

**Administrative Council
November 3, 2021 - 3:35 p.m.
TEAMS Meeting
Minutes**

Voting Members Present		
Dan Allcott	Michael Allen	Sandra Bohannon
Amy Brown	Debra Bryant	Jacob Cherry
Kristine Craven	Daniel Brent Drexler	Dennis Duncan
Mary Lou Fornehed	Steve Garner	Scott Hagarty
David Hajdik	Kim Hanna	Madison Harris
Elizabeth Honeycutt	Tammy Howard	Samantha Hutson
Andrea Kruszka	Aaron Lay	Jane Liu
Mark Loftis	Chad Luke	Holly Mills
Joseph Ojo	Kristin Pickering	Elizabeth Ramsey
Richard Rand	Chuck Roberts	Bedelia Russell
Joseph Slater	Scott Smith	Sandra Smith-Andrews, Chair
Claire Stinson	Dan Swartling	Suzan Swartzentrover
Jennifer Taylor	Lenly Weathers	Angie Wells
Mark Wilson	Kim Winkle	Laith Zuraikat
Voting Members Absent		
Joshua Edmonds	Janet Isbell	Tony Nelson
Resource Persons / Others Present		
Kevin Braswell	Lori Bruce	Helen Hunt
Sharon Huo	Jerry Keeton	Jeannette Luna
Philip Oldham	Rob Owens	Cynthia Polk-Johnson
Donna Schrock	Diane Smith	Matt Smith
Mark Stephens	Kevin Vedder	Katie Williams
Jerri Winningham	Lee Wray	

Summary:

Approved agenda

Approved September 29, 2021 minutes

Received information on the New Student Organization Recognition Process

Approved new Name, Image and Likeness for Student-Athletes Policy No. 945

Approved Revised Student-Athlete Appeals and Transfers Policy No. 909

Discussed Bereavement Leave Policy No. 613

Proceedings:

Chair Sandi Smith-Andrews called the TEAMS meeting to order at 3:35 p.m. Richard Rand motioned to approve the agenda for November 3, 2021. Mark Wilson seconded. Motion APPROVED.

Rand motioned to approve the September 29, 2021 minutes. Wilson seconded. Motion APPROVED.

Smith-Andrews stated the New Student Organization Recognition Process was an information only item. Smith-Andrews indicated that she had invited Dean Katherine Williams to address the Council and pointed out that Administrative Council would no longer approve student organizations. Katie Williams added that during the summer, Student Affairs evaluated Tennessee Tech's process of new student organization recognition with the other state Locally Governed Institutions' process. Williams noted that Tennessee Tech was the only Institution that did not have a process within Student Affairs to approve student organizations. Williams stated with this information, Student Affairs decided to realign their processes. Williams indicated that the procedures had been updated on the Student Activities website.

Williams stated under Student Affairs, the student organizations would continue to meet the same requirements of Student Organizations Policy No. 315. Student organizations would meet before the Student Affairs Committee. Williams added when all requirements were met, questions answered and suggestions taken, the organizations would then meet before the Dean of Students for final approval. Williams said no revisions were needed to Policy 315 or to the procedures for Administrative Council or the Student Affairs Committee to accommodate the change.

Laith Zuraikat asked if the change would impact only new student organizations or would it impact existing student organizations. Williams replied that this only applied to new student organizations with the exception if an existing student organization were making revision to their constitution, then they would need to go through the new process.

Rand stated that last spring there were some faculty that made public criticism of some students in an organization. Rand asked if Student Affairs had discussed the appropriateness or inappropriateness of that situation. Rand said it seemed there was unfair power on the side of faculty when those kinds of comments were made. Williams stated this was not specifically addressed; this new process was intended to streamline the process for student organizations to get approved faster and for Student Affairs to take ownership of the process.

Smith-Andrews shared that her initial concern was that in the past it was from the minutes and Administrative Council meetings that the Council was made aware of new student organizations. Smith-Andrews stated that the Student Affairs Committee reports to

Administrative Council so the student organizations would be included in the Student Affairs Committee report to Administrative Council at the end of the academic year. Dr. Cynthia Polk-Johnson commended Dr. Williams for her work, stating that it aligned Tennessee Tech with best practices in higher education and was in the best interest of students.

