Executive Committee

March 12, 2026
8:30 a.m.
Roaden University Center, Room 282

AGENDA

I. Call to Order and Roll Call

II. Approval of Minutes

December 4, 2025

III. President's Performance Review for Year-End June 30, 2026

A. Appointment of Executive Committee Representative

B. Schedule for Completion of Performance Review Process

C. Approval of Questionnaire for Board & Cabinet Assessment Questionnaires

IV. Other Business

V. Adjournment

EXECUTIVE COMMITTEE

December 4, 2025

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 I – CALL TO ORDER

The Tennessee Tech Board of Trustees Executive Committee met on Thursday, December 4, 2025, in Roaden University Center Room 282. Chair Rhedona Rose called the meeting to order at 8:34 a.m.

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

- Rhedona Rose
- Trudy Harper
- Fred Lowery – joined electronically

A quorum was physically present. Mr. Lowery confirmed that he could simultaneously hear and speak to the Board members, that he was by himself, and that he received the Board materials in advance of the meeting.

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

AGENDA ITEM II – APPROVAL OF MINUTES

Chair Rose asked for approval of the minutes of the September 25, 2025, Executive Committee meetings. Ms. Harper moved to recommend approval of the September 25, 2025, Executive Committee minutes. Mr. Lowery seconded the motion. Mr. Wray called a roll call vote. The motion carried unanimously.

AGENDA ITEM III – ANNOUNCEMENT OF ACADEMIC & STUDENT AFFAIRS COMMITTEE MEMBER

Chair Rose stated that per Board policy, the Board chair can appoint a member to the standing committees unless there is an exception. There was no exception for the appointment of Academic & Student Affairs Committee members. For the term of December 4, 2025, through June 30, 2027, Chair Rose appointed Allen Foster as a member of the Academic & Student Affairs Committee. Chair Rose welcomed Mr. Foster to his first committee meeting.

Mr. Foster thanked Chair Rose for the appointment and stated he was honored to serve and be back at his alma mater.

AGENDA ITEM IV – APPROVAL OF INTERIM VICE PRESIDENT OF STUDENT AFFAIRS

Chair Rose stated President Oldham would make a presentation for the appointment of the new Interim Vice President of Student Affairs. President Oldham reminded everyone of the vacancy in the Vice President of Student Affairs position, which had been temporarily filled by Marc Burnett. President Oldham recommended Dr. Katie Aikens to serve as interim Vice President of Student Affairs and asked her to provide remarks.

Chair Rose asked if there were any comments or questions. Trudy Harper moved to recommend approval of the President's request to appoint Dr. Aikens to the position of Interim Vice President of Student Affairs. Fred Lowery seconded the motion. Mr. Wray called a roll call vote. The motion carried unanimously.

AGENDA ITEM V – OTHER BUSINESS

There was no other business.

AGENDA ITEM VI – ADJOURNMENT

There being no further business, the Executive Committee adjourned at 8:41 a.m.

Approved,

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Lee Wray, Secretary

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.

Tennessee Technological University
Policy No. 002

Selection, Evaluation, and Retention of the President

Original Effective Date: March 23, 2017
Reviewed with No Changes: June 8, 2020; September 18, 2024

Policy No.: 002
Policy Name: Selection, Evaluation, and Retention of the President

I. Purpose

The purpose of this policy is to set the general parameters for the Board's selection, evaluation, and retention of the President, including interim appointments.

II. Review

The Board will review this policy every four years or whenever circumstances require review, whichever is earlier.

III. Policy

A. Method of Selecting a President

1. The Board shall choose a selection process it deems appropriate in the circumstances. Any such selection process should reflect the Board's commitment to consultation with the campus and community and to the principles of diversity.

2. Prior to beginning a search for candidates for the office, the Board shall establish the qualification criteria for the position and announce the process it will follow for selecting a president.

B. The Board may, to the extent allowed by law, set the terms and conditions of the president's appointment in any manner it deems appropriate, including but not limited to compensation and conditions related to retention and removal from office.

C. The Board shall evaluate the president's job performance on an annual basis, following procedures approved by the Board.

D. In the case of a vacancy in the office of the president, the Board delegates to the chair the authority to appoint an interim president. The chair shall consult with the vice chair and executive director of the Tennessee Higher Education Commission prior to making an interim appointment.

IV. Interpretation

The Board chair or his/her designee has the final authority to interpret the terms of this policy.

V. Citation of Authority for Policy

T.C.A. § 49-8-203(a)(1)(A)

Approved by:

Board of Trustees:	March 23, 2017
Revised by Board of Trustees:	August 17, 2017

Agenda Item Summary

Date: March 12, 2026

Agenda Item: President's Performance Review for Year-End June 30, 2026

Appointment of Executive Committee Representative

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

PRESENTER(S): Chair Rose

PURPOSE & KEY POINTS: The Executive Committee is responsible for organizing and conducting an annual performance review of the President. The Chair appoints the Executive Committee Representative who will conduct the review.