leadership skills; and

WHEREAS Mr. Allen Archer became the first in his family to attend college and has since established himself as a leader at ETSU after being admitted to the Honors College; and

WHEREAS Mr. Archer connected with the ETSU community through service and scholarship by participating in the Student Government Association, serving as president of three student organizations, mentoring peers, volunteering regularly with a variety of organizations, conducting research, and graduating summa cum laude in 2022; and

WHEREAS when ETSU Health established its COVID-19 Vaccine Clinic to serve the campus and community, Mr. Archer played an integral role in coordinating the clinics; and

WHEREAS Mr. Archer has volunteered as a member of ETSU's Street Medicine Interest Group, providing clinical care and screening, as well as helped with vaccination efforts for individuals experiencing homelessness in the Appalachian Highlands; and

WHEREAS Mr. Archer is now a medical student at ETSU's Quillen College of Medicine and a lieutenant in the U.S. Air Force on a Health Professions Scholarship; and

WHEREAS Mr. Archer is pursuing a dual MD/MPH degree with a focus on providing primary care to underserved populations; and

WHEREAS Mr. Archer desires a career that will improve the quality of life for people through the intersection of health administration, public health, and medicine;

WHEREAS Mr. Archer has served his university energetically, knowledgeably, and loyally as a member of the ETSU Board of Trustees;

THEREFORE, BE IT RESOLVED, that the Board of Trustees extends its deepest appreciation and congratulations to Allen Archer for his exemplary service and for representing the very highest ideals of East Tennessee State University.

EAST TENNESSEE STATE UNIVERSITY

BOARD OF TRUSTEES

ACTION ITEMS

DATE: April 21, 2023

ITEM: Student Trustee Selection

RECOMMENDED ACTION: Approve

PRESENTED BY: Dr. Brian Noland
President

Mr. Aamir Shaikh has been nominated and confirmed by the student senate of the Student Government Association as the student trustee nominee for the 2023-24 academic year.

Mr. Shaikh graduated from East Tennessee State University in 2020 with a B.S. in Health Sciences. While at ETSU, he served as Student Body President and was inducted into the 1911 Society. After graduating, he earned his Master of Public Health from Emory University. Currently, he is a first-year medical student at the Quillen College of Medicine. His vision for East Tennessee State University has always been for the institution to be a source of upliftment and inspiration for the broader East Tennessee region.

MOTION: I move to accept the President’s nomination of Mr. Aamir Shaikh to the position of Student Trustee and member of the Board’s Finance and Administration Committee.

RESOLVED: Upon the recommendation of President Noland, the Board of Trustees appoints Mr. Aamir Shaikh to the role of Student Trustee to East Tennessee State University’s Board of Trustees and member of the Board’s Finance and Administration Committee.