



EXECUTIVE COMMITTEE
October 7, 2021
Roaden University Center, Room 282
MINUTES

AGENDA ITEM 1 – CALL TO ORDER

The Tennessee Tech Board of Trustees Executive Committee met on October 7, 2021, in Roaden University Center, Room 282. Chair Trudy Harper called the meeting to order at 8:03 a.m. CDT.

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

- Tom Jones
- Teresa Vanhooser
- Trudy Harper

A quorum was physically present. Other board members also in attendance were Dan Allcott, Fred Lowery, Rhedona Rose, Johnny Stites, Hannah Willis, and Barry Wilmore. Tennessee Tech faculty, staff, and members of the public were also in attendance.

AGENDA ITEM 2 – APPROVAL OF MINUTES

Chair Harper asked for approval of the minutes of the June 24, 2021, Executive Committee meeting. Chair Harper asked if there were questions or comments regarding the minutes. There being none, Tom Jones moved to recommend approval of the June 24, 2021, Executive Committee minutes. Teresa Vanhooser seconded the motion. With a voice vote, the motion carried unanimously.

AGENDA ITEM 3 – PRESIDENT’S PERFORMANCE EVALUTATION

At Chair Harper’s request, Vice Chair Vanhooser shared a report of the President’s review. She

LEE 12/10/21

reported that President Oldham submitted his self-evaluation as scheduled and confidential assessments were completed by the Board, the Cabinet, and the faculty. Ms. Vanhooser reported that as the Executive Committee Representative, she completed a confidential summary assessment and shared the information with the Executive Committee for review and comment. She then met with President Oldham to discuss the combined assessments and provided those to the entire Board for comment. The final evaluation was provided to the President and the Board on September 27. The President's goals for 2021-22 were also submitted and approved.

AGENDA ITEM 4 – PRESIDENT'S COMPENSATION

As the Executive Committee Representative, Ms. Vanhooser reported that the President exceeded expectations by leading Tennessee Tech through a challenging year and did so calmly, confidently, and boldly. He continued to gain the confidence of the Board, staff, and faculty. He had outstanding relationships with legislators, public officials, and alumni and was focused on advancing the mission of Tennessee Tech. He was instrumental in raising \$21.3 million dollars in a non-campaign year.

Mr. Jones stated he believed the President was also deserving of a bonus. At a time when COVID was changing the way Tennessee Tech was doing business and we all do business, and at a time when enrollment is down, he preferred to balance that with both a raise and a bonus. He stated he believed the President had shown exceptional leadership during this time and had placed Tennessee Tech in a good position for the future.

Mr. Jones made a motion to award the President a five percent raise effective July 1, 2021, and to take the proposal to the Board. With a roll call vote, the motion passed unanimously.

After discussion regarding the appropriateness of various levels of raises and bonuses, Mr. Jones made a motion to rescind the previous action, moved that the President's salary be increased to a six percent raise with a \$20,000 bonus, and that this be presented to the full Board for approval. Ms. Vanhooser seconded the motion. With a roll call vote, the motion passed unanimously.

AGENDA ITEM 5 – COMPREHENSIVE REVIEW

Chair Harper stated that the President's contract will expire about one and one-half years from now and it was time to begin working on that contract. Per the Procedures for the President's Performance Review and Comprehensive Review: "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. (And we are now in subsequent year.) If such a comprehensive review is to be performed, the Executive Committee may choose to engage the assistance of one or more external advisors." Chair

LEP 12/10/21


Harper previously asked Secretary Wray to check into possible consulting firms that conducted such reviews and three firms submitted proposals. The proposal from AASCU (American Association of Colleges and Universities) was very thorough, included the most materiality, and was the least expensive at \$19,500.

Mr. Jones made a motion to hire an outside consultant to conduct a comprehensive review of the President, to leave the decision of whom to hire for the consultant to the chair and the vice chair, and to approve up to \$25,000 plus travel for the outside review. Ms. Vanhooser seconded the motion. With a roll call vote, the motion passed unanimously.

AGENDA ITEM 6 – ADJOURNMENT

There being no further business, the Executive Committee adjourned at 9:00 a.m. CDT.

Approved,

 12/10/21

Lee Wray, Secretary