



TENNESSEE BOARD OF REGENTS
Thursday, June 18, 2015
Committee Meetings

- A. Committee on Finance and Business Operations
 - 1. Consent Agenda
 - a. Approval of the Minutes from the April 8 and May 7, 2015 Special Called Meetings of the Finance and Business Operations Committee
 - b. Approval of Proposed Revisions to TBR Policy 4:07:00:00 – Business Meals
 - c. Approval of Proposed Revisions to TBR Policy 4:02:20:00 – Disposal of Surplus Personal Property
 - 2. Approval of the Minutes from the May 27, 2015 Special Called Meeting of the Finance and Business Operations Committee Regarding Maintenance Fees and Tuition
 - 3. Consideration of Funding for Operations for the 2015 – 2016 Fiscal Year

- B. Committee on Personnel and Compensation
 - 1. Consent Agenda
 - a. Approval of President Emeritus Contracts
 - b. Tenure and Promotion Recommendations at Universities and Community Colleges
 - c. Tenure and Promotion Recommendations at Tennessee Colleges of Applied Technology
 - 2. Review and Approval of Faculty Promotional Increases
 - 3. Review of Institutional Requests for New or Amended Compensation Plans
 - 4. Review and approval of System Wide Compensation Strategy
 - 5. Review and approval of Proposed Changes to the Executive Performance Incentive Plan

- C. Committee on Academic Policies and Programs and Student Life
 - 1. Approval of Proposed New Degree Programs
 - 2. Approval of Proposed Revisions to TBR Policy 3:04:01:00 – Academic Service Scholarships – Student Scholarships, Grants, Loans, and Financial Aid Programs
 - 3. Strategic Planning Indicator Metric
 - 4. Academic Affairs Initiatives Update
 - 5. Graduation Report

- D. Committee on External Affairs
 - 1. Update on Legislation Affecting Higher Education

- E. Committee on Workforce Development
 - 1. Proposed Program Terminations, Modifications, and New Technical Program Implementations
 - 2. Approval of Associate of Applied Science Degree Program at Northeast State Community College
 - 3. Update on the Articulation of Credits between the Colleges of Applied Technology, the Community Colleges and the Universities



TENNESSEE BOARD OF REGENTS
Quarterly Board Meeting
Friday, June 19, 2015 - 9:30 a.m. (CDT)
Agenda

- I. Minutes
 - A. March 27, 2015 Regular Session Board Meeting
 - B. May 27, 2015 Special Called Session
- II. Report of Interim Action
- III. Report of the Committees
 - A. Report of the Academic Policies and Programs Committee Meeting on June 18, 2015
 - B. Report of the External Affairs Committee Meeting on June 18, 2015
 - C. Report of the Workforce Development Committee Meeting on June 18, 2015
 - D. Report of the Audit Committee Meeting on May 27, 2015
- IV. Report of the Regents Award for Excellence in Philanthropy
- V. Report of the Chancellor
- VI. Reports of Presidents and Directors
- VII. Unfinished Business
 - A. Proposed revisions to TBR Policy 3:02:00:01 and Chapter 0240-02-03 of the Rules and Regulations regarding Student Conduct & Disciplinary Sanctions
- VIII. New Business
 - A. Report of the Finance and Business Operations Committee Meeting on June 18, 2015, that Includes Approval of Tuition and Maintenance Fees and Approval of the Funding for Operations for the 2015 – 2016 Fiscal Year
 - B. Report of the Personnel and Compensation Committee Meeting on June 18, 2015, that Includes Faculty Promotional Increases and Approval of the System Compensation Plan Recommendations
 - C. Building Naming Request from Austin Peay State University
 - D. Building Naming Request from Tennessee Tech University
 - E. Building Naming Request from Volunteer State Community College
 - F. Building Naming Request from Jackson State Community College
 - G. Building Naming Request from Motlow State Community College
 - H. Resolution of Appreciation for President MaryLou Apple
 - I. Resolution of Appreciation for President Nate Essex
 - J. Resolution of Appreciation for Regent Dottye Webb
 - K. Resolution of Appreciation for Regent Rebecca Reeves
 - L. Election of the Chairman and Vice Chairman for 2015-2016



**Tennessee Board of Regents Quarterly Board Meeting
Columbia State Community College
1665 Hampshire Pike
Columbia, Tennessee 38401**

Wednesday, June 17 - Friday, June 19, 2015

SCHEDULE OF EVENTS

Wednesday, June 17

3:00 p.m. Hotel Check-in
Dinner on your own

Thursday, June 18

10:00 a.m. Welcome Desk
Lobby, Waymon L. Hickman Building (WLHB)

11:00 – 11:55 a.m. Campus Tour(s)
Interested parties should meet in WLHB Lobby

12:00 – 1:00 p.m. Buffet Lunch
WLHB 122 and 123

1:00 – 4:30 p.m. Standing Committee Meetings
Cherry Theater, WLHB

4:30 p.m. Transportation available from WLHB Lobby to take guest(s) back to hotel, if needed, following meeting

4:30 – 6:00 p.m. Hospitality Suite at Fairfield Inn & Suites, 1545 Halifax Drive, Columbia 38401

6:00 p.m. Transportation available from hotel

6:30 – 7:00 p.m. Reception
Plaza, Jones Student Center

7:00 – 8:30 p.m. Dinner
Dining Room, Jones Student Center

8:30 p.m. Transportation available to hotels

8:30 – 10:00 p.m. Hospitality Suite at Fairfield Inn & Suites

Friday, June 19

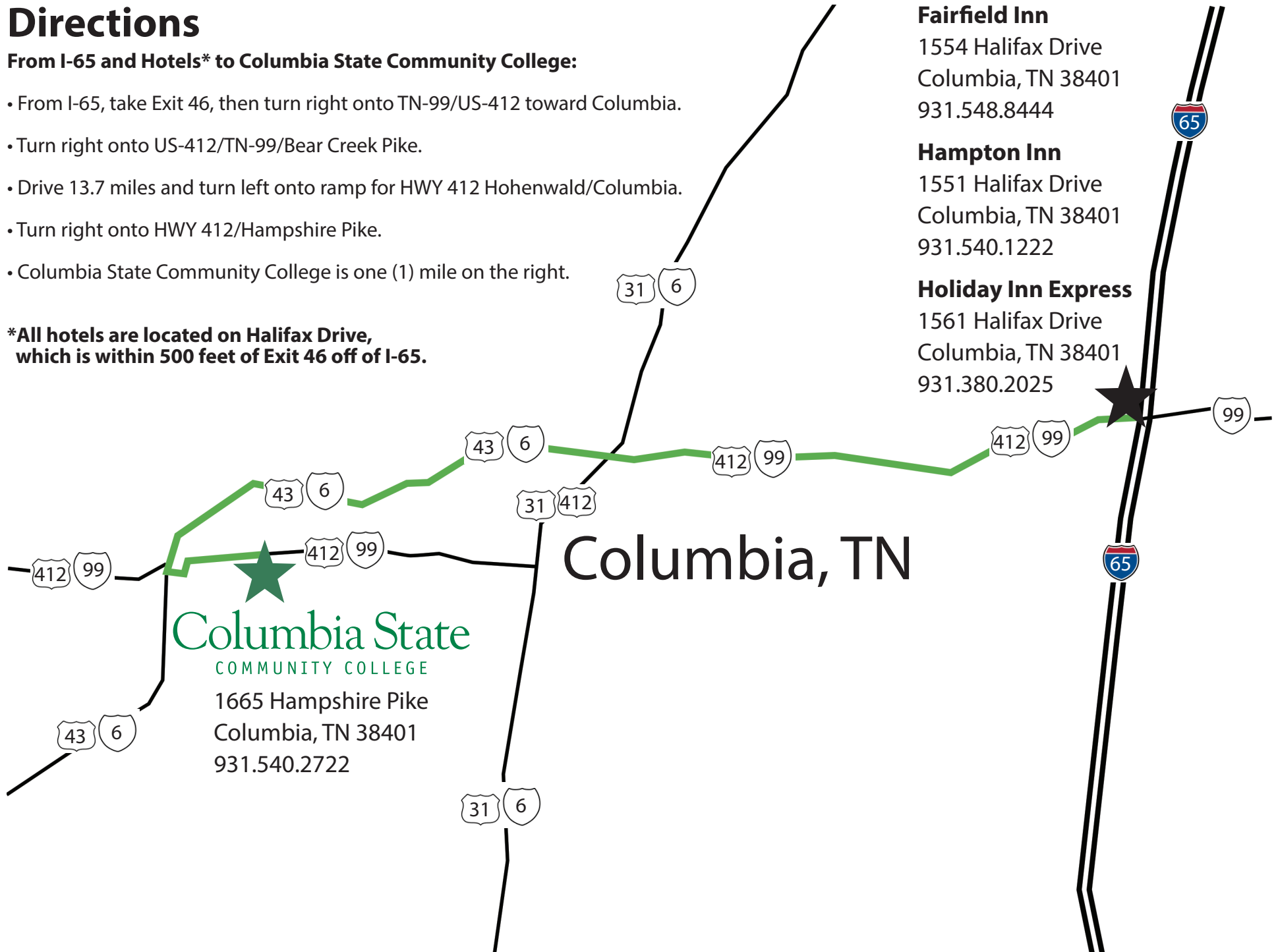
- 6:00 a.m. Breakfast available at hotel
- 8:30 a.m. Transportation available to campus
- 9:00 – 9:30 a.m. Welcome and Presentation
Dr. Janet F. Smith, President, Columbia State Community College
Cherry Theater, WLHB
- 9:30 a.m. – 12:00 p.m. Board Meeting
Cherry Theater, WLHB
- Boxed lunches available in WLHB Lobby after meeting

Directions

From I-65 and Hotels* to Columbia State Community College:

- From I-65, take Exit 46, then turn right onto TN-99/US-412 toward Columbia.
- Turn right onto US-412/TN-99/Bear Creek Pike.
- Drive 13.7 miles and turn left onto ramp for HWY 412 Hohenwald/Columbia.
- Turn right onto HWY 412/Hampshire Pike.
- Columbia State Community College is one (1) mile on the right.

***All hotels are located on Halifax Drive, which is within 500 feet of Exit 46 off of I-65.**



Fairfield Inn

1554 Halifax Drive
Columbia, TN 38401
931.548.8444

Hampton Inn

1551 Halifax Drive
Columbia, TN 38401
931.540.1222

Holiday Inn Express

1561 Halifax Drive
Columbia, TN 38401
931.380.2025

Columbia State

COMMUNITY COLLEGE

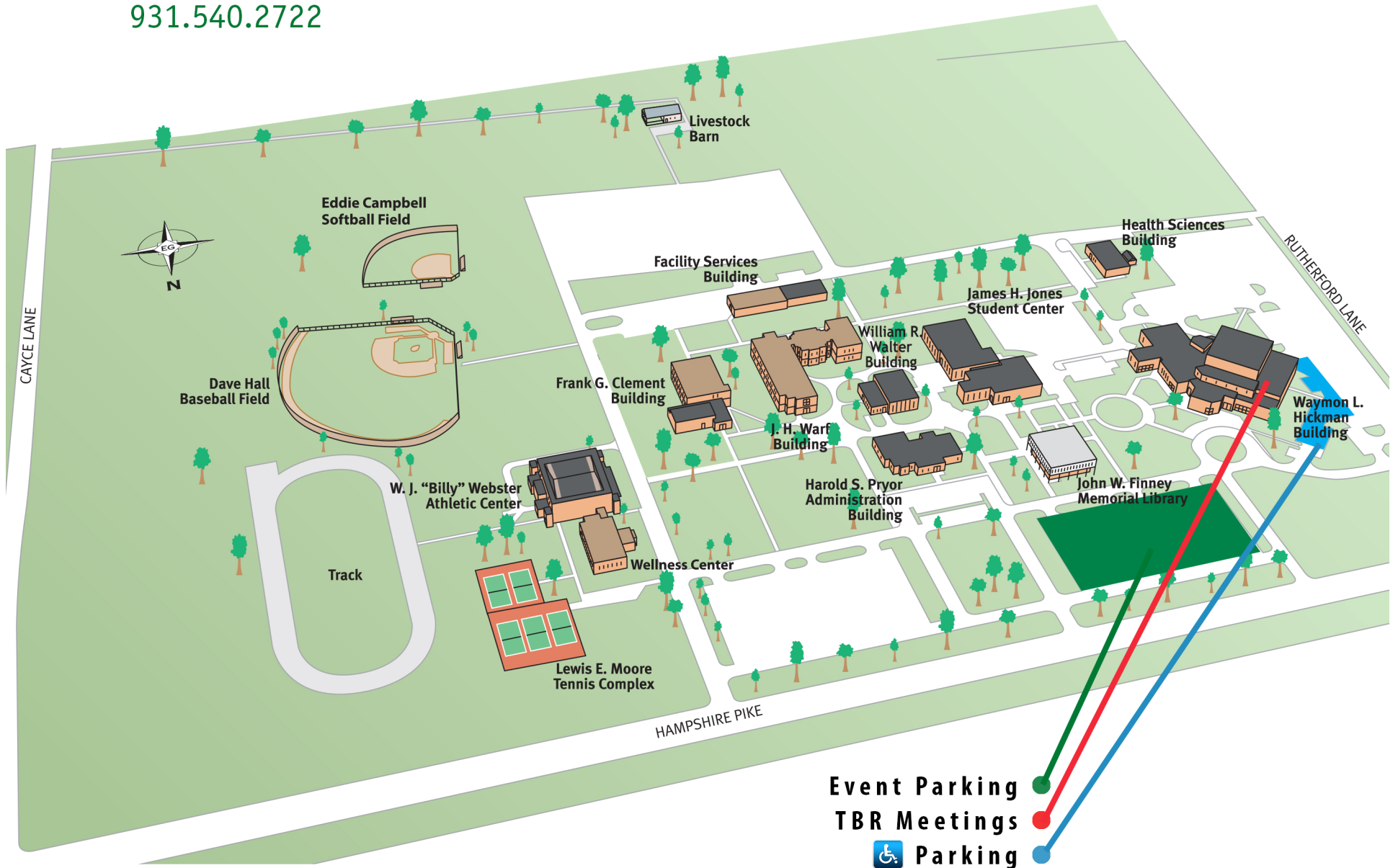
1665 Hampshire Pike
Columbia, TN 38401
931.540.2722

Columbia, TN

Columbia State

COMMUNITY COLLEGE
1665 Hampshire Pike
Columbia, TN 38401
931.540.2722

TBR Quarterly Meeting June 18-19, 2015



Columbia State

COMMUNITY COLLEGE

TBR Quarterly Board Meeting **Visitor Parking Permit**

June 18-19, 2015

Please display on dashboard while on campus.



TENNESSEE BOARD OF REGENTS
Quarterly Board Meeting
June 18 - 19, 2015

EXECUTIVE SUMMARY

Thursday, June 18, 2015

A. COMMITTEE ON FINANCE AND BUSINESS OPERATIONS

1. CONSENT AGENDA (Vice Chancellor Dale Sims)

A. APPROVAL OF THE MINUTES FROM THE APRIL 8 AND MAY 7, 2015 SPECIAL CALLED MEETINGS OF THE FINANCE AND BUSINESS OPERATIONS COMMITTEE

The Committee will consider approval of the minutes from the April 8 and May 7, 2015 special called meetings of the Finance and Business Operations Committee.

B. RECOMMENDED REVISIONS TO POLICY 4:07:00:00 – BUSINESS MEALS

The Committee will consider for approval recommended revisions to Policy 4:07:00:00 – Business Meals. The recommended revisions clarify properly documented business meals must have a clear business purpose and setting.

C. RECOMMENDED REVISIONS TO POLICY 4:02:20:00 – DISPOSAL OF SURPLUS PERSONAL PROPERTY

The recommended revisions clarify exceptions to the policy which are consistent with state law may be granted by the Chancellor or his or her designee and that the Chancellor or his or her designee may not approve a method of disposal which is not specified in Sections I.A. or II.C. of the policy.

2. APPROVAL OF THE MINUTES FROM THE MAY 27, 2015 SPECIAL CALLED MEETING OF THE FINANCE AND BUSINESS OPERATIONS COMMITTEE REGARDING MAINTENANCE FEES AND TUITION (Vice Chancellor Dale Sims)

The Committee will consider approval of the minutes from the May 27, 2015 special called meeting of the Finance and Business Operations Committee regarding maintenance fees and tuition.

3. CONSIDERATION OF FUNDING FOR OPERATIONS FOR THE 2015-2016 FISCAL YEAR (Vice Chancellor Dale Sims)

The Committee will consider approval of funding for operations for the 2015-2016 fiscal year consisting of state appropriations for operating and capital funding.

B. COMMITTEE ON PERSONNEL AND COMPENSATION

1. CONSENT AGENDA

A. APPROVAL OF PRESIDENT EMERITUS CONTRACTS (General Counsel Mary Moody)

In accordance with the guidelines for President Emeritus employment, forms have been completed by the Presidents certifying work performed during the 2014-15 fiscal years and the minimum number of hours performing the work. State law requires Board approval. The certifications and new contracts for the 2014-15 fiscal years have been provided for the following individuals: Dr. Robert Bell (TTU); Dr. Jack Campbell (WSCC); Dr. Allen Edwards (PSCC); Dr. Frank Glass (MSCC); Dr. Rebecca Hawkins (COSCC); Dr. Carl Hite (CLSCC); Dr. Sherry Hoppe (APSU); Dr. Sam Ingram (MTSU); Dr. William Locke (NESCC); Dr. Walter Nelms (JSCC); Dr. Wade Powers (NESCC/VSCC); Dr. Shirley Raines (UoM); Dr. Paul Stanton (ETSU); Dr. Charles Temple (STCC); Dr. Angelo Volpe (TTU).

