



## **Board of Trustees Meeting**

**June 15, 2017**

**Bell Hall, Room 260**

### **MINUTES**

#### **AGENDA ITEM I—CALL TO ORDER**

The Tennessee Tech Board of Trustees met in regular session on June 15, 2017, in Bell Hall, Room 260. Chair Tom Jones called the meeting to order at 1:00 p.m.

Before the meeting began, Chair Jones stated at the end of the Board meeting the Board would have a thirty-minute reception where anyone could talk with Trustees and the Board looked forward to any input or comments the audience may have about their operation.

Chair Jones stated that this was the group's first year as a Board. Chair Jones described the process of working through the agenda. He asked the chair of each committee to make all the necessary motions. Chair Jones asked Ms. Trudy Harper to make the motions for the Executive Committee.

Chair Jones asked Kae Carpenter, Secretary, to call the roll. The following members were present:

- Dr. Barbara Fleming
- Dr. Melissa Geist
- Ms. Trudy Harper
- Mr. Tom Jones
- Mr. Millard Oakley
- Mr. Nick Russell
- Mr. Purna Saggurti
- Mr. Johnny Stites
- Ms. Teresa Vanhooser
- Capt. Barry Wilmore

Tennessee Tech staff and members of the public were also in attendance.

## AGENDA ITEM II – APPROVAL OF MINUTES

Ms. Harper moved to recommend approval of the minutes. Mr. Saggurti seconded the motion.

After an opportunity for further discussion and there being none, the motion carried unanimously.

## AGENDA ITEM III.A – EXECUTIVE COMMITTEE REPORT AND RECOMMENDATIONS – CONSENT AGENDA

Ms. Harper moved to approve all items on the Executive Committee's consent agenda as recommended by the Executive Committee. Mr. Stites seconded the motion.

After an opportunity for further discussion and there being none, the motion carried unanimously.

## AGENDA ITEM III.B.1 – EXECUTIVE COMMITTEE REPORT AND RECOMMENDATIONS – REGULAR AGENDA – ADOPTION OF POLICY 007 (FREE SPEECH ON CAMPUS)

Chair Jones stated all items on the regular agenda were discussed in the Executive Committee, and recommended for full Board approval, while all Board members were in attendance.

Ms. Harper moved to adopt Policy 007 as presented and recommended by the Executive Committee. Dr. Fleming seconded the motion.

After an opportunity for discussion and there being none, the motion carried unanimously.

## AGENDA ITEM III.B.2 – EXECUTIVE COMMITTEE REPORT AND RECOMMENDATIONS – REGULAR AGENDA – REVISION OF BYLAW 1.3

Ms. Harper moved the approval of revised Bylaw 1.3 as presented and recommended by the Executive Committee. Ms. Vanhooser seconded the motion.

After an opportunity for further discussion and there being none, Ms. Carpenter took a roll call vote and the motion carried unanimously.

### **AGENDA ITEM III.B.3—EXECUTIVE COMMITTEE REPORT AND RECOMMENDATIONS—REGULAR AGENDA—REVIEW AND AFFIRMATION OF CURRENT MISSION STATEMENT, VISION STATEMENT, AND STRATEGIC PLAN.**

Chair Jones provided an overview and stated that this agenda item was needed to support Tennessee Tech's submission to the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC).

Ms. Harper moved that the Board affirm the current mission statement, vision statement, and strategic plan as recommended by the Executive Committee. Mr. Saggurti seconded the motion.

Chair Jones stated that it is envisioned that when the Board goes through the strategic planning process again next year, these items will be reviewed and revised.

After an opportunity for further discussion and there being none, the motion carried unanimously.

### **AGENDA ITEM IV.A—AUDIT & BUSINESS COMMITTEE REPORT AND RECOMMENDATIONS—ITEMS REVIEWED**

Chair Jones stated that the Audit and Business Committee Agenda Item 4.A (Committee Report and Recommendations) was reviewed that morning with all Board members in attendance.

