



BOARD OF TRUSTEES

October 6, 2022

Roaden University Center, Room 282

MINUTES

Meeting streamed live via link found on this web page:

<https://www.tntech.edu/board/board-and-board-committee-meetings.php>

AGENDA ITEM 1 – CALL TO ORDER

The Tennessee Tech Board of Trustees met on October 6, 2022, in Roaden University Center Room 282. Chair Trudy Harper called the meeting to order at 1:35 p.m.

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

- Dan Allcott
- Tom Jones
- Rhedona Rose
- Johnny Stites
- Teresa Vanhooser
- Barry Wilmore
- Trudy Harper

- Savannah Griffin, virtual
- Fred Lowery, virtual
- Thomas Lynn, virtual

A quorum was physically present. Trustees Savannah Griffin, Fred Lowery, and Thomas Lynn participated electronically. Each confirmed that they could simultaneously hear and speak to the Board members, that they were alone, and that they received the materials in advance of the meeting. Tennessee Tech faculty, staff and members of the public were also in attendance.

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AGENDA ITEM 2 – RECOGNITION OF STUDENTS

Chair Harper stated that this year we were honored to have four National Merit Finalists as members of the freshmen class. Being named a National Merit Finalist was one of the highest academic honors a high school senior can receive. This year's finalists were: Emma Fontenot, Frederick Heerdt, Gunner Schierling, and Jackson Taylor. Emma and Jackson were present. Chair Harper asked the two students to introduce themselves, tell what high school they were from, identify their major, and tell why they chose Tech. Certificates were awarded and photos taken.

AGENDA ITEM 3 – APPROVAL OF MINUTES

Chair Harper asked for approval of the minutes of the June 23, 2022, Tennessee Tech Board of Trustees meeting. Chair Harper asked if there were questions or comments regarding the minutes. There being none, Mr. Jones moved to recommend approval of the June 23, 2022, Board of Trustees meeting minutes. Mr. Stites seconded the motion. Mr. Wray called a roll call vote. The motion carried unanimously.

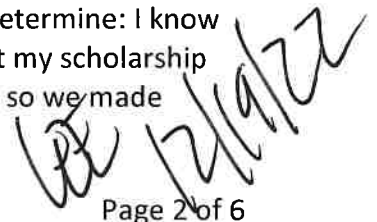
AGENDA ITEM 4 – PRESIDENT'S REPORT

Recruitment/Enrollment

President Oldham stated that, fundamentally, two things were done to recruit over 2,000 freshmen this fall. One was that we made it personal. Where a student chose to attend a university was a personal decision for them. So, it was believed that it was important for us as an institution to make it personal for us as well. Everything that was done in terms to change our processes and procedures about recruiting and enrolling students was done with the lens of making it personal. If a student visited our campus, there was a high likelihood of being able to recruit that student to come to Tennessee Tech.

The second change made was that we worked really hard to give more certainty to the students and their families. Students and their families often struggle with uncertainty about where to attend college, where to live, what to eat, who to room with, what the costs were, how to pay for the costs, and what the financial obligations were. We converted to a system where applicants were notified early of admission. We quickly turned those applications into admits and notified students of their admittance. We made scholarship awards early in the process so they quickly knew what their scholarship offer was.

Last year we went to a guaranteed Presidential Scholars program that was based on high school GPA and ACT scores. With this program, it was easy for a student to quickly determine: I know what my high school grades were and what my ACT score was so here is what my scholarship offer is likely to be. We tried to remove the uncertainty, send offers out early so we made



awards on the fly. Scholarship awards will go out early this fall for next year so students and their families know well in advance what to expect. We found that made a difference in recruiting students.

By the time a student attended orientation in the summer, we were now able to hand them a good faith estimate of financial aid awarded total including federal financial aid scholarships. Then they knew clearly what the out-of-pocket balance expectation would be for them and they could plan accordingly. We were trying to eliminate uncertainty and remove any surprises. That also gave us time to work with those families to help alleviate some of the concerns in cases where there was still some hang-up or additional assistance needed.