B. TENURE AND PROMOTION RECOMMENDATIONS AT UNIVERSITIES AND COMMUNITY COLLEGES (Vice Chancellor Tristan Denley)

The Committee on Personnel is asked to act on recommendations for the granting of tenure and promotion to eligible faculty members at the universities and community colleges. The recommendations are made within the requirements of TBR policies on tenure and promotion.

The presidents have submitted these recommendations and supporting materials and have certified that approved campus policies and procedures were followed in each case. TBR staff review indicates that the institutions have been consistent in their application of Board and institutional personnel policies pertinent in these decisions. In each case where the recommendation of an exception is made, the staff recommends approval. Lists of faculty members recommended and summary tables are attached.

Tenure

Tables 1 and 2 summarize the impact of tenure recommendations at each institution. Observations summarizing the information in the tables include the following:

A total of 145 faculty members are recommended for tenure. Of that number, 73 (50.3%) are university faculty and 72 (49.7%) are community college faculty. The number of tenure recommendations from universities decreases by 57 from 2014-15; the number of recommendations from community colleges increases by 15 from 2014-15.

(1) The effect of 2015-16 tenure recommendations on the percentage of faculty who are tenured is shown in Tables 1 and 2. At universities the percentage of faculty tenured in 2015-16 will range from 55.0 % at UoM to 69.5% at TTU. The percentage of tenured faculty declines at MTSU and TSU; slight increases occur at APSU, ETSU and TTU. The percentage is unchanged at UoM.

Executive Summary – June 2015 Quarterly Meeting

(2) At community colleges, the percentage of tenured faculty in 2015-16 will range from 28.3% at NASCC to 70.0 % at RSCC. The percentage of tenured faculty increases at CLSCC, DSCC, JSCC, MSCC, PSCC and VSCC. The percentage declines at ChSCC, CoSCC, NaSCC, NeSCC, RSCC, STCC and WSCC.

(3) Approval of the tenure recommendations entails three exceptions at ETSU.

Promotion

Tables 3 and 4 provide the following summary data:

A total of 296 faculty members are recommended for promotion in 2015-16. Of that number, 146 are university faculty and 150 are community college faculty. The number of promotion recommendations from universities decreases by fifty-one (51) from 2014-15; the number of promotions from community colleges decreases by seven (7) from 2014-15.

(1) The percentage of total university faculty recommended for promotion in 2015-16 ranges from 1.4% at TTU to 10.0% at APSU. As indicated in Table 3, the impact of these recommendations on faculty rank distribution is minimal.

(2) The percentage of total community college faculty recommended for promotion in 2015-16 ranges from 3.0% at JSCC and 18.0% at DSCC. As indicated in Table 4, the impact of these recommendations on faculty rank distribution is relatively minor.

(3) Recommended promotions includes one exception at TTU.

C. TENURE AND PROMOTION RECOMMENDATIONS AT TENNESSEE COLLEGES OF APPLIED TECHNOLOGY (Vice Chancellor James King)

The Committee will be asked to act on recommendations for granting promotion and tenure to eligible faculty members. A list of the faculty being recommended for promotion and tenure is shown as Attachment A-1 and B-1 respectively.

The recommendations and supporting documents were submitted by the TCAT directors and were certified by them as having been processed through the approved institutional procedures. They have been reviewed by the Board's staff and are endorsed for favorable consideration by the Personnel Committee.

A summary of the tabulations regarding promotion and tenure recommendations for each center has been prepared by the staff. The forty-six (46) faculty receiving promotions represent 9.2% of the TCAT instructional staff. The one (1) faculty receiving tenure represents 0.2% of the TCAT instructional staff. Tabulation tables for promotion and tenure are shown as Attachments A-2 and B-2. Other observations of interest are listed below.

Executive Summary – June 2015 Quarterly Meeting

Promotions:

The forty-six (46) promotions are divided into these categories: twenty-six (26) to Instructor (the second rank); thirteen (13) to Senior Instructor (the third rank); and seven (7) to Master Instructor (the highest rank).

Tenure:

With approval of these instructional staff, the total tenured faculty for the TCATs is 27%.

2. REVIEW AND APPROVAL OF FACULTY PROMOTIONAL INCREASES (Vice Chancellor Dale Sims)

A total of 296 faculty members are recommended for promotion at the universities and community colleges. At the TTC's 46 faculty members are recommended for promotion. The recommendations are made within the requirements of TBR policies on tenure and promotion.

The recommendations and supporting documents were submitted to the Board by the universities, community colleges, and Tennessee Technology Centers and were certified by them as having been processed through the approved institutional procedures. TBR staff has verified the proposed ranks of the individuals submitted for promotion by the institutions and ensured a corresponding increase for those that were eligible was submitted, or an exception noted.

3. REVIEW OF INSTITUTIONAL REQUESTS FOR NEW OR AMENDED COMPENSATION PLANS (Vice Chancellor Dale Sims)

In accordance with TBR Guideline P-043 Compensation, the following institutions submitted new or revised compensation plans to the Central Office for review:

Chattanooga State Community College

New compensation framework to address changes in market with the scope including all employees; Clerical & Support, Administrative/Professional, Executive, and Faculty.

East Tennessee State University

Amendment to the existing compensation plan to include formatting changes and the inclusion of a paragraph detailing who is not included in the plan.

Pellissippi State Community College

Amendment to the existing compensation plan including: adjusting starting salary to coincide with their proposed minimum wage of the federal poverty limit for a family of four; and adding an indexing component to allow the plan to stay competitive and reflect market increases.

Southwest TN Community College

New compensation framework to address changes in market with the scope including all employees; Clerical & Support, Administrative/Professional, Executive, and Faculty.

Executive Summary – June 2015 Quarterly Meeting

Tennessee Colleges of Applied Technology

Amendment to the existing compensation plan to provide an indexing component to allow the plan to stay competitive and reflect market increases; add the TCAT-Chattanooga to the plan, and change TTCs to TCATs.

Tennessee Tech University

Amendment to the existing compensation plan including: adding two new pay grades, reducing the number of years for employees in the administrative/professional and executive positions to reach the target pay; clarifying increase amounts for reclassifications of current employees; adding the ability to provide future merit increases with appropriate Board approval; and an indexing amount to allow the plan to stay competitive and reflect market increases.

University of Memphis

New compensation framework for faculty and amendment to the existing staff compensation plan to include incentive pay for Gift Officers, a compensation plan specific to Athletics, and a trainee wage for new hires within the Physical Plant during their probationary period.

The new or revised compensation plans were reviewed within the System Office by a committee of five (5) individuals from the following offices; Finance, Academic Affairs, TN Colleges of Applied Technology, and two (2) individuals from Human Resources. The Committee reviewed the proposed plans for methodology, market data being used, equity, consistency, completeness, and clarity. After review of the proposed plans, the Committee respectively recommends Board approval of the proposed revisions or new compensation plans.

4. REVIEW AND APPROVAL OF SYSTEM WIDE COMPENSATION STRATEGY

(Vice Chancellor Dale Sims)

The proposed System Compensation Strategy below incorporates the feedback received from the institution administrators. It attempts to address the collective compensation issues identified by the institutions while still giving some flexibility to the individual institutions. While an institution may use the 2% salary pool for any one or a combination of the following compensation strategies, all increases must be effective July 1, 2015.

1. Compensation Strategies. A salary pool would be created up to 2% of salaries of all regular, full and part-time benefit eligible employees, restricted and unrestricted, on the payroll as of June 30, 2015. The strategies are not mutually exclusive and a combination of the provided strategies may be chosen staying within the 2% salary pool.
 - A. Compensation Plan - Institutions would be authorized to provide salary adjustments consistent with their Board approved compensation plans.
 - a. Compensation Plan-Not Fully Funded.

Executive Summary – June 2015 Quarterly Meeting

- i. Compensation Plan Level: Institutions would be authorized to use an amount equal or up to 2% of the Institution's salary pool to fund their compensation plan, without additional tuition or fee increases.
 - ii. Distribution: Funds would be distributed to employees in accordance with Board approved compensation plans.
 - iii. Timing: Institutions will submit a proposal that includes, but is not limited to, the date of payment, the amount of recurring funds encumbered by the proposed increase, the percentage of the compensation plan funded by group, which groups if any are excluded from the increase, the type of increase (i.e. salary equity, living wage, etc.), the percentage of the salary pool used for the compensation plan, and whether it is effective retroactively. It is proposed that these adjustments be acted on by the Board during its September meeting.
- b. Compensation Plan-Fully Funded.
- i. Market Adjustment Level: Institutions who have fully funded their compensation plans would adjust the salary ranges to address changes in market salaries, as prescribed in their compensation plan, up to or equal to 2%.
 - ii. Distribution: Funds would be distributed to employees in accordance with Board approved compensation plans.
 - iii. Timing: Institutions will submit a proposal that includes, but is not limited to, the date of payment, the amount of recurring funds encumbered by the proposed increase, the percentage of the compensation plan funded by group, which groups if any are excluded from the increase, the type of increase (i.e. salary equity, living wage, etc.) the percentage of the salary pool used for the compensation plan increase, and whether it is effective retroactively. It is proposed that these adjustments be acted on by the Board during its September meeting.
- c. Compensation Plan – Equity Adjustments
- i. Equity Level: Institutions would be authorized to use an amount equal or up to 2% of the Institution's salary pool to address equity issues and reclassifications consistent with their compensation plan.
 - ii. Distribution: Funds would be distributed to employees in accordance with Board approved compensation plans.
 - iii. Timing: Institutions will submit a proposal that includes, but is not limited to, the amount of recurring funds encumbered by the proposed increase, the percentage of the increase, the type of increase (i.e. salary equity, reclassification, etc.) the percentage of the salary pool used for the compensation plan increase, and whether it is effective retroactively. It is proposed that these adjustments be acted on by the Board during its September meeting.

Executive Summary – June 2015 Quarterly Meeting

- B. Cost of Living Adjustment (COLA). A COLA salary pool would be created up to or equal to 2% of salaries of all regular, full and part-time employees, restricted and unrestricted, on the payroll as of June 30, 2015.
- i. COLA Level: This proposal envisions up to a 2% COLA salary pool.
 - ii. Distribution: Each eligible employee would receive an increase up to or equal to 2% of their June 30, 2015 salary. A minimum payment could be established by the institution. The amount would be pro-rated for part-time employees.
 - iii. Timing: Institutions will submit a proposal that includes, but is not limited to, the amount of recurring funds encumbered by the proposed increase, the percentage of the salary pool used for the COLA, and whether it is effective retroactively. It is proposed that these adjustments be acted on by the Board during its September meeting.
- C. Faculty Promotions. A salary pool would be created up to or equal to 2% of salaries of all regular, full and part-time employees, restricted and unrestricted, on the payroll as of June 30, 2015, to address funding for faculty promotions, consistent with the institution's approved compensation plan.
- i. Faculty Promotion Level: This proposal envisions up to a 2% salary pool to fund faculty promotions.
 - ii. Distribution: Each eligible faculty member would receive the amount due under the approved institution compensation plan for the promotion.
 - iii. Timing: Institutions will submit a proposal that includes, but is not limited to, the amount of recurring funds encumbered by the proposed increase, the percentage of the salary pool used for the faculty promotion, and whether it is effective retroactively. It is proposed that these adjustments be acted on by the Board during its September meeting.
2. Institution or Local Funded Increases. Institutions would be authorized to provide salary adjustments consistent with those mentioned above using uncommitted local funds. These increases are not subject to the July 1, 2015 effective date. The institution will submit the effective date of payment with the proposal for review at the September Board Meeting.
- i. Level: Institutions would be authorized to use an amount equal to the Institution's ability to fund using uncommitted local funds.
 - ii. Distribution: Funds would be distributed to employees in accordance with Board approved compensation plans.
 - iii. Timing: Institutions will submit a proposal that includes, but is not limited to the date of payment, the amount of recurring funds encumbered by the proposed increase, the percentage of the compensation funded by group, which groups if any are excluded from the increase, and whether it is effective retroactively. It is proposed that these adjustments be acted on by the Board during its September meeting.

Executive Summary – June 2015 Quarterly Meeting

3. Process.

- A. Each institution shall provide a summary of the planned implementation of any proposed compensation plan adjustments and/or cost of living adjustments and/or faculty promotions to April Preston no later than **August 14, 2015**.
- B. Proposed plans will include: itemized breakdown of how the 2% salary pool was spent, as well as any local funds; the percentage and dollar amount of the salary pool used for each type of increase; payment dates, including the amount and type of increase to be given effective July 1, 2105; the amount of recurring funds encumbered by the proposed increase; the percentage of the compensation plan funded by group; if applicable, which groups if any are excluded from the increase; the type of increase (i.e. salary equity, living wage, etc.); as well as justifications for any increases that exceed an individual employee 10% increase. This information will be provided for Board approval at the September Board meeting.
- C. Institutions will be authorized to implement the proposed plans as approved by the Board.

5. **REVIEW AND APPROVAL OF PROPOSED CHANGES TO THE EXECUTIVE PERFORMANCE INCENTIVE PLAN** (Vice Chancellor Dale Sims)

At the June 2013 Meeting, the Board approved the implementation of an Executive Performance Incentive Compensation Plan for Presidents, Directors and the Chancellor. The Board approved the first payments to the plan at the December 2014 meeting. During the administration of the plan, the following proposed revisions were suggested:

- Add provision that the Chancellor has the authority to negate a metric-based incentive payment, if circumstances warrant it, with the approval of the Chair of the Committee.
- Revision to the Directors metric based outcome for expanded offerings – requiring a growth of at least 10,000 clock hours in expanded offerings in order to be eligible to earn the incentive points.
- Revision that the Chair of the Personnel and Compensation Committee will consult with the Vice Chair of the Board, prior to making the recommendation to the full Board, but need not also consult with the Chair of the Board.
- Revision for eligibility for the incentive payment that the employee must be in active status in one of the eligible positions on the day the metric based payments are approved by the Board.

As a procedural change, it is recommended that future incentive payments be acted upon at the March Board Meetings, due to the timing of the metric based outcomes availability. The metric information is available for Presidents in mid-November, and late January for Directors.

Executive Summary – June 2015 Quarterly Meeting

C. COMMITTEE ON ACADEMIC POLICIES AND PROGRAMS AND STUDENT LIFE

1. APPROVAL OF NEW DEGREE PROGRAMS (Vice Chancellor Tristan Denley)

The committee will receive proposals for approval of two new degree programs.

East Tennessee State University

Certificates in Post-DNP Family Nurse Practitioner, Post-DNP Adult/Gerontological Nurse Practitioner, Post-DNP Psychiatric Mental Health Nurse Practitioner, and Post-DNP Executive Leadership in Nursing

East Tennessee State University proposes to offer four hybrid graduate certificates to allow further post-doctoral certifications in the changing field of nursing. The Post-DNP Family Nurse Practitioner certificate is a 38 SCH, the Post-DNP Adult/Gerontological Nurse Practitioner certificate is 40 SCH, the Post-DNP Psychiatric Mental Health Nurse Practitioner certificate is a 36 SCH, and Post-DNP Executive Leadership in Nursing certificate is 38 SCH. As with the ETSU DNP degree program, on-campus “intensives” will be held for one week each, three times per year, to provide course-related instruction and scholarship presentations. The intensives prepare students for the semester ahead, introduce them to their faculty and peers, and provide support for their learning.

Doctor of Education (Ed.D.) in Global Sport Leadership

East Tennessee State University proposes to offer a 68 SCH on-line entrepreneurial, interdisciplinary doctorate to help develop the next generation of leaders in the sport world. The proposed cohort degree integrates worldwide best practices and experiential learning in collaboration with highly successful and experienced sport executives with instruction by a talented and dynamic academic faculty. It supports the University’s agenda to enhance the current institutional educational programs with an emphasis on sport at the institution while supporting the state needs to increase degrees and workforce development.

Bachelor of Science (B.S.) in Pharmacy Studies

East Tennessee State University proposes to offer a 120 SCH degree to students entering the Bill Gatton College of Pharmacy (GCOP) Doctor of Pharmacy (PharmD) program without completing an undergraduate degree prior to admission while working toward their terminal degree. Admission to the GCOP requires 61 SCH of specified courses the majority of which are completed as part of the general education requirements and are not specific to a certain major. Thus, the majority of the students enter without an undergraduate degree in hand. The proposed degree would facilitate a mechanism where a student without an undergraduate degree would have a pathway to attaining one while simultaneously working on their professional degree. This is a growing trend in Colleges of Pharmacy nationally. The proposed program aligns well the completion agenda for the state and will provide a means to potentially attract more pharmacy students to ETSU and the Tennessee workforce.

Executive Summary – June 2015 Quarterly Meeting

2. REVISION TO STUDENT SCHOLARSHIPS, GRANTS, LOANS AND FINANCIAL AID PROGRAM POLICY: 3:04:01:00 (Vice Chancellor Tristan Denley)

The Board will consider approval of amendment to existing TBR Policy No. 3:04:01:00, Student Scholarships, Grants, Loans and Financial Aid Program. The revisions to the policy allow for greater flexibility for campuses to determine the type of service that a student may engage in for the scholarship for example service-learning, undergraduate research, study abroad, etc.

3. STRATEGIC PLANNING INDICATOR METRIC (Vice Chancellor Tristan Denley)

The Board will hear an update on current Academic Affairs Initiatives including the new online education portal and Ready2Teach Scholars.

4. ACADEMIC AFFAIRS INITIATIVES UPDATE (Vice Chancellor Tristan Denley)

The Board will hear an update on current Academic Affairs Initiatives including the new online education portal and Ready2Teach Scholars.