### **AGENDA ITEM IV.B.1—AUDIT & BUSINESS COMMITTEE REPORT AND RECOMMENDATIONS—CONSENT AGENDA**

Ms. Vanhooser moved to approve all items on the Audit and Business Committee's consent agenda as recommended by the Audit and Business Committee. Mr. Saggurti seconded the motion.

Chair Jones asked the Board if there was any item on the consent agenda that a member wished to consider separately.

There being no such request, after an opportunity for further discussion and there being none, the motion carried unanimously.

### **AGENDA ITEM IV.C.1—AUDIT & BUSINESS COMMITTEE REPORT AND RECOMMENDATIONS—REGULAR AGENDA—TUITION AND MANDATORY FEES**

Ms. Vanhooser moved to approve the tuition and mandatory fees as presented and recommended by the Audit and Business Committee. Mr. Saggurti seconded the motion.

Capt. Wilmore stated the average student tuition and fees increase would be about seven and a half percent, which he believed to be excessive. He stated he needed help understanding that this would be a reasonable increase.

Chair Jones answered that the cost of higher education goes up much more than the consumer pricing index does each year. He stated that over time these cost increases would not be sustainable, which raised the question of how Tennessee Tech would manage the issue.

Chair Jones stated that as a university, the Board was doing all the right things such as increase enrollment, build buildings, and make Tennessee Tech more attractive to quality students; that without these investments, Tennessee Tech would not improve. Chair Jones stated he supported this agenda item but believed increases could not continue at this rate. Chair Jones stated that at some point the Board would have to create some form of a cost-effective educational model. Chair Jones noted that this issue was a problem throughout all higher education.

Mr. Stites stated he supported the increase this year because it is the Board's first year but hoped by this time next year, the Board would see some cost-saving measures and ways to return a portion of the operating costs back to the students.

Dr. Fleming stated that she wanted to see the Board work hard on creating new programs that are different, programs that can't be found anywhere else in the state. She stated that Tennessee Tech should focus on on-line learning, because that would populate Tennessee Tech's colleges. Dr. Fleming stated that she was not so much focused on cost savings, but on revenue generation by being innovative, distinct, and creative.

Chair Jones stated that Tennessee Tech needs to be run like a business, which would create the need to work harder than any other university. He again stated he was concerned about rising costs in the future.

President Oldham commented that none of Tennessee Tech's administration took increasing costs as a given. He stated he looked forward to working with the Board to identify a long-term financial plan that would make sense and hold costs in control. He also offered to share with the Board the measures that have already been taken in previous years to hold costs down.

After Mr. Stites indicated he hoped to see cost reductions in the coming year, Chair Jones stated that one cannot simply state that next year there must be a cut because there had to be a reasonable strategic plan to implement a cut. He stated that for this reason, it might not be possible to implement cost-savings measures in the next year.

Mr. Stites stated the Board, administration, faculty and staff must make certain that everyone is doing the right things to make Tennessee Tech the institution that turns out great students and does so at an effective cost rate. Mr. Stites stated that just because costs at universities around the state are increasing, that did not mean that Tennessee Tech needed to follow suit.

Chair Jones stated that the previous discussion doesn't just apply to tuition and mandatory fees but also applied to the next agenda item, estimated and proposed budgets.

After an opportunity for further discussion and there being none, Ms. Carpenter took a roll call vote and the motion carried unanimously.

#### **AGENDA ITEM IV.C.2—AUDIT & BUSINESS COMMITTEE REPORT AND RECOMMENDATIONS—REGULAR AGENDA—2016-2017 ESTIMATED AND 2017-2018 PROPOSED BUDGETS**

Ms. Vanhooser moved to approve the 2016-2017 estimated and 2017-2018 proposed budgets as presented and recommended by the Audit and Business Committee. Mr. Saggurti seconded the motion.

Chair Jones asked the Board if there was any further discussion on Agenda Item 4.C.2 other than what was discussed that morning.

There being no further discussion, Ms. Carpenter took a roll call vote and the motion carried unanimously.