We plan to continue to implement these two big changes.

Research

This was a record research year and the tenure trend continued to climb. We had some challenges in the infrastructure that supported this growing enterprise, we have been working on these challenges intentionally and significantly, and we will continue to do so. The good news was that we continued to move in the right direction in terms of funded research activity. As important as funded research is on campus, this does not capture the entirety of the scholarly activity of faculty on campus. A lot of self-funded or unfunded research also goes on, that in many cases is just as significant and meaningful as funded research.

Fundraising

This was also a record non-campaign year for fundraising: over \$20,000,000. Annual giving is much higher now than it was prior to 2015. A stairstep-type of progress over time – where you never return to pre-campaign levels but continue to build – should be the trend through fundraising campaigns and that was what we have seen. We have been laying the foundation and doing a feasibility study for the next comprehensive campaign. We feel confident in our ability to have another highly successful campaign effort.

Capital Projects

President Oldham stated that the Ashraf Islam engineering building was coming out of the ground now. We also have major parking and transportation projects on campus as we continue to make the central park campus more pedestrian friendly and make Peachtree Street a pedestrian avenue.

Next up was the Johnson Hall renovation and Foster Hall demolition, ACME - the second engineering building, and the Tucker Stadium project. President Oldham stated that the JJ Oakley Innovation Center and Residence Hall was in final design as well. He stated that we have a significant number of projects that were either soon to be coming out of design or starting the design process.

Summary/Conclusion

President Oldham stated that the task now was to go out and recruit another 2,000 plus

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freshmen for next fall. We cannot lose focus. We must continue to build on our strengths and that was what we were committed to do.

As of now, applications for next fall's freshmen class are running significantly ahead of this time last year. Early indications are that we are keeping pace and we had an outstanding Preview Day on campus last Saturday when we had about 450 or 500 prospective students on campus. The level of commitment and interaction that faculty and staff provided was outstanding.

We also had the growing challenge of recruiting and retaining our best faculty and staff as has been discussed already at some length. With inflation roaring and the change in work expectations, particularly in the post-COVID era where remote work is more attractive to some individuals, we are in a different environment now in terms of hiring personnel. It means that we are not just recruiting locally or regionally, we are recruiting nationally in almost every area.

So, we are going to have to focus, be strategic, and look aggressively at our salary structures and other work environment issues that allow us to be competitive across the board. We have a lot to learn and a lot of work to do in that regard. We need to strategically add additional support staff as we grow enrollment. Student Affairs is not the only area needing additional support staff, but it is one that we need to give more attention to and make sure we are strategically growing support staff in a way that is consistent with the growing needs of the campus.

We are trying to address all of these needs as conscientiously and as strategically as possible. We have a great story but we are facing real challenges and we appreciate all of the Board's help, as always, along the way.

AGENDA ITEM 5 – CERTIFICATION OF PRESIDENT'S RESPONSIBILITIES RELATED TO ATHLETICS

Chair Harper stated that the next item on the agenda was certification of the President's responsibilities related to athletics. The Ohio Valley Conference requires the Chair of the Board to attest that the President is responsible for the administration of the athletics program. He has the support of the Board in operating a program of integrity and he may vote on behalf of the institution on the NCAA and OVC matters. Chair Harper stated that she was attesting to that by signing the required document.

AGENDA ITEM 6 – CONSENT AGENDA – A. TTU POLICY 511.1 (FEES, CHARGES, REFUNDS AND ADJUSTMENTS) – B. TENURE UPON APPOINTMENT RECOMMENDATION

Chair Harper stated that Policy 511.1 (Fees, Charges, Refunds and Adjustments) and the tenure upon appointment recommendation was placed on the consent agenda by the appropriate committee and if there was no objection, they would be voted on as a group. There being no objection, Mr. Jones moved to approve the consent agenda. Mr. Stites seconded the motion.

