

Staff Advisory Committee to the President
September 10, 2012, 10 a.m.

Present: Joy Cook, Brooke Dedmon, Susan Henry, Kaye Loftis (chair), Randa Thompson, Denette Way

Others Present: President Oldham, Terri Taylor

President's Comments

President Oldham opened the meeting with a welcome to the new academic year. He stated that as a new president there are a lot of first, and this meeting today is one of those. Recent achievements and recognitions of note include the following:

- TTU was ranked 12th nationally by Newsweek for most affordable
- One of only five universities invited to DC for service efforts
- Achieved 100% pass rate on Nursing NCLEX exams
- STEM Center awarded a \$500,000 grant to serve as STEM hub for the Upper Cumberland

The 2012-2013 school year brings excitement to the university with a much deserved salary increase and slightly rising FTE numbers. However, it also brings new and continuing challenges such as the rising cost of tuition, higher expectations from the Complete College Act, and declining state funding. Therefore, this is a time for teamwork, boldness, and creativity to flourish across campus. TTU is positioned relatively well to meet these challenges due to its financial stability, strong reputation in the region, and superior student profile.

TTU expects to roll out a new strategic plan by February 2013. In order to expedite the process, the university will bring in a consulting firm to assist a small representative task force in the development of a revised Strategic Plan which will serve as a roadmap for the campus. The group will provide gap analysis assessments and produce 5-10 year strategies to close gaps.

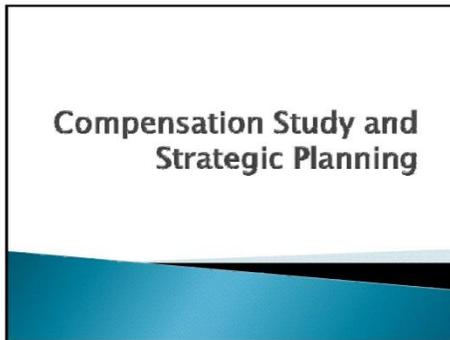
President Oldham expressed that he looks forward to working with everyone during another successful year at TTU. He closed with the following quote from Gary C. Fethke and Andrew J. Policano's book Public No More:

“Will the long-standing tradition of excellence in America's top public universities continue? Or will it erode as state support continues to diminish? The demise of the major research public university is neither immediate nor inevitable. There are abundant challenges ahead but the fate of the distinctive public university lies not in the hands of the state or the taxpayer, but rather within the confines of the university itself. If the vast array of public university resources can

be channeled into distinctive visions that create measurable value based on sound financial practices, there is indeed a bright future. The path ahead is not easy; there are many impediments and entrenched beliefs that must be overcome. Will public universities retain their distinction? In the end, one key question remains: Can strategy trump culture?"

Compensation Study

Dr. Stinson presented the following information pertaining to the university compensation study and strategic planning:

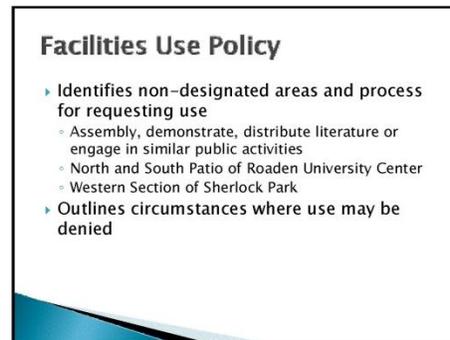
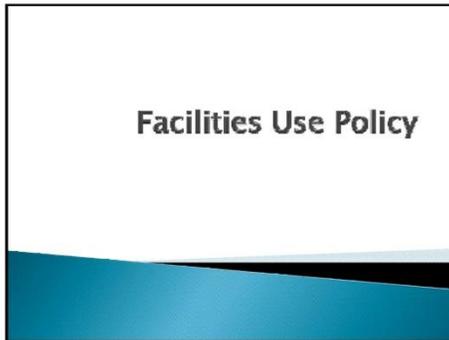


Tuition Increase 2012-2013	
▶ Replace State Appropriations	1.2%
▶ Inflation	1.4%
▶ TTU share of 2.5% salary increase	1.2%
▶ Business Intelligence Strategy	.2%
▶ Total increase	4.0%

Compensation Plan
▶ 2.5% across-the-board
◦ Effective July 2012 for 12-month employees and August 2012 for 9-month employees
▶ 3.6% to address comp plans
◦ Proposed for approval at September board meeting
◦ Effective October 1, 2012 if approved
◦ Faculty comp plan - \$801,150 (43%)
◦ Admin Professional comp plan - \$443,700 (24%)
◦ Clerical Support comp plan - \$556,726 (30%)
◦ Executive comp plan - \$78,251 (4%)

Compensation Study
▶ Faculty comp plan
◦ Brings all full-time faculty pay to 83.3% of national CUPA average
◦ Addresses salary inversions for some faculty members
▶ Non-faculty comp plans
◦ Brings all employees to 100% of target

The following outlines TTU's new Facilities Use Policy:



Suggestion Box Items

Chairman Loftis presented an Eagle Card item from the suggestion box. The suggestion requested the display of each individual's T-Number on the Eagle Card. A response provided by Mr. Marc Burnett's unit stated that the number is not placed on the cards for security reasons in that students use that number to login to their account, and if the card ended up in the wrong hands, it could be harmful to the student. This was a joint decision by the Eagle Card Office and ITS that T-Numbers not be displayed for security purposes.

Service-Pin Presentations

President Oldham led the service-pin presentation that totaled an accumulation of 620 years of service by Tech staff. Recipients were as follows:

- | | | |
|--|---|--|
| 5 years | 15 years | 30 years |
| <ul style="list-style-type: none">• Becky Asher• Marilyn Borch-Jensen• Robin Burroughs• K'Cindra Cavin• James Dale• Kenneth Daniels• Sandra Dodson• Precious Edmonds• Amy Foster• Mark Greenwood• Debbie Gunnels• Rachel Hall• Lisa Henry• Debbie Mayberry• Amanda Roberts• Patricia Tudor• Lorie Worley | <ul style="list-style-type: none">• Gary Bradford• Phyllis Gaw• Kevin Glover• Pam Goolsby• Kimberly Nash• Steven Norris• Jody Webb• Brian York | <ul style="list-style-type: none">• Donald Frazier• Sharon King• Dianne Klein• Linda Nabors |
| 10 years | 20 years | 35 years |
| <ul style="list-style-type: none">• James Baker• Stephaine Hargis• Kathy Reynolds• Brian Stansberry• Marie Tucker | <ul style="list-style-type: none">• Sonya Bowman• Helen Knott• Patricia Hall | <ul style="list-style-type: none">• Lorrie McCracken |
| | 25 years | |
| | <ul style="list-style-type: none">• Kathy Buckner• Rickey Flatt• Teresa Queener• Clay Randolph• Vicky Swafford• Elizabeth Walker | |

Chairman Loftis adjourned the meeting at 10:50 a.m.