EXECUTIVE COMMITTEE

September 24, 2026
Roaden University Center, Room 282
8:30 A.M.

AGENDA

I. Call to Order

II. Approval of Minutes of June 25, 2026

III. President's Performance Evaluation

IV. President's Compensation

V. Board Self-Evaluation

VI. Other Business

VII. Adjournment

EXECUTIVE COMMITTEE

June 25, 2026

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 Executive Committee met on Thursday, June 25, 2026,. Chair Rhedona Rose called the meeting to order at 8:08 a.m.

Chair Rose asked Mr. Lee Wray, Secretary, to call the roll. The following members participated:

- Fred Lowery
- Trudy Harper
- Rhedona Rose

A quorum was physically present.

Other board members also in attendance were Michael Allen, Teresa Chasteen-Dunn, Tom Jones, Garry McNabb, Camron Rudd, Barry Wilmore, and Braxton Westbrook. Tennessee Tech faculty, staff and members of the public were also in attendance.

AGENDA ITEM 2 – APPROVAL OF MINUTES FOR MARCH 12, 2026 & APRIL 8, 2026

Chair Rose asked for approval of the minutes of the March 12, 2026, and April 8, 2026, Executive Committee meeting. Fred Lowery moved to recommend approval of March 12, 2026, and April 8, 2026, Executive Committee minutes. Trudy Harper seconded the motion. Mr. Wray called a roll call vote. The motion carried unanimously.

AGENDA ITEM 3 – APPROVAL OF CAMPUS SAFETY AND CHIEF SAFETY OFFICER

President Oldham requested approval for the creation of a Campus Safety Unit and the appointment of Bob Crabtree to the position of Chief Safety Officer. President Oldham introduced Mr. Crabtree and asked him to provide remarks. Chair Rose asked if there were questions or comments. Mr. Lowery moved to recommend approval of the President's request to create a Campus Safety Unit and appoint Bob Crabtree to the position of Chief Safety Officer. Ms. Harper seconded the motion. Mr. Wray called a roll call vote. The motion carried unanimously.

AGENDA ITEM 4 – OTHER BUSINESS

There was no other business.

AGENDA ITEM 5 – ADJOURNMENT

There being no further business, the Executive Committee adjourned at 8:15 a.m.

Approved,

Lee Wray, Secretary

Agenda Item Summary

Date: September 24, 2026

Agenda Item: President's Performance Review for FY2026

☐ **Review** ☐ **Action** ☒ **No action required**

PRESENTERS: Vice Chair Lowery

PURPOSE & KEY POINTS: The Executive Committee is responsible for organizing and conducting an annual performance review of the President. Vice chair Lowery will report on the status of the President's performance review.

Procedures for President's Performance Reviews and Comprehensive Reviews

I. Purposes

A. The purposes of the annual performance review are:

1. To assist the Board in determining whether the President's performance is effective;
2. To enable the President to enhance his or her performance and leadership;
3. To promote good communications and strong working relationships between the President, the Board, and Tennessee Tech constituencies;
4. To enable the President and the Tennessee Tech Board of Trustees ("Board") to set mutually agreeable goals; and
5. To inform Board decisions on compensation and other terms of employment for the President.

B. The purpose of the process is to provide the Board with a full opportunity to provide input to the President's evaluation while according the President the same level of confidentiality enjoyed by all other Tennessee Tech employees.

II. Responsibility

A. Pursuant to TTU Policy 002 (Selection, Evaluation, and Retention of the President), the Board is responsible for assessing the President's performance.

B. Pursuant to TTU Policy 005 (Board Committees), the Board has delegated to the Executive Committee the responsibility for organizing and conducting an annual performance review of the President.

III. Process for the President's Annual Performance Review

A. The President shall prepare a written self-assessment statement in a format and according to a timetable mutually agreed upon by the President and the Executive Committee. The statement shall include the following:

1. Progress toward meeting goals and expectations previously agreed upon[1] by the President and the Board,
2. Assessment of Tennessee Tech's strategic directions pertaining to its mission and vision statements,

[1] This requirement is not applicable to the President's evaluation in fiscal year 2018 or in the first year of any subsequent President's tenure. In those cases, the President shall identify reasonable goals in writing and submit them to the Executive Committee and Board for approval.