Smith-Andrews stated that agenda item four was time sensitive and there was not adequate time to have a first reading and a second reading. Dennis Duncan motioned to approve the new Name, Image and Likeness for Student-Athletes Policy No. 945. Mary Lou Fornehed seconded. Wilson presented and stated that Tennessee's new Name, Image and Likeness State Law would become effective on January 1, 2022.

Wilson added that every university was required to have a policy in place. Wilson stated the NCAA previously had prohibited students from profiting from the use of their own name, image and likeness. Wilson added there had been a shift in philosophy over the course of the last year or so and the NCAA lost the Alston case in the Supreme Court which was related to educational benefits. The NCAA asked Congress to enact a nationwide Name, Image and Likeness law so there would be consistency among athletic programs throughout the country. Congress had not done so, so many states, including Tennessee, now have their own Name, Image and Likeness law. Wilson indicated that students-athletes could earn compensation through this law and that Tennessee Tech had operated accordingly since the beginning of the semester. Policy 945 ensures Tennessee Tech follows the state law and meets the requirements of the NCAA to have a policy. The NCAA has no oversight over this, it is strictly state-by-state, institution-by-institution.

Rand asked if Tennessee Tech had students doing this and what would an example be of what students could do. Wilson replied that most of the athletes that had done this, did it in relation to social media; to promote a line of clothing or particular product and may be compensated with a free item. Dan Allcott asked in regard to equipment with the tennis team and racket endorsements, how does that affect the team. Wilson replied that as long as Tennessee Tech does not have a university agreement for a particular team for that piece of equipment, the student can sign an endorsement and use that piece of equipment. Wilson added that the institution cannot arrange an endorsement for equipment. MOTION approved, two abstained.

Rand motioned to approve the revised Student-Athlete Appeals and Transfers Policy No. 909. Holly Mills seconded. Wilson presented and stated the NCAA had enacted a new policy, The Transfer Portal, which provided that any student-athlete could transfer to another institution one time without having to sit out a season. Wilson indicated that an institution could not restrict his/her transfer. Wilson stated the revised policy was updated to include the new NCAA regulations. MOTION approved.

Helen Hunt and Kevin Vedder were present for the discussion of the Bereavement Leave Policy No. 613 which was an information only item. Vedder began the discussion by stating he had met with Dr. Hunt and stated that the policy recognized the grief and the mourning process of

the loss of an individual. Vedder indicated the review of the policy was in light of the pandemic and to possibility expand the eligibility parameters. Vedder noted that past experience showed that bereavement leave had not typically been abused. Vedder stated there were different language for the definition of immediate family in Tennessee Tech's Bereavement Policy than there was in the Sick Leave Policy. Vedder proposed adopting the language from the Sick Leave Policy to add to the type of members listed in the Bereavement Policy by adding; "...and any other member of the family who resides within the home of the employee". Additionally, Vedder proposed consideration be given to recognize loss of pregnancy, non-immediate family members and loss of immediate co-worker.

Smith-Andrews asked if Dr. Hunt had anything to add and what feedback Mr. Vedder would like to obtain from the committee. Vedder asked if what he proposed seemed reasonable and beneficial to be added to the bereavement policy. Hunt added that a faculty senate group worked with the Women's Center and the Commission on the Status of Women to look at policies and resources on campus to make campus friendlier toward families.

Rand supported adding the loss of an immediate co-worker and noted that two days for a co-worker may be needed to travel for an out-of-town funeral. Allcott recommended that domestic partner living in the home be added to policies.

Bedelia Russell thanked Vedder for aligning the definitions stating these were very important changes. Vedder commented future suggestions should be directed to Dr. Hunt or himself and they would move ahead with the policy revisions.

Rand motioned to adjourn. Seconded. Adjourned at 4:09 p.m.

Diane Smith, recorder

Documents on file with minutes:

Agenda of November 3, 2021

Minutes of September 29, 2021

New Policy:

Name, Image and Likeness for Student-Athletes Policy No. 945

Revised Policy:

Student-Athlete Appeals and Transfers Policy No. 909