



## **AUDIT & BUSINESS COMMITTEE**

**September 28, 2023**

**Roaden University Center, Room 282**

### **MINUTES**

Meeting was streamed live via link found on this web page:

<https://www.tntech.edu/board/meetings/>

#### **AGENDA ITEM 1 – Call to Order**

The Tennessee Tech Board of Trustees Audit & Business Committee met on September 28, 2023, in Roaden University Center Room 282. Chair Johnny Stites called the meeting to order at 10:28 a.m.

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

- Johnny Stites
- Tom Jones
- Thomas Lynn

Other board members also in attendance were Fred Lowery, Jeanette Luna, Rhedona Rose, Barry Wilmore, Trudy Harper, and Addison Dorris. A quorum was physically present. Tennessee Tech faculty, staff and members of the public were also in attendance.

#### **AGENDA ITEM 2 – Approval of Minutes**

Chair Stites asked for approval of the minutes of the June 22, 2023, Audit & Business Committee meeting. Chair Stites asked if there were questions or comments regarding the minutes. There being none, Tom Jones moved to recommend approval of the June 22, 2023, Audit & Business Committee minutes. Thomas Lynn seconded the motion. Mr. Wray called a roll call vote. The motion carried unanimously.

*Lee* 12/20/23  
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### **AGENDA ITEM 3 – Financial Update**

Dr. Stinson gave the committee an update on university finances including comparison of end-of-year budget to actual end-of-year expenditures and tuition and fee revenue projections based on fall semester enrollments.

This was an informational item therefore no action was required.

### **AGENDA ITEM 4 – Disclosed Projects**

Dr. Stinson advised the disclosed projects were the baseball hitting and pitching facility and the headhouse (greenhouse) renovation. These projects will use plant funds with the headhouse (greenhouse) renovation also receiving \$200,000 of grant funds.

Mr. Jones moved to send the FY2023-24 Disclosed projects for the Baseball Hitting and Pitching Facility and Headhouse (Greenhouse) Renovation to the Board for approval and to place it on the Board's regular agenda. Mr. Lynn seconded the motion. Mr. Wray took a roll call vote. The motion carried unanimously.

### **AGENDA ITEM 5 – Performance Evaluation & Performance-Based Compensation Analysis**

Kevin Vedder, Associate Vice President of Human Resources, presented FY2022-23 performance evaluation process. The criteria for non-faculty were Core Competencies (20%), Wings Up Way (20%) and Position-Specific Duties (60%). The criteria for faculty were based on teaching, advisement, administration, service/outreach, and research/scholarship/creative activity.

The performance-based salary increase was a three percent pool based on the eligibility of faculty scores to be acceptable or better rating and staff scores meets expectations or better rating. Eligible employees must have been hired on or before December 31, 2022, and the employee not placed on a performance improvement plan during the fiscal year (July 1, 2022- June 30, 2023). The minimum award was 1% with the maximum award being 7%. Details of the distribution were provided. There was a \$650 one-time bonus (paid in July for staff and August for faculty). Mr. Vedder also gave a brief update on the classification and compensation study status.

This was an informational item therefore no action was required.

### **AGENDA ITEM 6 – Tenure Upon Appointment Recommendations**

Dr. Bruce requested the tenure of Dr. Michael Hoane, Dr. Anthony Skjellum and Dr. Zhanjiang Liu. Dr. Hoane was hired as Chair of the Department of Counseling and Psychology in the

College of Education. Dr. Skjellum was hired as Professor in the Department of Computer Science in the College of Engineering. Dr. Liu was hired as Vice President of Research with tenure in the Department of Biology. Recommendation for tenure was supported by their respective department, faculty, college dean and the provost. Supporting documents were provided in Diligent.

Mr. Jones moved to send the tenure recommendations to the Board for approval and to place it on the Board's consent agenda. Mr. Lynn seconded the motion. Mr. Wray took a roll call vote. The motion carried unanimously.

**AGENDA ITEM 7– Adjournment of Open Session & Call to Order on Non-Public Executive Session**

There being no further business, the meeting adjourned at 11:21 a.m. After a short break, the Non-Public Executive Session began at 11:33 a.m. Trustees and Administration were present for the meeting.

**AGENDA ITEM 8 – Adjournment**

There being no further business, the Non-Public Executive Session adjourned at 12:39 p.m.

Approved,

LEE Wray 12/20/23  
Lee Wray, Secretary