#### **AGENDA ITEM IV.C.3—AUDIT & BUSINESS COMMITTEE REPORT AND RECOMMENDATIONS—REGULAR AGENDA—COMPENSATION PLANS**

Ms. Vanhooser provided an overview of the compensation plans. She stated the plans are intended to attract, motivate, and retain a well-qualified work force, offer competitive compensation within relevant labor markets, recognize and reward individual initiative and achievements, and ensure compliance with implacable laws and regulations.

Ms. Vanhooser moved to approve the compensation plans as presented and recommended by the Audit and Business Committee. Mr. Saggurti seconded the motion.

After some discussion based on confusion related to this agenda item and the next, Dr. Geist clarified that this item related to the compensation plan, while the next agenda item related to the proposed plan for the President's 2017-18 compensation and for employees' compensation.

Ms. Carpenter clarified that the compensation plan is the larger document that sets pay scales and job titles and included the incentive plan for iCube.

Ms. Vanhooser restated the compensation plans are intended to attract, motivate, and retain a well-qualified work force, offer competitive compensation within relevant labor markets, recognize

and reward individual initiative and achievements, and ensure compliance with implacable laws and regulations.

Ms. Vanhooser moved to approve the compensation plans as presented and recommended by the Audit and Business Committee. Mr. Saggurti seconded the motion.

After an opportunity for further discussion and there being none, the motion carried unanimously.

#### AGENDA ITEM IV.C.4—AUDIT & BUSINESS COMMITTEE REPORT AND RECOMMENDATION—REGULAR AGENDA—INSTITUTIONAL COMPENSATION—3% POOL

Ms. Vanhooser moved to approve the 2016-2017 institutional compensation proposal presented and recommended by the Audit and Business Committee. Mr. Saggurti seconded the motion.

Dr. Fleming asked whether businesses based compensation on the previous year's standards. Dr. Fleming stated that the Board needed to know what the compensation would look like.

Mr. Saggurti answered that there was a three-percent pool the state required Tennessee Tech to set aside for the employees; of that, one percent of the funds would be a salary increase for everyone and the two percent remaining would be based on a meritorious allocation to those employees that have done extremely well and deserving of the merit pay. Mr. Saggurti stated that the question was how does the Board define "merit" and what were the items needed for employees to receive the merit increase. Mr. Saggurti stated the Board needed to debate that question and fine tune its requirements.

Chair Jones stated he supported the compensation plan because he believed a one-percent-across-the-board raise was reasonable, with the remaining two-percent raises being merit-based. He stated he did not think the Board had the ability or should try to dictate in each college or department how to make those decisions. Chair Jones stated that the Board should direct and demand the department heads or deans allocate raises based on merit.

Mr. Saggurti stated that two percent of the funds were a pool that would be allocated to individuals that have done extremely well. Mr. Saggurti stated that was what Tennessee Tech was about, elevating Tennessee Tech's profile over and over again.

Dr. Fleming commented the two-percent pool was a "black box" and the Board has no idea how it would be allocated.

Chair Jones asked if it is the Board's place to determine how it would be allocated and stated the Board had to trust Tennessee Tech to come up with the ways to measure merit, demand the best, and reward the best.

Mr. Saggurti stated the President should have the flexibility to come up with the allocation plan and the Board needed to provide the guidelines.

Mr. Stites stated that he did not agree with what he saw in the institutional compensation proposal. Mr. Stites stated that he was supportive of letting the institution and various department heads or deans make the decision regarding compensation, because the Board did not know the individuals. Mr. Stites stated that the Board's job was to set the boundaries so all would understand what the Board thinks is important: innovation, extra effort, improving one's self. Mr. Stites stated President Oldham could help the Board figure that out and to whom the raises should go. Mr. Stites stated that the Board should ask what values would be applied before the Board approved the agenda item.

Chair Jones asked Mr. Stites if he would propose that a half percent should go across the board and two and half percent to fluctuate based on merit.

Mr. Stites stated he would feel much better about that because the Board would not be descriptive regarding to whom the money goes. Mr. Stites reiterated that the Board should set some standards for the merit raise.