5. GRADUATION REPORT (Vice Chancellor Tristan Denley)

The preliminary graduation report provides graduation counts for 2014-15 by institution and award level for the Board Meeting in June. Reporting of graduations will not be finalized until July and will be reported at the September Board Meeting.

D. COMMITTEE ON EXTERNAL AFFAIRS

1. UPDATE ON LEGISLATION AFFECTING HIGHER EDUCATION (Vice Chancellor David Gregory)

The first session of the 109th Tennessee General Assembly convened on January 13, 2015 in Nashville. The Tennessee Board of Regents Office of Administration tracks legislation which, if passed, could impact our system and our member institutions. This report highlights several key pieces of legislation as a part of the approximate one hundred twenty five bills being tracked by the Central Office.

E. COMMITTEE ON WORKFORCE DEVELOPMENT

1. PROPOSED PROGRAM TERMINATIONS, MODIFICATIONS, AND NEW TECHNICAL PROGRAM IMPLEMENTATIONS (Vice Chancellor James D. King)

Program Proposals Requiring Board Approval:

Fifteen (15) program proposals and four (4) program modifications are being presented for the Board's review and approval. These proposals will allow the Tennessee Colleges of Applied Technology to be more responsive to the needs of students, businesses, and industries. The proposals are:

Executive Summary – June 2015 Quarterly Meeting

- Implementation of an Industrial Maintenance Technology Program at TCAT –Shelbyville to be located at the Franklin County Business Center at the University of Tennessee Space Center in Tullahoma, Tennessee. (See Implementation Proposal #1)
- Implementation of an Industrial Maintenance Technology Program at TCAT – Shelbyville to be located at the Middle Tennessee Education Center in Shelbyville, Tennessee. (See Implementation Proposal #2)
- Implementation of an Industrial Maintenance Technology Program at TCAT – Shelbyville to be located at the Adult Education Center in Shelbyville, Tennessee. (See Implementation Proposal #3)
- Implementation of a Practical Nursing Program offered at TCAT – Morristown to be located in Sevier County. (See Implementation Proposal #4)
- Implementation of a Diesel Technology Program offered at TCAT – Dickson’s Clarksville campus. (See Implementation Proposal #5)
- Implementation of a Pharmacy Technician Program offered at TCAT – Dickson’s Clarksville campus. (See Implementation Proposal #6)
- Implementation of a Warehouse & Logistics Technology Program at the TCAT – Hartsville/Wilson County site. (See Implementation Proposal #7)
- Implementation of an Advanced Manufacturing Program at TCAT – Hartsville’s Tri-County campus. (See Implementation Proposal #8)
- Implementation of an Emergency Medical Technology Program offered at TCAT – Oneida. (See Implementation Proposal #9)
- Implementation of an Emergency Medical Technology Program offered at TCAT – Knoxville. (See Implementation Proposal #10)
- Implementation of Welding Program offered by TCAT – Newbern to be located at Dyersburg High School. (See Implementation Proposal #11)
- Implementation of an Advanced Manufacturing Program offered by TCAT – Jackson to be located at the Chester County Technical Center. (See Implementation Proposal #12)
- Implementation of a Cosmetology Program offered at TCAT – Jacksboro to be located at the Woodson Mall in LaFollette, Tennessee. (See Implementation Proposal #13)
- Implementation of a Welding Program offered at TCAT – Harriman to be located at the Lenior City Instructional Center. (See Implementation Proposal #14)
- Implementation of an Advanced Manufacturing Education Program at TCAT – Chattanooga. (See Implementation Proposal #15)
- Modification of the Motorcycle/ATV Technology Program at TCAT – Jacksboro. (See Modification Proposal #1)
- Modification of the Industrial Maintenance Program at TCAT – Hohenwald. (See Program Modification #2)
- Modification of the Health Information Program at TCAT – Memphis (See Program Modification Proposal #3)
- Modification of the Industrial Electricity at TCAT – Jackson. (See Program Modification #4)

Executive Summary – June 2015 Quarterly Meeting

Academic Proposals Requiring Only Notification to Vice Chancellor:

Eighteen (18) academic actions were submitted by TCAT institutions to the Vice Chancellor for approval based on section C of the TBR Policy: 2:01:02:00, requiring only notification to the Vice Chancellor. Appropriate documentation to support need was provided. The proposals are as follows:

TCAT	Summary of Proposal	New Costs/Funding Source	Approval/ Implementation Date
Livingston	TCAT Livingston will offer a dual enrollment Mechatronics Program at Jackson County and Clay County High Schools	Dual enrollment grants and institutional funds will support the program.	Fall 2015
McMinnville	TCAT McMinnville will offer a dual enrollment Machine Tool Technology program to Warren County High School students	Dual enrollment grants and institutional funds will support the program.	Fall 2015
McMinnville	TCAT McMinnville will offer a dual enrollment Welding Program at Warren County High School	Dual enrollment grants and institutional funds will support the program.	Fall 2015
Statewide	Adopted the revised Collision Repair Statewide Curriculum	None	September 2015
Statewide	Adopted the revised Computer Information System Statewide Curriculum	None	September 2015
Ripley	Establish a night Practical Nursing Program	Funds from the campus will be used for this additional class.	September 2015
Memphis	Offering the Certified Production Technician (CPT) program within the secondary school system of Memphis/Shelby County	Dual enrollment grants and institutional funds will support the program.	August 1, 2015
Newbern	Offering a night Industrial Maintenance Program at the Newbern Campus	Funds from the campus will be used for this	September 2015

Executive Summary – June 2015 Quarterly Meeting

		additional class.	
Newbern	Offering a weekend Practical Nursing Program at the Newbern Campus	Funds from the campus will be used for this additional class.	September 2015
Newbern	Offering a night Cosmetology Program at the Newbern Campus	Funds from the campus will be used for this additional class.	September 2015
Newbern	TCAT Newbern will offer Certified Nursing Assistant program to the Lake County High School	Dual enrollment grants and institutional funds will support the program.	September 2015
Crump	Offering a new part-time evening Industrial Electricity / Industrial Maintenance Program to be housed in the existing classroom and lab space at TCAT-Crump.	Funds from the campus will be used for this additional class.	September 2015
Crump	Offering a new part-time evening Welding Technology Program to be housed in the existing classroom and lab space at TCAT-Crump.	Funds from the campus will be used for this additional class.	September 2015
Hohenwald	TCAT Hohenwald will offer Cosmetology and Machine Tool program as dual enrollment programs at Wayne County High School, Waynesboro, TN.	Dual enrollment grants and institutional funds will support the program.	August 2015
Hohenwald	TCAT Hohenwald will offer Industrial Maintenance (CPT) program as dual enrollment programs at Summertown High School, Summertown, TN	Dual enrollment grants and institutional funds will support the program.	August 2015
Whiteville	TCAT Whiteville will offer the Certified Production Technician program within their Industrial Maintenance. Program will also be available for dual enrollments.	Campus funds will be used.	September 2015
Ripley	Change the dual enrollment	None	September 2015

Executive Summary – June 2015 Quarterly Meeting

	program name from Industrial Technology to Industrial Manufacturing Education Program.		
Chattanooga	Offer a Certified Production Technician Program for dual enrollment.	Campus funds will be used.	September 2015

2. **APPROVAL OF ASSOCIATE OF APPLIED SCIENCE DEGREE PROGRAM** (Vice Chancellor Warren Nichols)

Northeast State Community College

Associate of Applied Science (A.A.S.) in Entertainment Technology

Northeast State requests approval to establish a new A.A.S. in Entertainment Technology to meet the regional workforce needs of upper East Tennessee. There is currently no local option to meet these training needs in the entertainment industry. The proposed program is not currently offered by any other TBR community college, but expands upon an existing Technical Certificate in Entertainment Technology – Sound and Lighting that is currently offered by Northeast State. Ten letters of support were provided with the proposal, as well as an external review supporting the curriculum from the President/CEO of Appalachian Light & Production, LLC.

3. **UPDATE ON THE ARTICULATION OF CREDITS BETWEEN THE COLLEGES OF APPLIED TECHNOLOGY, THE COMMUNITY COLLEGES AND UNIVERSITIES** (Vice Chancellor Warren Nichols)

In recent months the Southern Association of Colleges and Universities, Commission on Colleges has re-emphasized the need for institutions that accept workforce articulated/transfer credits, “must demonstrate that there are comparable course content and comparable learning outcomes, and ensure that courses rise above the level of basic skills and constitute more than a training experience.” With that directive in mind a concept paper on articulation between the Tennessee Colleges of Applied Technology [TCATs], the Tennessee’s Community Colleges [TCCs] and Universities was developed. The paper’s intent is to serve as a guide for future development of process and procedures that allow for the smooth transition through career and technical programming in various delivery systems within the Tennessee Board of Regents System of institutions. Dr. Nichols will update the Committee on the progress of this initiative.

Executive Summary – June 2015 Quarterly Meeting

Friday, June 20, 2014

I. MINUTES

A. Minutes from the March 27, 2015 Regular Session Meeting

The Board will consider approving the minutes from the March 27, 2015 regular session of the Board.

B. Minutes from the May 27, 2015 Special Called Session

The Board will consider approving the minutes from the May 27, 2015 Special Called Session where the Board approved the recommendations for the presidencies at Chattanooga State Community College, Motlow State Community College, Southwest Tennessee Community College and the director at TCAT – Covington and Ripley.

II. REPORT OF INTERIM ACTION

This report serves as a record of business transacted by the Office of the Chancellor since the previous meeting of the Board. A copy of the report is enclosed in the materials.

III. REPORT OF THE COMMITTEES

The Board will consider approving the minutes of the following committee meetings:

1. Report of the Academic Policies and Programs Committee on June 18, 2015
2. Report of the External Affairs Committee Meeting on June 18, 2015
3. Report of the Workforce Development Committee Meeting on June 18, 2015
4. Report of the Audit Committee Meeting on May 27, 2015

IV. REPORT OF THE REGENTS AWARD FOR EXCELLENCE IN PHILANTHROPY

The Board will hear a report on the Regents Award for Excellence in Philanthropy that was presented to Mr. Wayne Pace, at an event held on April 24, 2015, at Austin Peay State University.

IV. REPORT OF THE CHANCELLOR

V. REPORTS OF PRESIDENTS AND DIRECTORS

VI. UNFINISHED BUSINESS

A. PROPOSED REVISIONS TO TBR POLICY 3:02:00:01 AND CHAPTER 0240-02-03 OF THE RULES AND REGULATIONS REGARDING STUDENT CONDUCT & DISCIPLINARY SANCTIONS (General Counsel Mary Moody)

Executive Summary – June 2015 Quarterly Meeting

VII. NEW BUSINESS

A. REPORT OF THE FINANCE AND BUSINESS OPERATIONS COMMITTEE MEETING ON JUNE 18, 2015 THAT INCLUDES APPROVAL OF TUITION AND MAINTENANCE FEES AND APPROVAL OF THE FUNDING FOR OPERATIONS FOR THE 2015 – 2016 FISCAL YEAR

The Board will consider approving the minutes from the Finance and Business Operations Committee meeting on June 18, 2015 that includes approval of tuition and maintenance fees, and funding for operations for 2015 – 2016 fiscal year.

B. REPORT OF THE PERSONNEL AND COMPENSATION COMMITTEE MEETING ON JUNE 18, 2015 THAT INCLUDES FACULTY PROMOTIONAL INCREASES AND APPROVAL OF THE SYSTEM COMPENSATION PLAN RECOMMENDATIONS

The Board will be asked to consider approving the minutes from the Personnel and Compensation Committee meeting on June 18, 2015 that includes the Committee's response to staff's recommendation on faculty promotional increases and the system compensation plan recommendations.

C. BUILDING NAMING REQUEST FROM AUSTIN PEAY STATE UNIVERSITY

President Alisa White requests that the Austin Peay State University newly acquired building located at 524 College Street, Clarksville, Tennessee, be named the "Wayne and Marianne Ard Building" in honor of Mr. Wayne Ard and his late wife, Marianne.

D. BUILDING NAMING REQUEST FROM TENNESSEE TECH UNIVERSITY

President Philip Oldham requests that the Tennessee Tech University building known as South Hall which houses the College of Agriculture and Human Ecology, be named "Oakley Hall" in honor of Millard and JJ Oakley.

E. BUILDING NAMING REQUEST FROM VOLUNTEER STATE COMMUNITY COLLEGE

President Jerry Faulkner has requested that the Volunteer State Community College new humanities building be named the "Steinhauer – Rogan – Black Humanities Building" in honor of John and Jane Steinhauer, Marion (Chet) and Clara Rogan, and Dr. David Black and U.S. Congressman Diane Black.

F. BUILDING NAMING REQUEST FROM JACKSON STATE COMMUNITY COLLEGE

President Bruce Blanding has requested that the new nursing building be named “Jim Moss Center for Nursing” in honor of Mr. Jim Moss, former CEO of the Jackson-Madison County General Hospital and West Tennessee Healthcare.

G. BUILDING NAMING REQUEST FROM MOTLOW STATE COMMUNITY COLLEGE

Motlow State Community College Naming Committee has requested to name the Smyrna Campus science-technology-allied health building the “MaryLou Apple Science-Technology-Allied Health Building” in honor of out-going President MaryLou Apple.

H. RESOLUTION OF APPRECIATION FOR PRESIDENT MARYLOU APPLE

The Board will consider approving a resolution of appreciation for President MaryLou Apple for her years of service to the Tennessee Board of Regents.

I. RESOLUTION OF APPRECIATION FOR PRESIDENT NATE ESSEX

The Board will consider approving a resolution of appreciation for President Nate Essex for his years of service to the Tennessee Board of Regents.

J. RESOLUTION OF APPRECIATION FOR REGENT DOTTYE WEBB

The Board will consider approving a resolution of appreciation for Regent Dottie Webb for her service as Faculty Regent to the Tennessee Board of Regents

K. RESOLUTION OF APPRECIATION FOR REGENT REBECCA REEVES

The Board will consider approving a resolution of appreciation for Regent Rebecca Reeves for her service as Student Regent to the Tennessee Board of Regents.

L. ELECTION OF THE CHAIRMAN AND VICE CHAIRMAN FOR 2015-2016

The Board will receive nominations and elect a Chairman and Vice Chairman for 2015-2016.

**MINUTES
TENNESSEE BOARD OF REGENTS
REGULAR SESSION**

March 27, 2015

The Tennessee Board of Regents met in regular session on March 27, 2015, on the campus of Tennessee Tech University, Cookeville, Tennessee. Vice Chairman Emily Reynolds presided and called the meeting to order. In her opening remarks, Vice Chairman Reynolds thanked President Phil Oldham and his staff for hosting the quarterly meeting and also for inviting the members to participate in Tennessee Tech's Charter Day celebration, commemorating its 100th anniversary. She also thanked Governor Bill Haslam for his participation in the morning activities. Vice Chairman Reynolds recognized former Regent Steve Copeland and thanked him for his participation and support of TTU. Next, she recognized and introduced newly appointed members to the Board, Commissioner Candice McQueen and Dr. Russ Deaton. In the absence of General Counsel and Board Secretary Mary Moody, Sonja Mason was asked to call the roll. Constituting a quorum, the following members were present:

Ms. Emily Reynolds, Vice Chairman
Dr. Russ Deaton
Mr. Greg Duckett
Mr. Darrell Freeman
Mr. Tom Griscom
Commissioner Julius Johnson
Commissioner Candice McQueen
Dr. Barbara Prescott
Ms. Rebecca Reeves
Ms. Leigh Shockey
Mr. Parker Smith
Mr. Johnny Stites
Mr. Bob Thomas
Ms. Danni Varlan
Ms. Dottie Webb

Members not available to attend the meeting were Governor Bill Haslam and Regents Fran Marcum and Howard Roddy.

I. Award Presentation

The Tennessee Board of Regents recognized and paid tribute to Dr. Richard G. Rhoda for his years of service and dedication to higher education throughout his career. Dr. Rhoda retired from public service December 31, 2014. He dedicated his entire career to higher education in Tennessee. He joined the staff of the Tennessee Board of Regents as a graduate assistant in 1973. Over the next 12 years he assumed a progression of staff capacities, eventually becoming the executive assistant to the chancellor from 1980 to 1985. These were the formative years of TBR, which had been established in 1972. Dr. Rhoda contributed significantly to the development of initial systemwide

policies and information systems. He served as the Regents' chief public information officer. It was during this period that he participated in chronicling the early history of Tennessee's community colleges, and pursued his academic research interests in higher education and public policy issues. In 1985, he joined the administration of Tennessee State University. It was during this period at TSU when the settlement had been reached in the statewide higher education desegregation lawsuit. In 1990, he returned to the TBR staff as the Vice Chancellor for Administration. In 1993, upon the untimely death of the sitting chancellor, Otis L. Floyd, Jr., Dr. Rhoda was named acting chancellor. During this time of service at the Board office, he served as interim president to Nashville State and also Austin Peay State University. In 1995, he left public higher education to join the faculty of Vanderbilt University, but returned in 1997 to become the Senior Vice Chancellor for Academic Affairs and Strategic Planning at TBR. Later that year, he was called to head the Tennessee Higher Education Commission. The Commission now is recognized for its leadership in public policy and higher education policy analyses. In 2002-2003, Dr. Rhoda chaired the legislative taskforce that developed the new Tennessee Education Lottery Scholarship. The Commission was also instrumental in the design and implementation of the Complete College Tennessee Act of 2010. In 2008, he assumed additional responsibility as executive director of the Tennessee Student Assistance Corporation. The Tennessee Board of Regents has benefited greatly through the leadership of Dr. Rhoda. The System is grateful for his dedication and extremely thankful to have had his guidance through several major initiatives involving TBR and public higher education as a whole. At the conclusion of Chancellor Morgan's remarks, Vice Chancellor Wendy Thompson expressed her appreciation for Dr. Rhoda's involvement in the Maxine Smith Fellows program. Regent Duckett offered words of appreciation for Dr. Rhoda's contribution to improving higher education through his service. Then Vice Chairman Reynolds and Chancellor Morgan presented Dr. Rhoda with a plaque to honor his years of service and dedication. Dr. Rhoda addressed the Board and expressed his sincere appreciation for this recognition.