There being no additional discussion, Mr. Wray called a roll call vote. The motion passed unanimously.

AGENDA ITEM 7 – EXECUTIVE COMMITTEE RECOMMENDATION – CONSIDERATION OF A PAY RAISE FOR THE PRESIDENT

Chair Harper stated that the next item on the agenda was the report from the Executive Committee to include one action item from that committee: consideration of a pay raise for the President. Chair Harper turned the floor over to the Vice-chair, Ms. Vanhooser.

Vice-chair Vanhooser stated that based on the performance evaluation completed for President Oldham, she moved to propose a six percent salary increase retroactive to July 1, 2022. Mr. Jones seconded the motion. There being no additional discussion, Mr. Wray called a roll call vote. The motion passed unanimously.

AGENDA ITEM 8 – ACADEMIC & STUDENT AFFAIRS COMMITTEE RECOMMENDATION – NEW ACADEMIC PROGRAM PROPOSAL (NAPP) FOR THE BACHELOR OF SCIENCE (B.S.) IN MUSIC

Ms. Rose stated that based on the approval of the Academic & Student Affairs Committee, she moved the Board approve the new academic program proposal for a bachelor of science in music. Vice-chair Vanhooser seconded the motion. There being no additional discussion, Mr. Wray called a roll call vote. The motion passed unanimously.

AGENDA ITEM 9 – AUDIT & BUSINESS COMMITTEE RECOMMENDATION

A. MASTER PLAN AMENDMENT SUMMARY

Mr. Stites stated that based upon the recommendation of the Audit & Business Committee, he moved the Board approve the Master Plan Amendment. Mr. Lynn seconded the motion. There being no additional discussion, Mr. Wray called a roll call vote. The motion passed unanimously.

B. LAND ACQUISITION SUMMARY

Mr. Stites stated that based upon the recommendation of the Audit & Business Committee, he moved the Board approve the land acquisition from Tennessee Tech Foundation of property located at 174 Fourth Street, Crossville, TN. Mr. Lynn seconded the motion. There being no additional discussion, Mr. Wray called a roll call vote. The motion passed unanimously.

C. CAPITAL BUDGET FY2023-24

Mr. Stites stated that based upon the recommendation of the Audit & Business Committee, he

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moved the Board approve the FY2023-24 revised Capital Budget request. Vice-chair Vanhooser seconded the motion. There being no additional discussion, Mr. Wray called a roll call vote. The motion passed unanimously.

D. DISCLOSED PROJECT SUMMARY

Mr. Stites stated that based upon the recommendation of the Audit & Business Committee, he moved the Board approve the third quarter FY2022-23 Disclosed Project for the Football Operations Center. Mr. Lynn seconded the motion. There being no additional discussion, Mr. Wray called a roll call vote. The motion passed unanimously.

AGENDA ITEM 10 – BOARD SECRETARY REPORT

Mr. Wray announced that a new ice cream shop had opened on the ground floor of the Roaden University Center. The ice cream shop was named *Poppy's Ice Cream Shop*, in honor of Millard Oakley who loved ice cream and who would often treat others to ice cream. President Oldham stated that Mr. Oakley's granddaughter, Kendall, called him Poppy. He also stated that Mr. Oakley was a great friend to Tennessee Tech and bigger than life in every possible way.

AGENDA ITEM 11 – BOARD OF TRUSTEES MEETING DATES

Mr. Wray stated that the next regular Board of Trustees meeting was set for Thursday, December 1. In 2023, meeting dates were scheduled as follows: March 9, June 22, September 28, and November 30.

AGENDA ITEM 12 – ADJOURNMENT

There being no further business, the Tennessee Tech Board of Trustees meeting adjourned at 2:16 p.m.

Approved,


Lee Wray, Secretary