Ms. Vanhooser stated she agreed the Board needed to have input into those guidelines but believed that should occur for the 2017-2018 employees. Ms. Vanhooser stated the Board had not developed any criteria for the current employees. Ms. Vanhooser stated that when the Board developed expectations for 2017-2018, then the Board could change how the funds were distributed at the end of that compensation year.

Capt. Wilmore questioned if the Board was implementing the salary funds in the manner mandated by the state. He asked if the state required the three-percent raise to be applied across the board or in a flexible manner.

President Oldham stated that Tennessee Tech is required to use the state funds for a three-percent salary increase pool but how it was distributed was not being dictated by the state. President Oldham clarified the one-percent increase would be only for the employees that received at least a satisfactory performance evaluation.

Dr. Geist explained there is a compensation committee on campus that includes faculty and the stakeholders but it was not involved in the decisions related to raises.

Mr. Stites stated this is a one-time amount that Tennessee Tech is going to receive from the government and if the Board gave these increases, then the Board must pay for the increases going forward.

Dr. Fleming asked if the funds pertained to just one year. Chair Jones stated the funds for this year's raises were recurring.

President Oldham stated that while there is no guarantee what the state will do in the subsequent years, there is an expectation that these funds will be recurring.

Dr. Stinson stated that the three-percent pool is derived from state appropriations that cover sixty percent of the costs with the expectation that Tennessee Tech will cover forty percent. She stated the appropriation did not have to be used for an across-the-board increase but Tennessee Tech had to use the dollars for salary increases.

Dr. Stinson stated that the use of this particular pool is mandated by the state but the Board would have the responsibility to approve any increases going forward. Dr. Stinson stated that if the state mandated a salary pool, Tennessee Tech must use the money in that manner; but from year to year the Board could direct the administration to institute alternative approaches as long as those approaches did not involve a state-mandated pool of money for raises.

Mr. Oakley stated that the Board is not in the position to micromanage Tennessee Tech and that management employees should be the ones to do that.

Dr. Fleming stated the Board's purpose was to set guidelines.

Dr. Geist stated in the proposed salary distribution, faculty made up 46.51 percent and administration (EEO1 employees) made up around eight percent. Dr. Stinson stated the administration included all of the President's cabinet, all of the President's direct reports, and all those persons who report to those people. Dr. Stinson stated from the academic standpoint, administration includes the Provost, his staff, and the Deans; it does not include clerical and support staff. Dr. Stinson states there are approximately 40 employees that fall into the administrative category. Dr. Geist stated that based on those numbers, it would mean a \$5,000 increase for administration, a \$2,000 increase for faculty, and even less of an increase for clerical and support staff.

Chair Jones asked if the percentages for employees that were presented reflected the salary total dollars that were in the budget.

Dr. Stinson explained that the total salary pool for employees eligible for salary increases was calculated as three percent of the total salaries of eligible employees.

Mr. Stites commented he was not asking to change the numbers because the President had the authority to set the numbers since he managed all those people. However, he wanted the Board to clarify what is important to Tennessee Tech. Mr. Stites stated the Board should give guidance as to how much of the money available for flex spending should be assigned to the Board stated guidelines. Mr. Stites asked the Board not to approve an across-the-board cost of living increase.

Mr. Saggurti stated he agreed with giving a small across-the-board increase to the employees that received a satisfactory rating and to use the remainder for merit pay to encourage Tennessee Tech employees to do better.



At the request of the Chair, Ms. Carpenter took a roll call vote. The motion carried 6-3, with Dr. Fleming, Dr. Geist, and Mr. Stites casting the "nay" votes.

President Oldham stated the Audit & Business Committee would have the results of the distribution by the August board meeting and he would report to the Board how the funds were distributed.

#### AGENDA ITEM IV.C.4—PRESIDENT'S COMPENSATION

Ms. Vanhooser wanted to clarify that part of the Audit & Business Committee's recommendation included a three-percent increase for the President.