II. Minutes

Minutes of the December 11, 2014, regular session Board meeting and February 13, 2015, special called session were sent to all Board members for review prior to the quarterly Board meeting. Regent Griscom moved for the approval of the minutes. Regent Thomas provided a second to the motion. The motion passed.

III. REPORT OF INTERIM ACTION

Vice Chairman Reynolds called upon Chancellor Morgan who presented the Report of Interim Action, reflecting business transacted by the Office of the Chancellor since the previous meeting of the Board. Chancellor Morgan requested approval of the report. Regent Duckett moved to accept the report. Regent Smith provided a second to the motion. The motion passed. A copy of the Report is attached to the official copy of the Minutes as Appendix A.

IV. REPORT OF THE COMMITTEES

The Board then considered approval of the Minutes from the January 28, 2015, and February 19, 2015, minutes of the special called Finance and Business Operations Committee; the March 10, 2015, minutes of the Audit Committee that includes Approval of the Revisions to TBR Policy 4:01:05:00 – Internal Audit and TBR Policy 4:01:05:50 Preventing and Reporting Fraud, Waste and Abuse. Copies of the minutes were provided to all members. Regent Prescott moved for adoption of the minutes. A second was provided by Regent Thomas. The motion carried. A copy of the minutes from the special called meeting of the Finance and Business Operations are attached to the official copy of the Minutes as Appendix B. The Audit Committee minutes and background materials are attached to the official copy of the Minutes as Appendix C.

Regent Griscom asked to be recognized. He stated that as noted in the Audit Committee minutes, the Audit Committee reviewed the report of the audit conducted at Chattanooga State. During the course of the discussion of that audit it was pointed out that Dr. Catanzaro had requested that the Board of Regents award him President Emeritus status, with compensation, effective as of the date of his retirement, and that he had been told that any decision on his emeritus status has been deferred until a new permanent president was hired for the college. That search is underway. Following the committee's discussion of the request in open session, the consensus was that it was not advisable to defer consideration of the matter, and the members present did not feel that granting his request was in the best interest of the college.

Vice Chairman Reynolds asked if anyone had any objections to Request Griscom's request. There being no objections from the members, Vice Chairman Reynolds then asked Chancellor Morgan to advise Dr. Catanzaro that the Board declines to take up his request for president emeritus status.

V. REPORT OF THE REGENTS AWARD FOR EXCELLENCE IN PHILANTHROPY

Vice Chairman Reynolds called on Regent Varlan for the report on the Regents Award for Excellence in Philanthropy in the absence of Regent Marcum, Chair of the External Affairs Committee. Regent Varlan reported that the Regents Award for Excellence in Philanthropy had recently been given to Clayton Homes and the Clayton Family Foundation. Clayton Homes and Clayton Family Foundation were nominated by President Anthony Wise of Pellissippi State Community College. Their generous gifts of more than \$40 million to hundreds of charitable organizations will continue to bring positive change for generations to come. James L. Clayton is the founder of Clayton Homes and the Chairman of the Clayton Family Foundation. Contributions exceeding \$1 million have afforded new and exciting opportunities for PSCC students that will foster continued success. The Clayton Performing Arts Center was named in recognition of the family's commitment to the performing arts. Recognizing the importance of higher education in Blount County, the Claytons provided significant support in the opening of the Pellissippi State Blount County campus. The Claytons generosity has also included contributions to music scholarships, the All Steinway School Campaign, the Performing Arts Series, the Art and the Cultural Program funds, the Workforce Training Center, the Strawberry Plains Campus Fund, the Bagwell Center for Media and Art, the Student Emergency Loan Fund, and the Greatest Need

Fund. Pellissippi State Community College and Tennessee Board of Regents are indeed grateful to the Claytons for their outstanding support and resources within the community and East Tennessee region. President Wise provided additional words of appreciation for the Claytons' philanthropic gifts and support to the college.

VI. REPORT OF THE CHANCELLOR

Chancellor Morgan provided the members with an update on the Chattanooga State Community College, Southwest Tennessee Community College and Motlow State Community College presidential searches. Recommendations for these positions will be forthcoming.

Next, he reported that the Huron Consulting group will provide a report at the next special called meeting of the Finance and Business Operations Committee. Huron Consulting is conducting an efficiency study to help identify systemwide savings and they are ready to bring forth their recommendations on items concerning the community colleges.

Chancellor Morgan then called on Vice Chancellor Wendy Thompson who gave an update on the Completion Delivery Unit procedural methods of how the executive team is keeping on track with the strategic plan. The report included information about completion routines and regularly scheduled strategy stocktake meetings. This presentation led to a discussion among the members about meeting industry needs. Members indicated they would like to learn more about how this is accomplished. Next, Vice Chancellor Tristan Denley was asked to give a report on strategic planning indicator metrics and the use of those metrics toward student success.

VII. REPORTS OF PRESIDENTS AND DIRECTORS

The university presidents' report was presented by President Phil Oldham, Tennessee Tech University. Leading from the morning's centennial presentation, President Oldham provided the members with a brief report on the history of the six universities within TBR. East Tennessee State University and Middle Tennessee State University began in 1911. Tennessee State University and the University of Memphis opened in 1912. Tennessee Polytechnic Institute, now known as Tennessee Tech University, was founded in 1915. Austin Peay State University began in 1927. President Oldham stated that it is important to reflect on the traditions and events of the past so that we can see where higher education is going in the future. He concluded his report with a brief summary of partnerships TTU has entered into with ETSU, MTSU and U of M to help the success of its students.

Next, Director Dwight Murphy introduced Mr. Mike Krause, Executive Director of Governor Bill Haslam's Drive to 55 Initiative. Director Murphy reported that TCATs from all across the state of Tennessee would celebrate "Reconnect" the Saturday following the Board meeting, working to get adult students enrolled in the TCATs. Mr. Krause discussed the "Reconnect" phase of the Drive to 55 Initiative that addresses adult students.

President Wise gave the community college presidents' report. He provided members with an update on the status of the Tennessee Promise initiative. He stated that there were 56,000 students who entered into the TN Promise program and that 37,000 have completed the FAFSA form and ready for their second round of meetings. Tennessee has 61% completion rate for seniors with a growth of 18% from last year. President Wise informed members of the incentive grant proposals being done on the campuses.

At the conclusion of this report, Vice Chairman Reynolds thanked everyone for their informative and interesting reports.

VIII. UNFINISHED BUSINESS

There was no unfinished business to bring before the Board at this time.

IX. NEW BUSINESS – Consent Agenda

The following items were presented under the consent agenda:

1. Proposed Revisions to TBR Policy 2:01:01:00 – Approval of Academic Programs, Units and Modifications
2. Proposed Revisions to TBR Policy 4:01:05:60 – Identity Theft Prevention
3. Proposed Revisions to Policy 5:01:03:03 – Optional Retirement Programs
4. Proposed Revisions to TBR Policy 5:01:03:00 – Retirement
5. Proposed Revisions to TBR Policy 4:03:02:00 – Motor Vehicles
6. Proposed Revisions to TBR Policy 3:03:01:00 – Student Housing
7. Change in Criteria for the Otis L. Floyd Scholarship

Regent Griscom moved for approval of the consent agenda. Regent Duckett provided a second. A copy of the revisions to TBR Policy 2:01:01:00 – Approval of Academic Programs, Units, and Modifications is attached to the official copy of the Minutes as Appendix D. A copy of the revisions to TBR Policy 4:01:05:60 – Identity Theft Prevention is attached to the official copy of the Minutes as Appendix E. A copy of the revisions to TBR Policy 5:01:03:03 – Optional Retirement Programs is attached to the official copy of the Minutes as Appendix F. A copy of the revisions to TBR Policy 5:01:03:00 - Retirement is attached to the official copy of the Minutes as Appendix G. A copy of the revisions to TBR Policy 4:03:02:00 – Motor Vehicles is attached to the official copy of the Minutes as Appendix H. A copy of the revisions to TBR Policy 3:03:01:00 – Student Housing is attached to the official copy of the Minutes as Appendix I. A copy of the Change in Criteria for the Otis L. Floyd Scholarship is attached to the official copy of the Minutes as Appendix J.

IX. NEW BUSINESS – Informational Reporting

The following agenda items were presented for informational purposes only and required no action. The first agenda item under Informational Reporting was an overview of the Governor's

Budget Recommendations. Vice Chancellor Sims' written report gave an overview of the Governor's FY 2015-2016 higher education budget recommendations. As mentioned in the attached report, the Governor has recommended additional total funding of \$34.6 million for the TBR. Of this amount, \$32.8 million is recurring in nature and \$1.9 million is non-recurring. Additionally, the Governor recommended \$89.8 million in capital funding as outlined in the attached report. Materials presented in this report are attached to the official copy of the Minutes as Appendix K.

Next, Vice Chancellor Gregory gave an update on legislation affecting higher education. Proposed legislation included in his report is shown below:

- SB 118/HB 107 (Norris/McCormick) TN Promise Revisions
- SB 605/HB 646 (Norris/McCormick) Community College Reconnect Grant
- SB 51/HB 801 (Green/Pitts) Come Back to Your Future
- SB 612/HB 675 (Gardenhire/White,M.) Out-of-State Tuition
- SR 14 (Tate) University of Memphis Chair of Excellence Chair Change
- SB 333/HB 676 (Norris/White,M.) University of Memphis 30 Mile Radius
- SB 70/HB 1158 (Kelsey/Matheny) Firearm Legislation
- SB 1058/HB 994 (Green/Todd) Firearm Legislation
- SB 61/HB 60 (Green/Sparks) Textbooks
- SB 607/HB 648 (Norris/McCormick) Employee Insurance and Benefits
- SB 1276/HB 1158 (Yager/Ramsey) Job Performance Evaluations
- SB 299/HB 127 (Gresham/Brooks) State Authorization Reciprocity Agreement (SARA)
- SB 1345/HB 243 (McNally/Powers) Requires Public Postsecondary Institutions to be Closed on November 11th for Veterans

This report was for information purposes only and no action was required.

Vice Chairman Reynolds then called on Vice Chancellor Denley for a report on Academic Affairs initiatives. Vice Chancellor Denley provided members a report on a pilot conducted across the system over the last year to examine the effectiveness of restructuring remediation in reading, writing and mathematics for incoming students. His report included latest data concerning this co-requisite remediation approach and future system implementation plans.

IX. NEW BUSINESS – Action Items

Vice Chairman Reynolds asked the members to address number four on the agenda before proceeding with the remainder of the items under New Business Action Items to ensure a quorum. She called on Regent Duckett for the report of the March 10, 2015 special called meeting of the Finance and Business Operations Committee which included disclosure amendments to the 2015-2016 capital budget request, a recommendation on mandatory and incidental fee requests, which would become effective Fall 2015, and out-of-state tuition requests. Regent Duckett further notified members that subsequent to the March 10th special called meeting Middle Tennessee

State University asked to withdraw their request to adopt the Recruitment Focus Area Tuition Plan. Their request is based on a desire to provide adequate time to develop and implement recruitment plans in these areas. Given this request, Regent Duckett moved approval of the minutes with an amendment to remove approval of the MTSU Recruitment Focus Area Tuition Plan from the Board's action. Regent Griscom seconded the motion. Regent Stites inquired about Board level approval on institution's submission of fee requests. Chancellor Morgan stated that staff will take a look at the process and respond accordingly. A roll call vote was taken and the motion passed. A copy of the minutes along with its referenced documents are attached to the official copy of the Minutes as Appendix L.

Next, Chancellor Morgan was asked to present his recommendation for the new director at the Tennessee College of Applied Technology at Crump. The search was opened and the criteria for the position was advertised in January 2015. Members of the fourteen member search committee consisted of Regent Fran Marcum, Vice Chancellor James King, Jackson State Community College President Bruce Blanding, along with representatives from the Center's faculty, staff, students, lead institution and the Center's general advisory committee. A pool of 34 applicants were received. The search committee met on February 3, February 13, and February 26 to review the applicants, select interview candidates, and conduct interviews. After careful review of the applicants and interviews, and input from the search advisory committee, Chancellor Morgan recommended Mr. Stephen Milligan for the position of Director of the TCAT – Crump. If approved by the Board, he will begin April 1, 2015. Mr. Milligan started his career with TBR at Columbia State Community College as the Director for the Clifton campus from 1997 until 2013. In 2013, he became the Assistant Director at TCAT – Pulaski. Regent Freeman moved to accept Chancellor Morgan's recommendation. Regent Thomas provided a second to the motion. The motion carried. Vice Chairman Reynolds congratulated Mr. Milligan on the appointment and asked if he had any comments. He thanked them for the opportunity to serve as the director at TCAT – Crump and expressed his excitement in his new responsibility within TBR.

Next, Vice Chancellor King presented the proposed TCAT program terminations, modifications, and new technical program implementations for the Tennessee Colleges of Applied Technology. Regent Freeman moved to accept the proposed program changes and implementations with a second provided by Regent Prescott. The motion carried. A copy of the proposed program changes and implementations are attached to the official copy of the Minutes as Appendix M.

Vice Chairman Reynolds called on Vice Chancellor Denley to present the two new degree program proposals from Middle Tennessee State University. Regent Freeman moved to approve the recommended proposals. Regent Duckett seconded the motion and the motion passed. Regent Stites asked about the process for approving new degree programs. Chancellor Morgan responded that staff will review the program approval process and respond accordingly. A copy of the program proposals is attached to the official copy of the Minutes as Appendix N.

As the last item on the agenda, Chancellor Morgan presented a proposal to name the faculty office building at Nashville State Community College the "Ellen Weed Building" in honor of Dr. Ellen J. Weed. Chancellor Morgan reported that Dr. Weed has worked within the Tennessee Board of

Regents System for more than 30 years. Her distinguished service experience spans the community college, university and governing board levels. Most recently, she delayed her retirement to help the System Office on several Academic initiatives.

Dr. Weed served as the Vice President for Academic Affairs, or Chief Academic Officer, at Nashville State Community College for at least 20 years, and then continued serving the campus during her post-retirement years. While at Nashville State, she demonstrated exemplary leadership, helping guide the mission change of what used to be Nashville State Technical Institute to the comprehensive community college it is today. She and the academic team worked diligently for the academic advancement of the institution and the success of the students it serves. She was a recognized leader in academic initiatives and management, and that is reflected in the four-year term she served as assistant vice chancellor and later a three-year stint as associate vice chancellor for Academic Affairs at the TBR System Office.

Prior to her role as an administrator, Dr. Weed spent 8 years as chair and associate professor in the department of Sociology and Social Welfare at Austin Peay State University. Before that, she taught at Luther College in Iowa and the University of Michigan.

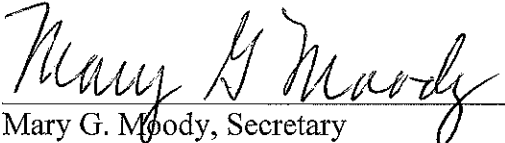
She has been actively involved in regional accreditation activities through the Commission on Colleges of the Southern Association of Colleges and Schools, serving on 50 committees. In 2002 she received a SACSCOC Meritorious Service Award. Regent Freeman moved to accept the recommendation. A unanimous second was provided by the members. The motion carried.

In closing, Vice Chairman Reynolds thanked Governor Haslam for his presence at the morning session, as well as attending other TBR events earlier in the week showing his support at the inauguration of President Alisa White at Austin Peay State University. She mentioned the upcoming meeting on June 18 – 19, 2015 at Columbia State Community College. Vice Chairman Reynolds and Chancellor Morgan thanked President Oldham and his staff for their gracious hospitality in hosting the quarterly board meeting.

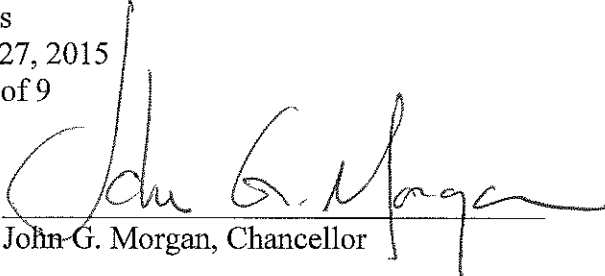
ADJOURNMENT OF THE MEETING

There being no further business to come before the board, the meeting was adjourned.

Respectfully submitted,


Mary G. Moody, Secretary

Minutes
March 27, 2015
Page 9 of 9



John G. Morgan, Chancellor

Emily J. Reynolds, Vice Chairman

MINUTES

TENNESSEE BOARD OF REGENTS

SPECIAL CALLED SESSION

May 27, 2015

The Tennessee Board of Regents met in a special called session on Wednesday, May 27, 2015, at 9:30 a.m. (CDT). The purpose of the special session was to receive recommendations for presidents at Chattanooga State Community College, Motlow State Community College, Southwest Tennessee Community College and the director's position at Tennessee College of Applied Technology at Covington and Ripley. Vice Chairman Reynolds called the meeting to order and asked Ms. Mary Moody, General Counsel and Board Secretary, to call the roll. The following members were present:

Regent Emily Reynolds, Vice Chairman
Regent Greg Duckett
Regent Tom Griscom
Regent Fran Marcum
Regent Barbara Prescott
Regent Rebecca Reeves
Regent Leigh Shockey (via conference call)
Regent J. Parker Smith
Regent Johnny Stites
Regent Bob Thomas
Regent Danni Varlan
Regent Dottie Webb

A quorum was present. Governor Bill Haslam, Commissioners Julius Johnson and Candice McQueen, and Regents Russ Deaton, Darrell Freeman and Howard Roddy were not available to participate. Media and other guests were on the call.