3. Assessment of the overall academic quality of Tennessee Tech, including its achievements and accomplishments,
4. Assessment of Tennessee Tech's financial status,
5. Identification of significant institutional challenges faced over the prior year, and a prospective statement of challenges and opportunities facing Tennessee Tech in the upcoming year, and
6. Goals proposed by the President for the coming year.

B. After receipt of the President's confidential self-assessment statement, the Executive Committee will confidentially share the President's self-assessment with the Board and solicit confidential written feedback from the Board members on the President's statement.

C. The Executive Committee will also review the confidential faculty evaluations of the President submitted pursuant to TTU Policy 209 (Faculty Evaluation of University Administrators) and may, in its sole discretion or at the request of the Board, solicit additional confidential feedback from faculty, administrators, or staff as needed.

D. The Chair of the Board or a member of the Executive Committee designated by the Chair (either of whom hereinafter referred to as "the Executive Committee Representative") will summarize the written comments from faculty evaluations, the board, and others received and share the summary with the Executive Committee for its review.

E. Based on the summary of the materials received, the Executive Committee Representative will meet with the President concerning the President's self-assessment statement, feedback received, and the President's goals and expectations for the coming year.

F. Based on the President's self-assessment statement, feedback received, and the meeting with the President, the Executive Committee Representative will prepare a confidential draft written assessment of the President's performance, and share this assessment with the President and the Board, who may offer confidential written comments concerning this assessment. The Executive Committee Representative will incorporate these comments as appropriate.

G. The Executive Committee Representative will provide a copy of the final confidential written assessment to the Board and the President.

H. The Executive Committee may, in its sole discretion, vary the requirements of the annual performance review process.

IV. Periodic Comprehensive Review

A. Two years after the first annual assessment of the President is conducted, the Executive Committee should consider whether or not to perform a comprehensive review of the President's performance in a subsequent year.

B. If such a comprehensive review is to be performed, the Executive Committee may choose to engage the assistance of one or more external advisors.

Approved by the Board on August 17, 2017.

Agenda Item Summary

Date: September 24, 2026

Agenda Item: President's Compensation

☐ **Review** ☒ **Action** ☐ **No action required**

PRESENTERS: Vice Chair Lowery

PURPOSE & KEY POINTS: At the conclusion of the President's evaluation, the Executive Committee is responsible for making a recommendation to the Board on the President's compensation.

Agenda Item Summary

Date: September 24, 2026

Agenda Item: Board Self-Evaluation

☐ **Review** ☒ **Action** ☐ **No action required**

PRESENTER: Chair Rose

PURPOSE & KEY POINTS: Tennessee Tech's accreditation body, SACSCOC, requires Tennessee Tech to have a board that "regularly evaluates its responsibilities and expectations." SACSCOC Principle 4.2.g. As evidence of that requirement, SACSCOC recommends a board self-evaluation.

Because the Executive Committee is responsible for assessing the performance and effectiveness of the Board, the Executive Committee should initiate a board self-evaluation process. The sample questionnaire is included for your review and/or revision.

QUESTIONNAIRE FOR THE BOARD'S SELF EVALUATION 2026

Choice of answers for questions are

- *Not able to assess*
- *Strongly disagree*
- *Disagree*
- *Agree*
- *Strongly agree*

Comments are optional for questions #1-14 and required field for #15

1. Do you understand the Boards responsibilities including its fiduciary responsibilities.
2. Do you understand your ethical duties including conflict of interest issues.
3. The Board receives sufficient training and information related to its responsibilities, including its fiduciary and ethical duties.
4. The Board's structure aids the Board in completing its work in a timely and efficient manner.
5. The materials in the committee and board books are relevant to the agenda and are helpful.
6. The roles and responsibilities of the Board are clearly defined and separate from those of Tennessee Tech's employees.
7. The Board's role in setting Tennessee Tech's policies is appropriate.
8. The Board delegates to the President authority to lead Tennessee Tech's employees and to carry out its mission.
9. The Board's method for evaluating the President's performance is satisfactory.
10. The Board fully discusses Tennessee Tech's annual budget and as a trustee you understand it prior to approving it.
11. The Board regularly reviews Tennessee Tech's fiscal health and takes any necessary actions.
12. Trustees demonstrate integrity.
13. The Board is an effective decision-making body.
14. Is the Board devoting its attention to Tennessee Tech's major issues?
15. What other information would you like to share regarding the Board's performance.