Ms. Vanhooser moved to approve the proposed three-percent salary increase for the President's salary as recommended by the Audit and Business Committee. Mr. Saggurti seconded the motion.

Chair Jones stated the Board could propose a different increase and that any funds below the three-percent raise would return to the salary increase pool.

Capt. Wilmore stated this increase was merit-based and from his perspective, the President deserved the raise. Capt. Wilmore stated he did not, however, have any tangible, merit-based information on which to base his vote. Capt. Wilmore stated he would defer his vote to the Chair.

Mr. Oakley stated he was under the impression the Board was going to employ a professional to discuss and evaluate the President.

Chair Jones stated the Board has not had a presidential evaluation; the Board would need to do that by the end of the year. The reason the President's compensation came up is the Board was rolling the annual \$5000 expense fund and \$8500 car expenses into the President's salary. Chair Jones also clarified that the proposed three-percent raise was not mandatory. Chair Jones stated that the Board would not do a performance-based evaluation or bonus; that would occur after the Association for Governing Boards provided information on how best to measure a president's performance.

Dr. Geist questioned the timing of the raise in light of Tennessee Tech's \$3,000,000 deficit, the 19 employees who had lost their jobs in the recent reduction in force, decreased enrollment, and the new increase in tuition and fees.

Dr. Stinson stated the Governor's budget reduced state appropriations for operations and set aside dollars for salary increases. Dr. Stinson said she and Dr. Oldham worked with the governor's office and with THEC to gain the flexibility to not use the money for salary increases, but were not granted that option. Dr. Stinson stated that as a result, Tennessee Tech did not have the flexibility to use the money for anything other than salary increases.

Dr. Stinson reiterated that If the Board voted not to give the President the three-percent raise, the money would go back into the pool for distribution elsewhere.

Chair Jones asked the Board members if they would say the president has a satisfactory rating. Several Board members stated "yes." Chair Jones stated that the Board members' answers indicated the President should at least receive a one-percent raise.

Mr. Stites stated he would be opposed to giving the leader of Tennessee Tech anything less than what the Board is willing to give any other employee at Tennessee Tech.

Chair Jones stated he would be voting to approve the three-percent raise for the President because he believed in rewarding effort, innovation, and success, which is what he saw in President Oldham.

Chair Jones stated he was not supportive of the types of metrics where an evaluation is based on a score an employee receives on a list of characteristics, and then based on that score the employer puts a dollar amount to that. He stated those types of metrics do not evaluate how effective or how important that person is to Tennessee Tech.

Chair Jones stated one of the Board's responsibilities was to be able to subjectively say if someone deserves a raise. Chair Jones agreed that the Board should establish goals for the president, but at the end of the day the Board needed to evaluate how good the leader is for Tennessee Tech.

At the request of the Chair, Ms. Carpenter took a roll call vote. The motion carried 7-1 with Capt. Wilmore deferring his vote to Chair Jones, and Dr. Geist casting the "nay" vote.

## **AGENDA ITEM V.A—ACADEMIC & STUDENT AFFAIRS COMMITTEE REPORT AND RECOMMENDATIONS—CONSENT AGENDA**

Chair Jones stated TTU Policy 217 (Student Academic Misconduct) was removed from the Academic & Student Affairs Committee recommendations and was not on the Board's consent agenda.

Dr. Fleming moved to approve all consent agenda items, with the exception of Policy 217, as recommended by the Academic & Student Affairs Committee.

After an opportunity for further discussion and there being none, the motion carried unanimously.

## **AGENDA ITEM V.B—ACADEMIC & STUDENT AFFAIRS COMMITTEE REPORT AND RECOMMENDATIONS—REGULAR AGENDA (ACADEMIC AFFAIRS) FORMATION OF NEW ACADEMIC UNIT (COLLEGE OF FINE ARTS)**

Dr. Fleming stated Agenda Item 5.B was reviewed in the Academic & Student Affairs Committee meeting with full Board in attendance.

Dr. Fleming moved to establish a new academic unit called the College of Fine Arts as presented and recommended by the Academic & Student Affairs Committee. Mr. Stites seconded the motion.