The first item on the agenda was to receive and act on the recommendation for the presidency at Chattanooga State Community College. Vice Chairman Reynolds called on Chancellor Morgan for the recommendation. Chancellor Morgan thanked the search committee for its commitment and dedication to the search process which was managed by the executive search firm of Greenwood/Asher and Associates. Board members who served on the search committee were: Regent Tom Griscom, Chair of the search committee, Regents Howard Roddy and Danni Varlan. Chancellor Morgan proceeded with the recommendation of Dr. Flora Tydings as the next president of Chattanooga State Community College. Currently Dr. Tydings is the president at Athens Technical College in Athens, Georgia. Upon board approval, she will assume her new position in mid-July.

Next, Vice Chairman Reynolds called on Regent Griscom, who provided comments about the search. The pool of candidates consisted of 67 applicants from all across the country. The

Minutes

May 27, 2015

Page 2

search committee held its first meeting on February 10, 2015. On March 26th, the search committee met and selected candidates for round one interviews. Eleven of the candidates were invited to meet with the committee on April 13 and 14. As a result of the interviews, seven candidates were brought forward for reference checking. The committee met again on April 27 to discuss and review reference feedback on the candidates selected to move forward. The committee decided to bring in four finalists for campus interviews during the week of May 4.

Regent Griscom moved to accept Chancellor Morgan's recommendation to hire Dr. Flora Tydings as the next president of Chattanooga State Community College. A second was provided by Regent Varlan, who provided further comments concurring the recommendation. The motion passed unanimously.

Vice Chairman Reynolds congratulated Dr. Tydings on her new appointment. She was then asked to address the Board. Dr. Tydings expressed her appreciation to the Tennessee Board of Regents System and welcomed the opportunity to serve as the next president at Chattanooga State Community College.

Next, Chancellor Morgan was asked to present his recommendation for the president at Motlow State Community College. He expressed his appreciation to the search committee for their time and commitment. The search was chaired by Regent Fran Marcum with Regents Bob Thomas and Dotty Webb also serving on the committee. The committee conducted a nationwide search generating 41 applicants for consideration. Chancellor Morgan recommended Dr. Anthony G. Kinkel as the next president of Motlow State Community College. Currently, Dr. Kinkel is the president of Wichita Area Technical College in Wichita, Kansas. Upon approval from the Board, Dr. Kinkel will assume his new position on August 1, 2015.

Vice Chairman Reynolds then asked Regent Marcum to comment on the search process. Regent Marcum reported that the search committee held its first meeting on March 18, 2015. Then on April 2nd, the committee met to consider and select candidates for reference checking. As a result of that meeting, ten candidates were brought forward for reference checking. The committee met again on April 10 to discuss and review reference feedback on the candidates selected to move forward. At the end of the review, the committee brought four finalists forward for campus interviews the week of April 20. Regent Marcum expressed her sincere thanks to former Regent J. Stanley Rogers for his input and service to this search committee. Next, Regent Marcum moved to approve Chancellor Morgan's recommendation to hire Dr. Anthony Kinkel as the next president of Motlow State Community College. In closing, she thanked Dr. MaryLou Apple for her years of service to Motlow State Community College and to the System during her tenure.

Regent Thomas seconded the motion and concurred with the recommendation. Regent Webb also offered meaningful comments about the search. After the unanimous approval from the Board, Dr. Kinkel was asked for comments. He expressed his sincere appreciation for this opportunity and for the Board's confidence in him as the next president of Motlow State.

The third item on the agenda was the recommendation for the president at Southwest Tennessee Community College. Chancellor Morgan thanked the search committee members who served on the search committee. Regent Greg Duckett was Chair of the search committee with Regents Barbara Prescott and Leigh Shockey also serving. Chancellor Morgan expressed his appreciation to former Regent John Farris for his time and commitment on the search committee. The executive search firm of Greenwood Asher and Associates assisted with this search. Dr. Tracy D. Hall was recommended by Chancellor Morgan to serve as the next president of Southwest Tennessee Community College. Dr. Hall is currently the Vice President of Academic Affairs at St. Louis Community College – Forest Park, St. Louis, Missouri. Upon the Board's approval, Dr. Hall will assume her new position effective mid-July.

Next, Regent Duckett reported on the search process. Regent Duckett also thanked former Regent Farris and others for their time and commitment during the search. He reported that the nationwide search produced 61 applicants. The search committee held its first meeting on January 26, 2015. On March 23rd the committee met to consider and select candidates for round one interviews. Twelve of the candidates met with the committee on April 6th and 7th. After the first round interviews, eight candidates were brought forward for reference checking. The committee met again on April 20 to discuss and review reference feedback on the candidates selected to move forward. At the end of the review, the committee brought four finalists forward for campus interviews during the week of April 27. At the end of his report, Regent Duckett moved to accept the recommendation to hire Dr. Tracy Hall as the next president of Southwest Tennessee Community College. A second was provided by Regent Prescott, who provided additional remarks of appreciation for the search process and serving on the committee. The motion was unanimously approved. Dr. Hall addressed the Board and thanked them for the opportunity to serve as the next president of Southwest Tennessee Community College.

The last item of business was the recommendation for the director at the Tennessee College of Applied Technology at Covington and Ripley. Vice Chairman Reynolds called on Chancellor Morgan for the recommendation.

Chancellor Morgan recommended Ms. Youlanda Jones-Wilcox. She currently serves as the Vice President for Institutional Advancement and Continuing Education at Dyersburg State Community College and is a former Maxine Smith Fellow. Upon the Board's approval, Ms. Jones-Wilcox's appointment will become effective July 1, 2015.

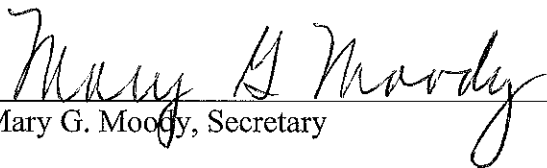
Next, Vice Chairman Reynolds called on Regent Prescott, who served as the Board Representative on this search, for her report. Regent Prescott reported that there were 34 applicants for the position. The search committee met on February 4, March 18 and April 13 to review the applicants, select interview candidates and conduct interviews. A motion was made by Regent Prescott to accept the recommendation from Chancellor Morgan with a second provided by Regent Stites. The motion carried unanimously. Ms. Jones-Wilcox provided words of appreciation for the confidence placed in her as the next director.

In closing remarks, Chancellor Morgan thanked the staff at Greenwood Asher, Vice Chancellor Warren Nichols, Vice Chancellor James King, Ms. Jona Coppola, Ms. Monica Greppin-Watts,

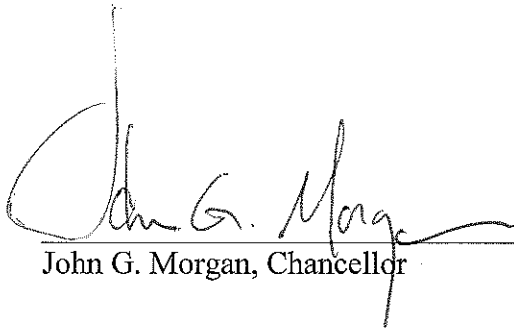
Mr. Matthew Gann and staff members of the institutions for their dedication and work over the last few months concerning these appointments.

There was no further business to come before the Board and the meeting was adjourned.

Respectfully submitted,



Mary G. Moody, Secretary



John G. Morgan, Chancellor

Emily J. Reynolds, Vice Chairman

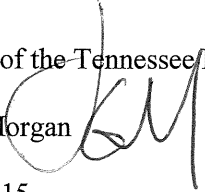


TENNESSEE BOARD OF REGENTS

Office of the Chancellor

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TO: Members of the Tennessee Board of Regents

FROM: John G. Morgan 

DATE: June 5, 2015

SUBJECT: Interim Action Report – Second Quarter

The following constitutes a record of business transacted by the Office of the Chancellor since the previous regular quarterly meeting of the Board of Regents under the authority of Article VIII of the Bylaws, which grants to the Chancellor interim authority to act on behalf of the Board. Pending any questions, the actions are recommended for Board consideration and confirmation.

I. Personnel Actions – Tennessee Board of Regents Staff

Appointments: Ebonee Pinkard – Administrative Assistant I; Academic Affairs; effective April 13, 2015

Anita Jansen – Administrative Assistant I; Purchasing and Contracts; effective April 20, 2015

Ian Reynolds – Project Manager – Business & Finance; effective May 18, 2015

Alicia Gillespie – Assistant Director Capital Outlay – Business & Finance; effective June 8, 2015

Ian Watson – Construction Administration – Administration & Facilities Development effective July 1, 2015

Reclassifications: Matthew Gann - Web Services & Digital Media Manager to Associate Director of Web Services and Digital Strategy; Office of the Chancellor; effective June 1, 2015

Promotions: Athena Newsome – Coordinator of Payroll Services; effective June 8, 2015

Transfers: None

Retirement: None

Members of the Tennessee Board of Regents
Interim Action Report – Second Quarter
Page Two

Separations: Donna Ashford – ROCC/Academic Affairs; effective May 8, 2015

Appointments: Vice President and Other Executives: Attachment A

Salary Adjustments: Vice President and Other Executives: Attachment B

II. Acceptance of Gifts and Grants

III. Construction Projects: State Building Commission Activities – Attachment C
Summary of Construction Contracts – Attachment D

IV. Approval of Contracts and Agreements – Attachment E

JGM/sm
Attachments

**TBR System-wide
Vice President and Executive Level Appointments**

Institution	Name	Position	Effective Date	Salary
ETSU	Pamela S. Ritter	Vice President for University Advancement	07/20/15	\$190,000
ETSU	Dr. Karen D. King	Chief Information Officer & Sr. Vice Provost for Information Technology	03/30/15	\$175,000
TTU	Dr. Kevin Braswell	Vice President for University Advancement	05/29/15	\$200,000
COSCC	Ms. Erica Smith	Internal Auditor		
NESCC	Mr. Matthew DeLozier	Vice President for Student Services	05/01/15	\$108,660
PSCC	Mr. John Shipwash	Executive Director of Equity and Compliance	05/01/15	\$81,500
STCC	Tracy L. Horton	Interim Executive Director for Human Resources	05/01/15	\$77,844

**TBR System-wide
Vice President and Executive Level Salary Adjustments**

Institution	Name	Position	Increase Amount	Salary
TTU	Kae Carpenter	University Legal Counsel	16,630.00	\$150,000
TTU	Claire Stinson	Vice President for Planning and Finance	24,956.00	\$200,000
TTU	Marc Burnett	Vice President for Student Affairs	5,712.00	\$154,000

Tennessee Board of Regents
Summary of State Building Commission Executive Subcommittee

March 24, 2015 SBC Executive Subcommittee Meeting

<u>Institution</u>		<u>SBC ESC Action</u>	<u>Action to be Taken</u>
ETSU SBC #166/005-01-2015	Demolition	Approved demolition of buildings at 209 and 241 Nancy Dishner Lane, Johnson City, Tennessee.	ETSU will coordinate demolition.
MTSU SBC #166/009-02-2015	Demolition	Approved demolition of building at 204 North Baird Lane, Murfreesboro, Tennessee.	MTSU will coordinate demolition.
RSCC Transaction 15-01-002	Acquisition	Approved acquisition of property at Patton Lane adjacent to the main campus in Harriman, Tennessee.	Office of Facilities Development (OFD) and Department of General Services (GS) to coordinate transaction.
WSCC Transaction 15-03-906	Lease Agreement	Approved a lease agreement for 10,446 SF for a ten year term (June 15, 2015 thru June 14, 2025) for an annual amount of \$123,785.10.	OFD and GSC to coordinate lease agreement.
NaSCC	Request for Site Selection Information (RFI)	Approved issuance of a RFI to determine space availability for a NaSCC location in Madison, Tennessee.	NaSCC to advertise and evaluate RFI proposals.
CoSCC Transaction 12-10-009	Disposal (Fee)	Approved disposal of Franklin CoSCC campus (Yates Center). Proceeds will be used for the new Franklin facility currently under construction.	Williamson County to acquire property.
PSCC Transaction 15-02-008	Disposal (Easement)	Approved disposal of property to West Knox Utility District for construction and permanent utility and access easements at PSCC Hardin Valley campus for installation of new 8" sanitary sewer force main.	GS to prepare easement and coordinate execution with OFD.
TTU SBC 166/011-03-2015	Residence Halls Roof Replacement	Approved selection of Lyle Cook Martin Architects as designer for the project.	OFD prepares Designer Agreement and continues with project.

April 20, 2015 SBC Executive Subcommittee Meeting

<u>Institution</u>	<u>Transaction</u>	<u>SBC ESC Action</u>	<u>Action to be Taken</u>
TTU Transaction 15-03-007	Acquisition	Approved acquisition of property at 707 Mahler Avenue, Cookeville, Tennessee.	OFD/GS to coordinate transaction.
TTU Transaction 15-03-008	Acquisition	Approved demolition of property at 715 Mahler Avenue, Cookeville, Tennessee.	OFD/GS to coordinate transaction.
TTU SBC #166/011-05-2015	Demolition	Approved demolition of building at 707 Mahler Avenue, Cookeville, Tennessee.	TTU will coordinate demolition.
TTU SBC #166/011-04-2015	Demolition	Approved demolition of building at 715 Mahler Avenue, Cookeville, Tennessee.	TTU will coordinate demolition.
TCAT Transaction 15-04-902	Lease Agreement	Approved ten year term with two consecutive ten year renewal options with Nissan North America, Inc. for 53,583 SF + 48,709 SF shared space for \$1.9M at TCAT-Murfreesboro Nissan Education and Training Facility, Smyrna, TN.	OFD and GS to coordinate lease.

<u>Institution</u>	<u>Transaction</u>	<u>SBC ESC Action</u>	<u>Action to be Taken</u>
JSCC SBC #166/019-01-2015 NeSCC SBC #166/038-01-2015 TCAT- Memphis Area SBC #166/000-01-2011 TCAT- Middle Tennessee SBC #166/000-04-2013	Restroom Renovations Gray Campus Code and HVAC Corrections Roofs Improvements	Approved selection of Braganza Design / Group as designer for the project. Approved selection of Shaw and Shanks Architects as designer for the project. Approved selection of The Horrell Group as designer for the project. Approved selection of Johnson Johnson Crabtree as designer for the project.	OFD prepares Designer Agreement and continues with project. OFD prepares Designer Agreement and continues with project. OFD prepares Designer Agreement and continues with project. OFD prepares Designer Agreement and continues with project.
<i>May 26, 2015 SBC Executive Subcommittee Meeting</i> TSU Transaction 15-04-006	Report tem	Approved the acknowledgement of the gift of property to the TSU Foundation in Trenton, TN for TSU to use for their Head Start and research programs.	OFD will return this transaction to SBC ESC for approval if property is gifted to TSU.
TTU SBC #166/011-06-2015 ETSU SBD #166/005-08-2013	Demolition Fine Arts Classroom Building	Approved demolition of buildings at 2397 Gainesboro Grade, Cookeville, Tennessee. Approved selection of McCarty Holsaple McCarty as designer for the project.	TTU will coordinate demolition. OFD prepares Designer Agreement and continues with project.