After an opportunity for further discussion and there being none, the motion carried unanimously.

## AGENDA ITEM V.C—ACADEMIC & STUDENT AFFAIRS COMMITTEE REPORT AND RECOMMENDATIONS—REGULAR AGENDA—APPROVAL OF PROPOSED STUDENT AFFAIRS POLICIES AND RULES

Dr. Fleming moved to consider proposed TTU Policy 302 (Student Conduct), TTU Policy 305 (Student Housing), and TTU Policy 415 (Parking, Traffic, and Safety Enforcement and Rules) and the accompanying rules as a group. Mr. Stites seconded the motion.

After an opportunity for further discussion and there being none, the motion carried unanimously.

Ms. Harper moved to adopt the policies and rules as presented and recommended by Academic & Student Affairs Committee. Mr. Stites seconded the motion.

After an opportunity for further discussion and there being none, Ms. Carpenter took a roll call vote. The motion carried unanimously.

## AGENDA ITEM VI—PRESIDENT'S REPORT AND PRESENTATION ON DEVELOPMENT OF A REVISED STRATEGIC PLAN

President Oldham explained that his report would provide the Board with information on where Tennessee Tech has been as an institution, Tennessee Tech's current vision going forward, and working with the Board and leaders on campus to develop the next round of strategic planning for Tennessee Tech. Dr. Oldham stated he hopes to develop a data-driven process using Huron, Tennessee Tech's external partners, in the next round of strategic planning. He presented several slides to share the following information:

- Vision Statement—Tennessee Tech's vision statement was a result of the last round of strategic planning four years ago.
- A Snap Shot of Two Decades—the changes that occurred in higher education. The external environment and market continues to change and Tennessee Tech has to be able to adapt.
- Tech #1 Value Among Tennessee Public Universities—Tennessee Tech continues to be rated one of the top value propositions in the state. Tennessee Tech consistently ranks highly on return on investment of educational dollars.

- Tech Best Salary Potential for Public Universities in Tennessee— one of the reasons why Tennessee Tech is ranked so highly. The salary potential for in-state peers is consistently at the top of the list for starting salaries and mid-career salaries.
- Time to Adjust our Course: Framing the Path—the external environment continues to shift; it is time to come up with a new strategic plan.
- Competitive Market Reality for Higher Education—the goal is to separate Tennessee Tech out of the pack of sister institutions in order to grow, build brand identity, and provide value.
- 2017: Time to Accelerate—the flight plan and the next round of strategic initiatives.
- Tech Flight Plan Background—developed during academic 2012-2013. Tennessee Tech has seen a lot of progress, student success, increased private resources, focus on innovation and entrepreneurship, and iCube collaboration.
- Tech Must Close the Gap with other Technological Universities—metrics to be considered: quality, financial, and size. Against in-state peers, Tennessee Tech does well in terms of quality, but financially (operating Expenditures per Student FTE, Endowment per Student FTE) there is a gap, and regarding size (FTE enrollment, Bachelor's Degrees Conferred, Doctoral Degrees Conferred) there is an even bigger gap compared to in-state peers. Tennessee Tech should inherently be more adaptable and more agile at moving with new initiatives.
- Flight Plan Metric Benchmarks of In-State Peers—looks at undergraduate education, graduate education, research, and financial resources compared to in-state universities. Incoming student profiles rank well. Tennessee Tech is low on FTE enrollment. The negatives are relatively small compared to in-state enrollment.
- Flight Plan Metric Benchmarks of Leading Technological Universities-shows how Tennessee Tech compares financially. Resource issues explain the negative gaps when comparing to leading universities.
- Flight Plan Benchmarks-ACT 75<sup>th</sup> Percentile (2015)—graphically emphasizes some of the previous two slides. The goal is to move Tennessee Tech from the group on the left (the universities below the average) to the group on the right (the universities that are above the average).
- Flight Plan Benchmarks-Doctoral Degrees Conferred (2015)—Tennessee Tech is still growing as a doctoral-granting institution.
- Operating Expenditures/Student FTE (2015) - Tennessee is below the average In-State Peer average. Tennessee Tech's limited resources available to educate students are part of the reason why Tennessee Tech is on the low end. That is the dilemma the Board has been debating, such as tuition and fees.
- What's Next?—the Board should spend some time at each meeting receiving an update on progress on the next round of strategic planning, having a thorough discussion about the Board's role in the planning process, and determining what level of involvement the Board wants to have.
- Journey Timeline (2017-2022)—proposes a timeline with an idea that the final strategic plan should be ready for the full Board the second quarter of 2018.

Ms. Harper asked Dr. Oldham if he had a team and process for developing a strategic plan. Dr. Oldham stated that if the Board agreed, a steering committee of about a dozen people would be

assembled following the meeting. Dr. Oldham stated he would utilize a lot of talent on campus for the strategic planning process and will keep the Board informed on what is going on and what is being discussed.

Dr. Oldham stated Tennessee Tech would rely on Huron Consulting Group to obtain data such as mining national data and also assisting Tennessee Tech with synthesizing internal data. Dr. Oldham stated that having data helps keep the decision-making constructive.

Mr. Russell asked Dr. Oldham how he is choosing the avenue to follow to chase distinctiveness from other undergraduate-focused universities.

President Oldham replied that regional aspects, public universities, and having a technological focus all played into creating distinctiveness.

Dr. Fleming stated there is need of other assessments performed regarding the region Tennessee Tech serves, assessing its population and the needs of the population, and identifying the top ten best and worst careers.

Mr. Saggurti stated he does not like that Tennessee Tech's vision statement is confined to the south because the region should be larger. He stated that there need to be discussion within the Board about being better and whether Tennessee Tech can reach outside of the "boutique" feel and reach further than the Upper Cumberland.

Chair Jones stated the Board needed to rely on President Oldham to say where Tennessee Tech is going and the Board could give recommendations.

Mr. Stites stated the rising millennial group was much more entrepreneurial slanted. He noticed that Tennessee Tech was focused on getting more doctoral programs approved and stated that, as a general rule, they are not going to fund a university. Mr. Stites stated that entrepreneurs were going to fund the next generation at Tennessee Tech.

President Oldham stated the real innovation came from doctoral programs. He stated Tennessee Tech needed to have a reputational value in the technological areas that demanded core strength at the doctoral level. He stated Tennessee Tech was upgraded two years ago by the Carnegie classification system to a doctoral university status, which is a national ranking status for universities. Tennessee Tech was one of two public universities in Tennessee that was ranked as a national doctoral university.

Dr. Oldham stated Tennessee Tech is required to produce a minimum number of PhD graduates annually to remain at a national ranking. He stated Tennessee Tech's efforts have been focused on staying above the minimum level needed to maintain the classification. He stated in this budgeting cycle the state has provided \$500,000 for the Carnegie reclassification, which Tennessee Tech would reinvest into the existing PhD programs. Dr. Oldham stated that Tennessee Tech currently had three PhD programs and intended to increase that number.

Ms. Harper stated she wanted to see focus on career services and recruiting to increase the minority presence. She stated the recruiters that were with Tennessee Tech now should be involved in the new strategic plan.

President Oldham stated Tennessee Tech's ultimate niche would be found with the next generation becoming entrepreneurs.

## AGENDA ITEM VII—PRESENTATION ON SACSCOC SUBSTANTIVE CHANGE REVIEW

President Oldham began by publically thanking Dr. Ghorashi for his service as provost for the last four years.

Dr. Ghorashi gave an overview of the general accreditation process. He stated Tennessee Tech was accredited by the Southern Association of Colleges and Schools Commission of Colleges (SACSCOC). Dr. Ghorashi stated SACSCOC's Board of Trustees was the representative body of the college delegate assembly and was charged with carrying out the accreditation process.

Dr. Ghorashi stated the mission of SACSCOC is to assure the educational quality and improve the effectiveness of its member institutions. He stated that to gain or maintain accreditation with SACSCOC, an institution must comply with the standards and policies of the commission.