Tennessee Board of Regents
 Summary of State Building Commission Actions
 03/07/2015 to 05/26/2015

<u>Date</u>	<u>SBC Number</u>	<u>Institution</u>	<u>Project</u>	<u>Value</u>	<u>SBC Action</u>
03/10/2015	166/019-01-2015	Jackson SCC	Restroom Renovations	250,000	Threshold project approved by OSA
	166/038-01-2015	Northeast SCC	Gray Campus Code and HVAC Updates	250,000	Threshold project approved by OSA
03/12/2015	166/000-04-2013	Statewide	Tennessee College Applied Technology Improvements	24,600,000	Revise scope and budget select middle TN designer
	166/005-02-2013	ETSU	New Football Stadium	24,400,000	Revise budget and funding, plan & use CM/GC
	166/007-13-2012	UoM	Research Facilities Improvements	1,145,000	Rec'vd report CO #14 @ 11.86%
	166/009-05-2014	MTSU	Student Recreation Center Re-roof	445,000	Revise budget and funding
	166/009-10-2013	MTSU	Bell Street Building Renovations	7,440,000	Revise budget and funding
	166/021-03-2014	Motlow SCC	Eoff Hall Powers Auditorium Renovations	740,000	Revise budget and funding
	166/032-05-2012	Pellissippi SCC	Campus Settlement Repairs	500,000	Rec'vd report CO #8 @ 119.79%
	166/038-02-2012	Northeast SCC	Gray Camus Roof Replacement	228,000	Revise budget and funding
03/23/2015	166/005-01-2015	ETSU	Demolition - 209 and 241 Nancy Dishner Lane	29,500	Approve demolition
	166/009-02-2015	MTSU	Demolition - 204 North Baird Lane	40,000	Approve demolition
	166/011-03-2015	TTU	Residence Halls Roof Replacements	750,000	Selected designed
03/26/2015	166/013-01-2015	Cleveland SCC	Library Roof Replacement	470,000	Design Selection & Threshold approved by OSA
04/09/2015	166/019-01-2015	Jackson SCC	Restroom Renovations	250,000	Received report of Threshold project
	166/033-01-2011	Southwest Tn CC	Union Campus Mechanical Systems Updates	3,360,000	Rec'vd rpt C. O. #4 @ 11.7%
	166/033-01-2011	Southwest Tn CC	Union Campus Mechanical Systems Updates	3,360,000	Rec'vd rpt C. O. #3 @ 11.47%
	166/038-01-2015	Northeast SCC	Gray Campus Code and HVAC Updates	250,000	Received report of Threshold project

<u>Date</u>	<u>SBC Number</u>	<u>Institution</u>	<u>Project</u>	<u>Value</u>	<u>SBC Action</u>
04/20/2015	166/000-01-2011	Statewide	TCAT Roof Replacements	7,104,494	Memphis designer selected
	166/000-04-2013	Statewide	Tennessee College Applied Technology Improvements	24,600,000	Middle TN designer selected
	166/000-04-2013	Statewide	Tennessee College Applied Technology Improvements	24,600,000	Selected middle TN designer
	166/000-04-2013	Statewide	Tennessee College Applied Technology Improvements	24,600,000	Rec'vd report delay of designer agree executed.
	166/011-04-2015	TTU	Demolition - 715 Mahler Avenue	15,000	Approve Demolition
	166/011-05-2015	TTU	Demolition - 707 Mahler Avenue	30,000	Approve Demolition
	166/013-01-2015	Cleveland SCC	Library Roof Replacement	470,000	Report TH designer selection
	166/013-01-2015	Cleveland SCC	Library Roof Replacement	470,000	Report selection of Threshold designer
	166/019-01-2015	Jackson SCC	Restroom Renovations	250,000	Designer selected
	166/038-01-2015	Northeast SCC	Gray Campus Code and HVAC Updates	250,000	Selected designer
04/28/2015	166/007-01-2015	UoM	McWherter Library Maintenance	399,000	Threshold approval by OSA
	166/012-02-2014	Chattanooga SCC	Hospitality Management Renovations	250,000	Threshold increase approval by OSA
05/04/2015	166/007-05-2014	UoM	Lambuth Boiler Replacements	305,000	Approved increase in Threshold project
05/13/2015	166/007-01-2015	UoM	McWherter Library Maintenance	399,000	Report TH project
	166/011-04-2014	TTU	Food Service Improvements	2,000,000	Revise budget to full fund and accept gift-in-plac
	166/011-10-2014	TTU	Hooper Eblen & Fitness Center Boiler Installation	2,450,000	Revise budget and source of funding
	166/011-12-2013	TTU	Craft Center Sewage Treatment Plant Replacement	480,000	Revise budget to award contract
	166/011-12-2014	TTU	Intramural Sports Field House	300,000	Revise budget & source of funding and approve EDP
	166/012-02-2014	Chattanooga SCC	Hospitality Management Renovations	250,000	Report Threshold increase
	166/013-01-2015	Cleveland SCC	Library Roof Replacement	470,000	Report Threshold project approval
	166/032-01-2014	Pellissippi SCC	Division Street Campus Codes and Repairs	500,000	Report Electrical Subcontractor change
	166/038-01-2008	Northeast SCC	Technical Education Complex	36,365,000	Award CM/GC
	166/038-02-2015	Northeast SCC	Regional Center for Advanced Manufacturing	3,300,000	Approve project
	166/074-01-2013	TCAT - Murfreesboro	Nissan Education and Training Facility	41,900,000	Revise budget and source of funding
05/18/2015	166/011-03-2014	TTU	Derryberry Hall Lobby and Corridor Updates	460,000	Cancel project
05/26/2015	166/005-08-2013	ETSU	Fine Arts Classroom Building	39,200,000	Designer selected
	166/011-06-2015	TTU	Demolition - 2397 Gainesboro Grade	10,000	Approve project

CONSTRUCTION CONTRACTS AWARDED

03/07/2015 to 05/26/2015

20 contracts totaling \$12,346,659.70

<u>Designer</u>	<u>Contractor</u>	<u>Contract Sum</u>	<u>Awarded</u>	<u>Project Number</u>	<u>Project Name / Institution</u>
Askew Nixon Ferguson Architects, Inc.	Office Scapes, Inc.	1,806,410.88	03/17/2015	166/007-07-2007F2	Community Health Building Desk & Shelving Package UoM
Gould Turner Group, P.C.	Contract Furniture Alliance, Inc.	378,000.00	03/19/2015	166/034-01-2012FE	Furniture Nashville SCC
Beeson, Lusk, & Street, Inc., Architects	P & W Construction Company, LLC	1,048,700.00	03/25/2015	166/005-04-2013B	Carter & Davis Reroof & Exterior Repairs ETSU
Kurzynske & Associates	Four Seasons Heating & Air Conditioning, Inc.	1,313,700.00	03/27/2015	166/003-04-2014	Claxton Building HVAC Corrections APSU
Adkisson & Associates Architects, Inc.	KCS Construction, LLC	949,999.00	04/01/2015	166/001-02-2014	Farm Buildings New Construction TSU
Ross/Fowler PC	Armstrong Construction Company, Inc.	250,500.00	04/01/2015	166/038-01-2013	Outdoor Amphitheater New Construction Northeast SCC
HNA Engineering, pllc	Allen Searcy Builder Contractor, Inc.	138,800.00	04/03/2015	166/000-01-2013E2	Administration Security/Hardware/Fire Alarm TCAT - Paris
Vaughan Associates Architects, Inc.	E & T Contracting, LLC	159,500.00	04/08/2015	166/000-01-2013A1	Restrooms/Entrance Codes TCAT Crump
Maffett Loftis Engineering, LLC	Reynolds Electrical Contractors, LLC	517,250.00	04/08/2015	166/011-15-2014	Soccer & Football Practice Field Lighting Improvements TTU
Street Dixon Rick Architecture, PLC	Impulse, Inc.	694,500.00	04/15/2015	166/021-08-2014	Simon Hall Building Interior Renovations Motlow SCC
Johnson Architecture, Inc.	The Franklin Group, LLC	384,967.00	04/15/2015	166/032-01-2014	Division Street Campus Codes and Repairs Pellissippi SCC
Gilbert McLaughlin Casella Architects, plc	King Construction Group, Inc.	1,250,900.00	04/15/2015	166/011-11-2014	Hooper Eblen Seating and Handrail Updates TTU
Canup Engineering, Inc.	R. L. Campbell Contracting Company, Inc.	165,790.00	04/15/2015	166/007-03-2010D	Hyde Hall Elevator Modernization UoM Lambuth
Hefferlin + Kronenberg Architects PLLC	BB&T Contractors, LLC	603,500.00	04/15/2015	166/021-03-2014	Eoff Hall Powers Auditorium Renovations Motlow SCC
Gilbert McLaughlin Casella Architects, plc	WellSpring Builders, Inc.	864,375.00	04/24/2015	166/001-01-2014A	Campus Elevator MRL Upgrades TSU

<u>Designer</u>	<u>Contractor</u>	<u>Contract Sum</u>	<u>Awarded</u>	<u>Project Number</u>	<u>Project Name / Institution</u>
I.C. Thomasson Associates, Inc.	Demand Mechanical, LLC	700,000.00	05/06/2015	166/009-03-2014	Physical Plant Chiller and Tower Replacement MTSU
Hawkins Development Company	Southeast Contractors, Inc.	323,706.00	05/15/2015	166/009-09-2013	Warehouse Building Renovations MTSU
Canup Engineering, Inc.	Advance Electric Company, Inc.	154,300.00	05/15/2015	166/007-18-2014	Physical Plant Building Emergency Operations Generator UoM
CTI Engineers Inc.	Innovative Wastewater Solutions, Inc.	383,984.82	05/20/2015	166/011-12-2013	Craft Center Sewage Treatment Plant Replacement TTU
Anderson Buehler Architects PLLC	Elite Contractors, LLC	257,777.00	05/20/2015	166/019-02-2013A	McWherter Building Roof and Envelope Repairs Jackson SCC

Summary by Type of Contract							
Contracts Approved from March 1, 2015 to May 31, 2015							
<u>Dept./Institution</u>	<u>Amendment to Existing Contract</u>	<u>Clinical Affiliation</u>	<u>Dual Services</u>	<u>Professional Services</u>	<u>Service Agreement</u>	<u>Other</u>	<u>Contract Total</u>
<u>TBR Offices</u>							
Academics	2	-	-	3	-	1	6
RODP	-	106	1	-	-	2	109
TBR Combined	2		13	10	3	9	37
Subtotal	4	106	14	13	3	12	152
<u>Institutions</u>							
APSU	-	-	-	-	-	1	1
ETSU	-	-	-	-	-	2	2
MTSU	-	-	1	-	1	2	4
TSU	-	-	1	-	1	-	2
TTU	-	-	-	-	-	3	3
UOM	-	-	-	2	1	4	7
ChSCC	-	-	-	-	1	-	1
CISCC	-	-	-	-	-	1	1
CoSCC	-	-	-	-	-	2	2
DSCC	-	-	-	-	-	-	-
JSCC	-	-	-	-	-	-	-
MSCC	-	-	-	-	-	-	-
NaSCC	-	-	-	-	-	-	-
NeSCC	-	-	-	-	-	-	-
PSCC	-	-	-	-	-	-	-
RSCC	-	-	-	-	-	-	-
STCC	-	-	-	-	-	2	2
VSCC	-	-	-	-	-	-	-
WSCC	-	-	-	-	-	1	1
TCAT Combined	-	1	-	1	-	3	5
Subtotal	-	1	2	3	4	21	31
Grand Total	4	107	16	16	7	33	183

Summary by Type of Contract

Contracts Approved from March 1, 2014 to May 31, 2014

<u>Dept./Institution</u>	<u>Amendment to Existing Contract</u>	<u>Clinical Affiliation</u>	<u>Dual Services</u>	<u>Professional Services</u>	<u>Service Agreement</u>	<u>Other</u>	<u>Contract Total</u>
<u>TBR Offices</u>							
Academics	-	-	1	19	-	1	21
RODP	-	110	2	-	-	-	112
TBR Combined	3	-	17	3	2	12	37
Subtotal	3	110	20	22	2	13	170
<u>Institutions</u>							
APSU	-	-	-	-	1	1	2
ETSU	-	-	-	-	-	-	-
MTSU	1	-	-	-	5	3	9
TSU	-	-	-	-	-	-	-
TTU	2	-	-	-	-	2	4
UOM	-	-	-	1	-	4	5
ChSCC	-	-	-	-	-	1	1
CISCC	-	-	-	-	-	1	1
CoSCC	-	-	-	-	-	1	1
DSCC	-	-	-	-	-	-	-
JSCC	-	-	-	-	-	-	-
MSCC	-	-	-	-	1	-	1
NaSCC	-	-	1	-	-	-	1
NeSCC	-	-	-	-	-	1	1
PSCC	-	-	-	-	-	-	-
RSCC	-	-	-	-	-	-	-
STCC	-	-	-	-	-	-	-
VSCC	-	-	-	-	-	1	1
WSCC	-	-	-	-	-	-	-
TCAT Combined	-	-	1	-	-	4	5
Subtotal	3	-	2	1	7	19	32
Grand Total	6	110	22	23	9	32	202

Tennessee Board of Regents

Contracts Approved March 1, 2015 through May 31, 2015

Contract ID	Contract Type	Contractor	Dept./Institution	Commodity	Yearly Amount	System-wide	Start Date	End Date	Competitive
101917	Amendment to Existing Agreement	Tennessee Technological University	Academics	Computer Software	\$39,000.00	no	2/15/2013	3/14/2017	no
104164	Amendment to Existing Agreement	MeLLmo, Inc.	Academics	Computer Software	\$14,099.00	no	6/1/2014	6/1/2016	no
104712	Professional Service	Dr. Michael Sagas	Academics	External Reviewer	\$3,375.00	no	4/13/2015	5/13/2015	no
104713	Use of Facilities	Middle Tennessee State University (Ingram)	Academics	Training	\$1,500.00	no	3/23/2015	3/25/2015	no
104714	Professional Service	Dr. Michael Bemben	Academics	External Reviewer	\$3,000.00	no	4/12/2015	5/12/2015	no
104724	Professional Service	Dr. Aaron Clopton	Academics	External Reviewer	\$3,300.00	no	4/13/2015	5/13/2015	no
104732	Cooperative Agreement	National Changhua University of Education, R.O.C.	APSU	Cooperative Educational Offerings	\$0.00	no	3/27/2015	3/26/2020	no
104763	Lease Agreement	Southeast Tennessee Development District	CLSCC	Lease of Space	\$17,000.00	no	4/1/2015	4/1/2020	no
103106	Amendment to Existing Agreement	Delevante Creative Design	COMM	Other - Services	\$300,000.00	no	2/22/2014	2/21/2016	yes
104755	Service Agreement	State of Minnesota, Dept. of Economic Development	COMM	Other - Services	\$0.00	no	4/1/2015	3/31/2016	no
104761	Cooperative Agreement	Argosy University	COSCC	Memo of Understanding	\$0.00	no	4/1/2015	3/31/2020	no
104798	Cooperative Agreement	Athens State University	COSCC	Cooperative Educational Offerings	\$0.00	no	4/15/2015	4/14/2035	no
103585	Service Agreement	Fravert Services	CSTCC	Other - Services	\$447,865.48	no	9/25/2014	9/25/2015	yes
104789	Cooperative Agreement	Columbia State Community College	ETSU	Cooperative Educational Offerings	\$0.00	no	9/30/2013	9/29/2020	no
104809	Lease Agreement	City of Johnson City	ETSU	Lease of Space	\$89,000.00	no	8/25/2015	12/15/2015	no
100658	Professional Service	NERAC	General Council	Other	\$4,999.00	no	3/20/2012	3/19/2016	no
104222	Service Agreement	MTSU - COHRE	HR	Other - Services	\$35,000.00	no	6/1/2014	9/1/2015	no
104708	Professional Service	Little Mendelson, P.C.	HR	Other - Services	\$1,500.00	no	3/17/2015	3/17/2015	no
104618	Dual Services Extra Compensation	Tennessee Board of Regents- Greg Sedrick	MTSU	Teaching	\$4,941.30	no	1/2/2015	5/30/2015	no
104628	Service Agreement	The Advisory Board Company	MTSU	Other - Services	\$181,500.00	no	2/28/2015	2/27/2019	no
104721	Cooperative Agreement	Cleveland State Community College	MTSU	Cooperative Educational Offerings	\$0.00	no	3/20/2015	3/19/2025	no
104802	Cooperative Agreement	Columbia State Community College	MTSU	Cooperative Educational Offerings	\$0.00	no	4/15/2015	4/14/2035	no
102278	Clinical Affiliation	Maury Regional Hosp Maury Reg Med Ctr Primecare	Nursing/AH	Clinical Experience	\$0.00	no	9/1/2011	8/31/2016	no
102823	Clinical Affiliation	Mountain Comprehensive Health Corp in Whitesburg	Nursing/AH	Clinical Experience	\$0.00	no	10/19/2012	10/19/2017	no
102899	Clinical Affiliation	Fast Pace Medical - Multiple Sites	Nursing/AH	Clinical Experience	\$0.00	no	11/14/2012	11/13/2017	no
103678	Clinical Affiliation	Baptist Memorial Medical Group, Inc(Memphis)	Nursing/AH	Clinical Experience	\$0.00	no	11/1/2013	10/31/2018	no
103934	Clinical Affiliation	Prime Obstetrics and Gynecology	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2020	no
104055	Clinical Affiliation	T and R Clinic	Nursing/AH	Clinical Experience	\$0.00	no	4/8/2015	4/7/2020	no