Dr. Ghorashi stated Tennessee Tech was first accredited in 1939 and its accreditation was reaffirmed in 2016. He stated SACSCOC defined substantive change as a significant modification or expansion in the nature and scope of an accredited institution, such as the change of governance. He stated that when there is a change of governance, SACSCOC must receive prior notification and grant approval, which includes an on-site visit by a substantive change committee.

Dr. Ghorashi stated Tennessee Tech's on-site visit with the SACSCOC Substantive Change Committee is scheduled for September 26-28, 2017. He stated the SACSCOC committee will be conducting interviews with Tennessee Tech's trustees, administrators, faculty, staff, and students to examine if Tennessee Tech continues to be in compliance with its principles of accreditation.

## AGENDA ITEM VIII—OTHER BUSINESS

At the request of Chair Jones, Mr. Saggurti moved the Board to support President Oldham and the direction of the strategic plan starting next year. Mr. Stites seconded the motion.

After an opportunity for further discussion and there being none, the motion carried unanimously.

## AGENDA ITEM IX – ANNOUNCEMENT OF REGULAR MEETING DATES

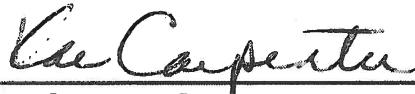
Chair Jones stated those dates were provided in the Board's information.

Dr. Fleming asked if the whole Board would be going to be involved in the SACSCOC interview process in September. Dr. Oldham stated SACSCOC will need access to several of the Board members, but the members would not have to be present; they could be available by phone.

## AGENDA ITEM X – ADJOURNMENT

There being no further business, the meeting adjourned at 3:01 p.m.

Respectfully Submitted,

A handwritten signature in cursive script that reads "Kae Carpenter". The signature is written in black ink and is positioned above a horizontal line.

Kae Carpenter, Secretary



# Quarterly Board Meeting

June 15, 2017, 1:00 p.m.

Bell Hall 260

## AGENDA

- I. Call to Order
- II. Approval of Minutes
- III. Executive Committee Report and Recommendations
  - A. Consent Agenda
    1. Revision to TTU Policy 005 (Board Committees)
    2. Delegation of limited authority to Secretary to make technical changes in policies and rules
  - B. Regular Agenda
    1. Adoption of Policy 007 (Free Speech on Campus)
    2. Revision to Bylaw 1.3
    3. Review and affirmation of current mission statement, vision statement, and strategic plan
- IV. Audit & Business Committee Report and Recommendations
  - A. Items Reviewed
    1. TTU Policy 132 (Conflict of Interest)
    2. TTU Policy 600 (Code of Conduct)
    3. Review of Internal Audit Investigations
  - B. Consent Agenda
    1. President Emeritus Contracts
    2. Athletics Director Contract
    3. Tenure and Promotion Recommendations
    4. Planning and Finance Policies
    5. Ratification of Director of Internal Audit
    6. Adoption of Audit Committee Charter



7. Approval of Internal Audit Charter
8. Approval of Internal Audit Policies
- C. Regular Agenda
  1. Tuition and Mandatory Fees
  2. 2016-2017 Estimated and 2017-2018 Proposed Budgets
  3. Compensation Plans
  4. Compensation
- V. Academic and Student Affairs Committee Report and Recommendations
  - A. Consent Agenda
    1. Academic Program Modifications
    2. Academic Affairs Policies
  - B. Regular Agenda (Academic Affairs)
    - Formation of New Academic Unit (College of Fine Arts)
  - C. Regular Agenda (Student Affairs)
    1. TTU Policy 302 (Student Conduct) and Rules
    2. TTU Policy 305 (Student Housing) and Rules
    3. TTU Policy 415 (Parking, Traffic, and Safety Enforcement) and Rules
- VI. President's Report and Presentation on Development of a Revised Strategic Plan
- VII. Presentation on SACSCOC Substantive Change Review
- VIII. Other Business
- IX. Announcement of Regular Meeting Dates
- X. Adjournment