104421	Clinical Affiliation	TN Health Mgt dba Clarksville Nursing&Rehab Center	Nursing/AH	Clinical Experience	\$0.00	no	2/24/2015	2/23/2020	no
104555	Clinical Affiliation	University of New Mexico Hospital	Nursing/AH	Clinical Experience	\$0.00	no	12/3/2014	12/2/2019	no
104568	Clinical Affiliation	ETSU & Northeast TN Johnson City Comm	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2020	no
104607	Clinical Affiliation	Clinch Valley Physician Associates LLC	Nursing/AH	Clinical Experience	\$0.00	no	1/12/2015	1/11/2020	no
104642	Clinical Affiliation	Dr. John A. Morehead	Nursing/AH	Clinical Experience	\$0.00	no	1/30/2015	1/29/2020	no
104655	Clinical Affiliation	Blount Rural Health Center (KY)	Nursing/AH	Clinical Experience	\$0.00	no	2/11/2015	2/10/2020	no
104656	Clinical Affiliation	Dayton Pediatrics & Spring Hill Peds	Nursing/AH	Clinical Experience	\$0.00	no	2/11/2015	2/10/2020	no
104657	Clinical Affiliation	Comprehensive Pediatrics (Memphis)	Nursing/AH	Clinical Experience	\$0.00	no	2/11/2015	2/10/2020	no
104661	Clinical Affiliation	Shenandoah Valley Medical System, Inc.	Nursing/AH	Clinical Experience	\$0.00	no	2/18/2015	2/17/2020	no
104664	Clinical Affiliation	University Health Systems (Sara Overly)	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2016	no
104666	Clinical Affiliation	Appalachian Orthopaedic Associates	Nursing/AH	Clinical Experience	\$0.00	no	2/24/2015	2/23/2020	no
104667	Clinical Affiliation	Ashe Family Healthcare	Nursing/AH	Clinical Experience	\$0.00	no	2/24/2015	2/23/2020	no
104668	Clinical Affiliation	Tennessee Womens Healthcare Dr Cadena (Mt. Juliet)	Nursing/AH	Clinical Experience	\$0.00	no	2/24/2015	2/23/2020	no
104669	Clinical Affiliation	Western Kentucky Gastroenterology Assoc	Nursing/AH	Clinical Experience	\$0.00	no	2/24/2015	2/23/2020	no
104670	Clinical Affiliation	Western Carolina Orthopedic Specialists	Nursing/AH	Clinical Experience	\$0.00	no	2/24/2015	2/23/2020	no
104672	Clinical Affiliation	Smoky Mountain Ob-Gyn	Nursing/AH	Clinical Experience	\$0.00	no	2/25/2015	2/24/2020	no
104673	Clinical Affiliation	Nashville Gastrointestinal Specialists	Nursing/AH	Clinical Experience	\$0.00	no	2/25/2015	2/24/2020	no
104674	Clinical Affiliation	Trinity Medical Clinic	Nursing/AH	Clinical Experience	\$0.00	no	2/25/2015	2/24/2020	no
104675	Clinical Affiliation	Dixon Center for Integrative Health Care	Nursing/AH	Clinical Experience	\$0.00	no	2/25/2015	2/24/2020	no
104676	Clinical Affiliation	Mid South Gastroenterology	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2020	no
104677	Clinical Affiliation	Arundel Pediatrics	Nursing/AH	Clinical Experience	\$0.00	no	2/26/2015	2/25/2020	no
104678	Clinical Affiliation	Princeton Pediatrics	Nursing/AH	Clinical Experience	\$0.00	no	2/26/2015	2/25/2020	no
104679	Clinical Affiliation	Lunceford Family Health Center	Nursing/AH	Clinical Experience	\$0.00	no	2/26/2015	2/25/2020	no
104680	Clinical Affiliation	Dr. John W Macey, PLLC	Nursing/AH	Clinical Experience	\$0.00	no	2/27/2015	2/26/2020	no
104682	Clinical Affiliation	Chattanooga's Program in Women's Oncology	Nursing/AH	Clinical Experience	\$0.00	no	2/27/2015	2/26/2020	no
104684	Clinical Affiliation	G.V. Sonny Montgomery Veterans Med Ctr	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2020	no
104685	Clinical Affiliation	Cherry Bend Family Care	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2020	no
104686	Clinical Affiliation	Medlink Georgia	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2020	no
104688	Clinical Affiliation	University Health System (Denise Berry)	Nursing/AH	Clinical Experience	\$0.00	no	3/3/2015	5/31/2016	no
104689	Clinical Affiliation	Chota Community Health Services	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2020	no
104690	Clinical Affiliation	Forte Family Practice (Nevada)	Nursing/AH	Clinical Experience	\$0.00	no	3/3/2015	3/2/2020	no
104691	Clinical Affiliation	Parkridge Medical Center (HCA)	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2018	no
104698	Clinical Affiliation	Tri-Star Sterling Primary	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2018	no
104700	Clinical Affiliation	Wellmont Health System	Nursing/AH	Clinical Experience	\$0.00	no	8/1/2015	7/30/2018	no
104701	Clinical Affiliation	McMinnville Medical Associates	Nursing/AH	Clinical Experience	\$0.00	no	3/9/2015	3/8/2020	no
104702	Clinical Affiliation	Primary Care Associates	Nursing/AH	Clinical Experience	\$0.00	no	3/10/2015	3/9/2020	no

104703	Clinical Affiliation	University Health System (Erica Hembree)	Nursing/AH	Clinical Experience	\$0.00	no	3/11/2015	5/31/2016	no
104704	Clinical Affiliation	Lee Memorial Health System (Robin Cozine)	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2016	no
104705	Clinical Affiliation	Decatur County General Hospital	Nursing/AH	Clinical Experience	\$0.00	no	3/11/2015	3/10/2020	no
104706	Clinical Affiliation	Ruch Clinic	Nursing/AH	Clinical Experience	\$0.00	no	3/11/2015	3/10/2020	no
104710	Clinical Affiliation	Orthopedic Specialists, The	Nursing/AH	Clinical Experience	\$0.00	no	3/12/2015	3/11/2020	no
104715	Clinical Affiliation	Children's Clinic East	Nursing/AH	Clinical Experience	\$0.00	no	3/13/2015	12/31/2015	no
104720	Clinical Affiliation	University Health System (Jennifer Sexton)	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2016	no
104722	Clinical Affiliation	Sweetwater Hospital	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2020	no
104723	Clinical Affiliation	Middle Tennessee Women's Health Group	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2020	5/31/2015	no
104726	Clinical Affiliation	Nolensville Family Medicine	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2020	no
104731	Clinical Affiliation	Medical Associates of the Shoals	Nursing/AH	Clinical Experience	\$0.00	no	6/3/2015	5/31/2020	no
104735	Clinical Affiliation	Center for Facial Rejuvenation	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2020	no
104737	Clinical Affiliation	McMinnville Orthopedic Clinic	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2020	no
104738	Clinical Affiliation	Athens Women's Clinic	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/16/2020	no
104739	Clinical Affiliation	Appalachian Family Care	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2020	no
104740	Clinical Affiliation	After Hours Pediatrics	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2020	no
104741	Clinical Affiliation	Women's Care of Wisconsin, SC	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2020	no
104742	Clinical Affiliation	Christ Community Health Services	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2020	no
104751	Clinical Affiliation	East Tennessee Surgical Group, P.C.	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2020	no
104752	Clinical Affiliation	Wilmington Health OB/GYN	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2020	no
104753	Clinical Affiliation	Dirne Community Health Center dba Heritage Health	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2020	no
104762	Clinical Affiliation	Dr. Gary J. Smith PC	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2020	no
104765	Clinical Affiliation	Tibbs Clinic	Nursing/AH	Clinical Experience	\$0.00	no	4/3/2015	4/2/2020	no
104766	Clinical Affiliation	Right Care (All Sites)	Nursing/AH	Clinical Experience	\$0.00	no	4/3/2015	4/2/2020	no
104767	Clinical Affiliation	Women's Hlth Svs dba Asc In Women'sHlth(Multiple)	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2020	no
104768	Clinical Affiliation	Toe River Health District (Multiple Sites)	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2020	no
104769	Clinical Affiliation	Occumed	Nursing/AH	Clinical Experience	\$0.00	no	4/3/2015	4/2/2020	no
104770	Clinical Affiliation	Meridian Pediatrics (Idaho)	Nursing/AH	Clinical Experience	\$0.00	no	4/3/2015	4/2/2020	no
104771	Clinical Affiliation	Community Free Clinic	Nursing/AH	Clinical Experience	\$0.00	no	4/3/2015	4/2/2020	no
104772	Clinical Affiliation	Southern Crescent Family Practice	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2020	no
104773	Clinical Affiliation	Mountain Area Pediatrics	Nursing/AH	Clinical Experience	\$0.00	no	4/6/2015	4/5/2020	no
104774	Clinical Affiliation	Women's Priority Healthcare (Chattanooga)	Nursing/AH	Clinical Experience	\$0.00	no	4/6/2015	4/5/2020	no
104775	Clinical Affiliation	Kids Care Medical Center (Memphis)	Nursing/AH	Clinical Experience	\$0.00	no	4/6/2015	4/5/2020	no
104776	Clinical Affiliation	Total Healthcare Associates PLLC	Nursing/AH	Clinical Experience	\$0.00	no	4/6/2015	4/5/2020	no
104778	Clinical Affiliation	Arizons Obstetrics & Gynecology	Nursing/AH	Clinical Experience	\$0.00	no	4/6/2015	4/5/2020	no
104779	Clinical Affiliation	Mountain People's Health Councils, Inc.	Nursing/AH	Clinical Experience	\$0.00	no	4/7/2015	4/6/2020	no
104780	Clinical Affiliation	Asheville Pediatric Associates	Nursing/AH	Clinical Experience	\$0.00	no	4/7/2015	4/6/2020	no
104781	Clinical Affiliation	Fort Sanders OBGYN	Nursing/AH	Clinical Experience	\$0.00	no	4/7/2015	4/6/2020	no
104784	Clinical Affiliation	Northern Montana Health Care	Nursing/AH	Clinical Experience	\$0.00	no	4/7/2015	4/6/2016	no
104786	Clinical Affiliation	Absolute Family Health PLLC	Nursing/AH	Clinical Experience	\$0.00	no	4/7/2015	4/6/2020	no
104787	Clinical Affiliation	Primary Care Medical Center	Nursing/AH	Clinical Experience	\$0.00	no	4/7/2015	4/6/2020	no

104790	Clinical Affiliation	Phillips Medical Group	Nursing/AH	Clinical Experience	\$0.00	no	4/8/2015	4/7/2020	no
104791	Clinical Affiliation	Lincoln Medical Center	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2020	no
104793	Clinical Affiliation	Alive Hospice	Nursing/AH	Clinical Experience	\$0.00	no	4/9/2015	4/8/2020	no
104794	Clinical Affiliation	Nevada Center of Alternative & Anti-Aging Medicine	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2020	no
104795	Clinical Affiliation	Primary Care of Shelton, LLC	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2020	no
104799	Clinical Affiliation	Southern TN Reg Health System Various Sites	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2020	no
104801	Clinical Affiliation	Skin and Allergy Center	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2020	no
104804	Clinical Affiliation	Knoxville HMA Phys Mgmt dba Tennova Phys	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2020	no
104811	Clinical Affiliation	Cornerstone Women's Center	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2020	no
104815	Clinical Affiliation	HighPoint Health System - Multiple Sites	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2020	no
104818	Clinical Affiliation	Hamblen Family Medicine	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2020	no
104821	Clinical Affiliation	Tennessee Orthopaedic Clinics, P.C.	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2020	no
104823	Clinical Affiliation	Crossroads Medical Group	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2020	no
104826	Clinical Affiliation	Advanced Internal Medicine	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2020	no
104828	Clinical Affiliation	Dr. Chester L. Crump	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2020	no
104829	Clinical Affiliation	Tahlequah Pediatrics, PLC	Nursing/AH	Clinical Experience	\$0.00	no	6/1/2015	5/31/2020	no
104833	Clinical Affiliation	Neighborhood Health (Multiple Sites)	Nursing/AH	Clinical Experience	\$0.00	no	5/7/2015	5/6/2020	no
104839	Clinical Affiliation	A Woman's View (North Carolina)	Nursing/AH	Clinical Experience	\$0.00	no	5/15/2015	5/14/2020	no
104841	Clinical Affiliation	Four Rivers Internal Medicine	Nursing/AH	Clinical Experience	\$0.00	no	5/15/2015	5/14/2020	no
104842	Clinical Affiliation	The Orthopaedic Institute of Western Kentucky	Nursing/AH	Clinical Experience	\$0.00	no	5/15/2015	5/14/2020	no
104843	Clinical Affiliation	Women's Medical Center	Nursing/AH	Clinical Experience	\$0.00	no	8/1/2015	7/31/2020	no
104845	Clinical Affiliation	Best Care Clinic	Nursing/AH	Clinical Experience	\$0.00	no	5/18/2015	5/17/2020	no
104846	Clinical Affiliation	Clarksville Women's Center	Nursing/AH	Clinical Experience	\$0.00	no	5/11/2015	5/17/2020	no
104694	Professional Service	Peoplefluent	OESI	Other - Services	\$1,804.00	no	1/1/2015	12/31/2015	no
104695	Professional Service	SREB- Caryn Darwin	OESI	Memo of Understanding	\$25,000.00	no	3/10/2015	12/31/2015	no
104696	Professional Service	SREB- Twanelle Majors	OESI	Memo of Understanding	\$25,000.00	no	3/10/2015	12/31/2015	no
104716	Professional Service	U.S. Education Delivery Institute	OESI	Other - Services	\$13,000.00	no	3/20/2015	12/31/2015	no
104728	Dual Service	TCAT Jackson- Cassandra Anderson - Smith Fellow	OESI	Memo of Understanding	\$400.00	no	3/17/2015	9/18/2015	no
104729	Dual Service	University of Memphis- Alena Allen - Smith Fellow	OESI	Memo of Understanding	\$400.00	no	3/17/2015	9/18/2015	no
104730	Dual Service	Volunteer State Community College- Tonya Daniels - Smith Fellow	OESI	Memo of Understanding	\$400.00	no	3/17/2015	9/18/2015	no
104744	Dual Service	Cleveland State Community College- Maureen Griffin - Smith Fellow	OESI	Memo of Understanding	\$400.00	no	3/17/2015	9/18/2015	no
104746	Dual Service	Columbia State Community College- Patricia Harlan - Smith Fellow	OESI	Memo of Understanding	\$400.00	no	3/17/2015	9/18/2015	no
104747	Dual Service	APSU- Fonda Fields - Smith Fellow	OESI	Memo of Understanding	\$400.00	no	3/17/2015	9/18/2015	no
104748	Dual Service	NESCC- Francis Canedo - Smith Fellow	OESI	Memo of Understanding	\$400.00	no	3/17/2015	9/18/2015	no
104754	Dual Service	Chattanooga State- Willie Thomas - Smith Fellow	OESI	Memo of Understanding	\$400.00	no	3/17/2015	9/18/2015	no
104759	Dual Service	Nashville State- Wayne Simpson - Smith Fellow	OESI	Memo of Understanding	\$400.00	no	3/17/2015	9/18/2015	no
104760	Dual Service	TSU- Tiffany Steward - Smith Fellow	OESI	Memo of Understanding	\$400.00	no	3/17/2015	9/18/2015	no

104764	Dual Service	MTSU- Sharon Brown Smith - Smith Fellow	OESI	Memo of Understanding	\$400.00	no	3/17/2015	9/18/2015	no
104782	Dual Service	PSCC- Brittany Mosby - Smith Fellow	OESI	Memo of Understanding	\$400.00	no	3/17/2015	9/18/2015	no
104797	Dual Service	STCC- Joshua Conway - Smith Fellow	OESI	Memo of Understanding	\$400.00	no	3/17/2015	9/18/2015	no
104810	Professional Service	YMG Enterprises, LLC - Smith Fellows leadership workshops	OESI	Other - Services	\$7,000.00	no	4/24/2015	5/30/2015	yes
104733	Purchase Agreement	Cengage Learning, Inc.	RODP	Computer Software	\$10,000.00	no	1/20/2015	6/30/2015	no
104777	Grant Agreement	THEC	RODP	Grant	\$308,500.00	no	12/8/2014	1/15/2016	no
104800	Dual Service	TCAT Elizabethton - Richard Woodyard	RODP	Teaching	\$613.40	no	1/5/2015	4/22/2015	no
104643	Banking Services	SunTrust Bank	STCC	Banking Services	\$16,391.00	no	1/1/2015	12/31/2015	yes
104727	Purchase Agreement	Technical Training Aids	STCC	Other - Goods	\$321,512.00	no	3/18/2015	4/8/2015	no
101477	Amendment to Existing Agreement	Staples Contract & Commercial, Inc.	TBR	Office Supplies	\$12,500,000.00	yes	3/1/2014	6/30/2015	yes
101960	Membership	Adobe Systems, Inc.	TBR	Computer Software	\$0.00	yes	3/28/2013	3/27/2015	no
104170	License Agreement	EBSCO Industries, Inc.	TBR	Other - Services	\$244,594.25	yes	7/1/2015	6/30/2016	yes
104177	Professional Service	General Revenue Corporation	TBR	Collection Services	\$400,000.00	yes	7/1/2015	6/30/2016	yes
104178	Professional Service	Coast Professional, Inc.	TBR	Collection Services	\$400,000.00	yes	7/1/2015	6/30/2016	yes
104660	Professional Service	Pomeroy IT Solutions	TBR	Other - Services	\$3,000,000.00	yes	3/1/2015	2/29/2016	yes
104692	License Agreement	ProQuest LLC	TBR	Other - Services	\$74,221.00	no	3/1/2015	2/29/2016	yes
104743	License Agreement	Periscope Holdings, Inc.	TBR	Other - Services	\$8,500.00	yes	4/27/2015	4/26/2016	no
104756	License Agreement	EBSCO Industries, Inc.	TBR	Other - Services	\$0.00	yes	4/1/2015	3/31/2016	no
104757	License Agreement	Springshare, LLC.	TBR	Other - Services	\$0.00	yes	4/1/2015	3/31/2016	no
104807	License Agreement	Alexander Street Press, LLC	TBR	Other - Services	\$0.00	yes	4/17/2015	4/16/2016	no
104687	Grant Agreement	Southeast TN Development District	TCATS Athens	Grant Subcontract	\$12,247.00	no	1/22/2015	1/20/2017	no
104662	Clinical Affiliation	River Park Hospital	TCATS CROSS	Clinical Experience	\$0.00	no	2/1/2015	1/31/2017	no
104699	Grant Agreement	Memphis Bioworks Foundation	TCATS Memphis	Grant Subcontract	\$100,000.00	no	11/1/2014	10/31/2018	no
104835	Professional Service	Tennessee Electric Cooperative Association	TCATS Murfreesboro	Teaching	\$630,000.00	no	7/1/2015	6/30/2016	no
104206	Grant Agreement	Tn Department of Labor	TCATS Nashville	Grant	\$630,500.00	no	7/1/2014	6/30/2015	no
104644	Service Agreement	Michael Brustein, Brustein & Manasevit, PLLC	TCATS Office	Speaker	\$3,500.00	no	4/1/2015	4/2/2015	no
104717	Use of Facilities	Chattanooga Convention Center	TCATS Office	Other	\$21,000.00	no	4/17/2015	4/22/2015	yes
104825	License Agreement	Snap On	TCATS Office	Other - Services	\$0.00	no	4/17/2015	4/16/2020	no
104734	Dual Services Extra Compensation	Tennessee Board of Regents (Christine Mayer)	TSU	Personnel	\$2,470.65	no	1/20/2015	5/12/2015	no
104822	Service Agreement	GCA Services Group, Inc. - custodial services	TSU	Other - Services	\$595,932.00	yes	7/1/2015	6/30/2016	yes
100741	Revenue	Compass Group USA, Inc. - food services	TTU	Other - Services	\$1,850,000.00	no	7/1/2008	6/30/2018	no
104812	Purchase Agreement	Contract Furniture Alliance	TTU	Furniture	\$255,802.30	no	4/17/2015	5/7/2015	no
104849	Banking Services	Regions Bank	TTU	Banking Services	\$13,235.27	yes	6/1/2015	5/31/2016	yes
101276	Use of Facilities	City of Memphis	UOM	Other	\$0.00	no	7/16/2009	1/1/2016	no
103237	Software License	Blackboard	UOM	Computer Software License	\$109,982.00	no	9/1/2013	3/1/2018	no
103924	Professional Service	Archer Malmo, Inc.	UOM	Marketing	\$3,600,000.00	no	3/17/2014	3/16/2019	yes
104683	Purchase Agreement	Pomeroy IT Solutions	UOM	Computer Hardware and Peripherals	\$399,525.29	no	2/27/2015	2/27/2015	yes
104736	Service Agreement	Dissinger Reed, LLC	UOM	Other - Services	\$485,000.00	yes	3/26/2015	3/25/2020	yes
104803	Revenue	Teach for America	UOM	Other	\$440,000.00	no	5/22/2015	7/18/2015	no

104848	Professional Service	Penguin Computing	UOM	Computer Hardware and Peripherals	\$400,000.00	no	8/1/2015	7/31/2018	yes
104671	Use of Facilities	Sumner Rugby Club	VSCC	Lease of Space	\$1.00	no	2/1/2015	1/31/2035	no
104749	Lease Agreement	Investment Properties Partnership	WSCC	Lease of Space	\$92,133.72	no	6/15/2015	6/14/2025	yes
183	Contracts								



TENNESSEE BOARD OF REGENTS

MEETING:	Quarterly Meeting
SUBJECT:	Report on the Presentation of the Regents Award for Excellence in Philanthropy
DATE:	June 19, 2015
PRESENTER:	Regent Fran Marcum
ACTION REQUIRED:	No Action Needed
STAFF'S RECOMMENDATION:	Not Applicable

BACKGROUND INFORMATION:

Recipients of the Regents award for Excellence in Philanthropy are selected due to their generosity of time and resources, influence on volunteers to become involved in fund raising, active promotion of the importance of higher education, leadership in philanthropy, exceptional civic responsibility and integrity.

The report will highlight Regents Award recipient, Mr. Wayne Pace, who was nominated by Austin Peay State University. Photographed from left to right: President Alisa White, Mr. Wayne Pace, and Vice Chairman Emily J. Reynolds





Tennessee Board of Regents
Committee on Finance and Business Operations
June 18, 2015

AGENDA

1. Consent Agenda (Vice Chancellor Dale Sims)

A. Approval of the Minutes from the April 8 and May 7, 2015 Special Called Meetings of the Finance and Business Operations Committee

The Committee will consider approval of the minutes from the April 8 and May 7, 2015 special called meetings of the Finance and Business Operations Committee.

B. Recommended Revisions to Policy 4:07:00:00 – Business Meals

The Committee will consider for approval recommended revisions to Policy 4:07:00:00 – Business Meals. The recommended revisions clarify properly documented business meals must have a clear business purpose and setting.

C. Recommended Revisions to Policy 4:02:20:00 – Disposal of Surplus Personal Property

The recommended revisions clarify exceptions to the policy which are consistent with state law may be granted by the Chancellor or his or her designee and that the Chancellor or his or her designee may not approve a method of disposal which is not specified in Sections I.A. or II.C. of the policy.

2. Approval of the Minutes from the May 27, 2015 Special Called Meeting of the Finance and Business Operations Committee Regarding Maintenance Fees and Tuition (Vice Chancellor Dale Sims)

The Committee will consider approval of the minutes from the May 27, 2015 special called meeting of the Finance and Business Operations Committee regarding maintenance fees and tuition.

3. Consideration of Funding for Operations for the 2015-2016 Fiscal Year (Vice Chancellor Dale Sims)

The Committee will consider approval of funding for operations for the 2015-2016 fiscal year consisting of state appropriations for operating and capital funding.



TENNESSEE BOARD OF REGENTS

MEETING: Finance and Business Operations

SUBJECT: Approval of the Minutes from the April 8 and May 7, 2015
Special Called Meetings of the Finance and Business
Operations Committee

DATE: June 18, 2015

PRESENTER: Vice Chancellor Dale Sims

ACTION REQUIRED: Voice Vote

STAFF'S RECOMMENDATION: Approval

BACKGROUND INFORMATION:

The Committee will consider approval of the minutes from the April 8 and May 7, 2015 special called meetings of the Finance and Business Operations Committee.

**REPORT OF THE
COMMITTEE ON FINANCE AND BUSINESS OPERATIONS
SPECIAL CALLED MEETING**

April 8, 2015

The Committee on Finance and Business Operations met in a special called session by teleconference on April 8, 2015, at 9:30 a.m. Central Daylight Time.

A quorum was present and the meeting was called to order by Chairman Duckett.

Chairman Duckett stated this was the first of three meetings planned to discuss maintenance fee and tuition proposals prior to the June 19, 2015 Board meeting. This meeting was for informational purposes only, therefore, no action was required.

The only item on the agenda was a presentation by Vice Chancellor Dale Sims regarding the framework for consideration of maintenance fee proposals which, if approved, would become effective Fall 2015. The Committee reviewed information previously distributed by Vice Chancellor Sims which included (1) preliminary

meeting schedule, (2) background information, (3) framework for consideration of maintenance fee proposals, (4) review of indicated student revenue increases, and (5) next steps.

The next special called meeting of the Committee on Finance and Business Operations is scheduled for May 7, 2015 at 9:30 a.m. Central Daylight Time at the System Office. At that time the Committee will review additional information on maintenance fee and tuition proposals. In addition the Committee will hear a presentation regarding the community college collaborative project.

In his closing remarks, the Chancellor stated that the current fee policy of charging a discounted rate for hours enrolled over 12 undergraduate and 10 graduate would be reviewed in the future for possible changes. There is some concern that the current policy may present a barrier to graduating in a timely manner.

There being no further business to come before the Committee,
the meeting adjourned.

Respectfully submitted,

COMMITTEE ON FINANCE
AND BUSINESS OPERATIONS

Gregory Duckett, Chair

**REPORT OF THE
COMMITTEE ON FINANCE AND BUSINESS OPERATIONS
SPECIAL CALLED MEETING**

May 7, 2015

The Committee on Finance and Business Operations met in a special called session on May 7, 2015, at 9:30 a.m. Central Daylight Time.

A quorum was present and the meeting was called to order by Chairman Duckett.

Chairman Duckett stated this was the second meeting planned to discuss tuition recommendations that would become effective beginning Fall 2015. This meeting was for informational purposes only, therefore, no action was required.

Chancellor Morgan thanked Committee members for participating in the meeting.

As the first agenda item, Vice Chancellor Sims provided a report on institutional efficiencies. As part of the Fall 2014 institutional briefings, Board staff requested information on

institutional efficiencies. Information provided included over 300 individual efficiencies covering multiple functional areas with specific savings of over \$15 million identified. Many initiatives focused on improved student services. This was an information item and no action was required.

The next agenda item was discussion of the proposal to eliminate the in-state maintenance fee and out-of-state tuition for enrollment hours 13, 14 and 15. As background, prior to 2009-10 a base rate was established and there was no charge for hours enrolled over 12. In 2009-10 a base rate for hours 1 through 12 was established and charged for each hour. For hours 13 and above, each hour was charged at a percentage of the base rate. The Committee discussed a proposal to change the pricing structure to eliminate the in-state maintenance fee and out-of-state tuition for hours 13, 14 and 15 in a manner that would be revenue neutral for institutions. This was an information item and no action was required.

Discussion of maintenance fee and tuition recommendations was the next agenda item. Material discussed at the meeting included:

- Salary pool requirements
- Individual institution requests
- Indicated student revenue increase levels by institution
- Incidental fee items

Board staff will distribute recommendations regarding maintenance fee and tuition increases to the Committee prior to the May 27, 2015, Committee Chairs meeting. Regent Duckett requested Committee members contact Vice Chancellor Sims with any questions they may have regarding the information discussed at this meeting.

The final agenda item was review of the Huron Consulting Group community college campus collaboration project. Chancellor Morgan began the discussion by emphasizing the system office's commitment to identifying opportunities to realize major gains in efficiency. Chancellor Morgan also noted the Huron report was in

direct response to the requirements of the Complete College Tennessee Act of 2010, as well as the ongoing discussions with board members concerning tuition increases. The Huron Consulting Group was represented by Andrew Laws, Megan Cluver, and Dana Erf. Mr. Laws began the presentation with background information about the project, which covered a 10-week period meeting with more than 200 administrators and staff members at each community college. On-ground meetings were held at each campus to explore opportunities for collective efficiency. Mr. Laws also collaborated with Chancellor Morgan, Vice Chancellors Nichols and Sims, and Kenyatta Lovett to review the opportunities. The objective of the project was to select seven opportunities from a list of 57 to develop detailed case studies for potential implementation. Ms. Cluver and Ms. Erf offered more details about the seven selected cases, as well as additional opportunities that should be explored in the near future - 18 to 24 months.

The primary seven opportunities represent strategies that produce the greatest impact to the community college system, with

respect to cost savings, service improvement, and future scalability. The consultants recommended the consideration of consolidating all 13 enterprise resource planning systems (ERP) - Ellucian Banner. The transition to a consolidated system would offer approximately \$2.8 million in annual savings from a reduction in software costs and system support. The consolidation would provide the best opportunity to leverage three of the seven opportunities, which center on creating shared services for HR/payroll, enrollment management processes, and financial operations. Building a shared services model for these three functions would produce an annual savings of more than \$3 million, once fully implemented. Ms. Cluver and Ms. Erf highlighted the benefits from the final three opportunities - strategic sourcing, consolidated bookstore contracts, and Tennessee Colleges of Applied Technology support structure redesign. These final three opportunities are not dependent on a consolidated ERP system. The overall annual cost savings impact from the seven opportunities ranges from \$5.8 million to \$9.3 million.

Ms. Cluver and Ms. Erf reviewed the implementation cost to initiate these opportunities. The investment would be nearly \$28 million over a period of three years. Based on a ten-year window, the implementation cost would be recovered four years after full implementation, with a net savings of more than \$18 million over the entire period.

Chancellor Morgan reminded the Committee that the project, to this point, presents ideas for further discussion, and that no decisions have been made to proceed with any of the case studies. Vice Chancellor Nichols reemphasized the long-term benefit of the plan to significantly reduce costs and accommodate fiscal and operational challenges in the future. Ms. Cluver concluded the presentation by highlighting the Board's favorable financial position to engage in a forward-thinking strategy, which is not the circumstance of higher education systems in other states.

There being no further business to come before the Committee, the meeting adjourned.

Respectfully submitted,

COMMITTEE ON FINANCE
AND BUSINESS OPERATIONS

Gregory Duckett, Chair



TENNESSEE BOARD OF REGENTS

MEETING: Finance and Business Operations

SUBJECT: Recommended Revisions to Policy 4:07:00:00 – Business Meals

DATE: June 18, 2015

PRESENTER: Dale Sims

ACTION REQUIRED: Voice Vote

STAFF'S RECOMMENDATION: Approval

BACKGROUND INFORMATION:

The Committee will consider for approval recommended revisions to Policy 4:07:00:00 – Business Meals. The recommended revisions were housekeeping in nature and clarify that reimbursed meals must have a clear business purpose.

Business Meals: 4:07:00:00

Policy/Guideline Area

Business and Finance Policies

Applicable Divisions

TCATs, Community Colleges, Universities, System Office

Purpose

The purpose of this policy is to establish Tennessee Board of Regents processes and procedures regarding reimbursement for business meals and recognition events.

Policy/Guideline

I. Business Meals

A. The institution may pay or reimburse properly documented meals ~~for which the primary purpose is a business discussion~~ **which have a clear business purpose and setting.**

1. Business meals generally include at least one non-institutional employee. However, occasional gatherings of institutional employees may be reimbursed as business meals.
2. Expenses may be incurred only for those individuals whose presence is necessary to the business discussion.

B. In addition to an itemized receipt, IRS rules of substantiation of business expenses require documentation of the time, date, place, specific topic of discussion and attendees at the meals.

1. Please note that the documentation requirements apply to all on-campus or off-campus business meals, regardless of payment method.

2. Accordingly, all on-campus dining facilities require this documentation for all meals charged to departmental accounts.
- C. The institution will deny reimbursement for meal expenses that lack documentation or a clear business purpose. Gatherings that are primarily social in nature do not qualify for payment or reimbursement as business meals.
- II. Recognition Events
- A. Institutional funds may be used to purchase food and non-alcoholic beverages for recognition, appreciation and/or retirement events if the event is in accordance with institutional policies and is reasonable in number and events per fiscal year and amount spent.
 - B. Recognition gifts and retirement plaques are allowable up to a reasonable value limit per employee/retiree recognized **if in accordance with institutional policies.**

Sources

TBR Board Meeting December 5, 2003; December 2, 2005; September 28, 2007.



TENNESSEE BOARD OF REGENTS

MEETING: Finance and Business Operations

SUBJECT: Recommended Revisions to Policy 4:02:20:00 – Disposal of Surplus Personal Property

DATE: June 18, 2015

PRESENTER: Dale Sims

ACTION REQUIRED: Voice Vote

STAFF'S RECOMMENDATION: Approval

BACKGROUND INFORMATION:

The recommended revisions clarify exceptions to the policy which are consistent with state law may be granted by the Chancellor or his or her designee and that the Chancellor or his or her designee may not approve a method of disposal which is not specified in Sections I.A. or II.C. of the policy.

Disposal of Surplus Personal Property: 4:02:20:00

Policy/Guideline Area

Business and Finance Policies

Applicable Divisions

TCATs, Community Colleges, Universities, System Office

Purpose

The following policies and procedures concerning the disposal of surplus personal property shall be followed by all institutions governed by the Tennessee Board of Regents.

Definitions

- Surplus personal property - means that personal property which has been determined to be obsolete, outmoded, unusable or no longer usable by the institution, or property for which future needs do not justify the cost of maintenance and/or storage. Such property must be declared "surplus personal property" by the president, director, or designee of the transferring institution; provided however, property need not be declared surplus when disposition is through the trade-in method.

Policy/Guideline

I. General Rules

- A. Surplus personal property is either usable property, which shall be transferred or sold, or unusable property, which may be destroyed, as hereinafter provided:
 1. Surplus personal property which is perishable food may be destroyed without delay or notification.
 2. Surplus mattresses may be destroyed or may be otherwise disposed of only upon compliance with T.C.A. § 12-2-403.

3. Surplus personal property which is determined to be not usable by the institution and of little or no salvage or other economic value may be destroyed by an appropriate method.
 4. The institution shall follow the procedures described in Section II.C of this policy, prior to disposal of all other surplus personal property.
- B. Surplus personal property in which the Federal Government or other entity has a legal interest should be transferred to such entity when no longer needed.
 - C. It is unlawful for any state official or employee, including System employees, to purchase from the state except by bid at public auction any surplus property during the tenure of his office or employment, or for six (6) months thereafter. A purchaser who violates this provision is guilty of a misdemeanor under T.C.A. § 12-2-412.
 - D. For all sales to individuals except at public auctions including internet auction, the transferring institution conducting the sale shall obtain from the purchaser a signed disclaimer certifying the purchaser is not a state or System employee and that the purchaser is not buying the property for or on behalf of any state or System employee.
 - E. All employees of the Tennessee Board of Regents System and their immediate families shall be ineligible to bid for or purchase surplus personal property except by bid at public auction.
 - F. Possession of surplus personal property sold to the general public under any method prescribed under Section II.C of this policy shall not pass until payment is made by cash, or if payment is made by cashier's check or certified check, possession shall not pass until the check is honored by the drawee bank.
 - G. Possession shall pass to System institutions, political subdivisions of the state, and other governmental entities upon receipt, by the institution, of purchase vouchers of such institutions, political subdivisions, or other governmental entities. Title to motor vehicles sold as surplus property to political subdivisions and other governmental entities shall be closed as to transferee when title is passed.
- II. General Disposal Procedures
- A. The president or director of each institution or their designee shall declare personal property to be surplus personal property prior to disposition as such; provided however,

property need not be declared surplus when disposition is through use of the trade-in method.

- B. The president or director or their designee shall designate the department or individual at the institution responsible (hereinafter referred to as "responsible authority") for the disposal of surplus personal property, and the communications and procedures concerning the disposal of surplus personal property.
- C. No article of personal property may be disposed of as surplus except by one of the following methods:
 - 1. Trade-in, when such is permitted due to the nature of the property or equipment and subject to the provisions of T.C.A. § 12-2-403 and the rules of this policy;
 - 2. Transfer to other institutions within the Tennessee Board of Regents system;
 - 3. Transfer to other state agencies;
 - 4. Sale to eligible political subdivisions of the state and other governmental entities;
 - 5. Public auction, publicly advertised and held;
 - 6. Sale under sealed bids, publicly advertised, opened and recorded;
 - 7. Negotiated contract for sale, at arm's length; but only in those instances in which the availability of the property is recurring or repetitive in character, such as marketable waste products;
 - 8. Disposition through the Department of General Services as provided in the Department Rules and Regulations;
 - 9. Donations to a public school or public school system;
 - 10. Sale by Internet auction.
- D. If the president, director or designee declares the property to be surplus personal property, the method of disposal shall be determined by the responsible authority from the alternatives set forth in Section II.C of this policy. Written documentation for the selection of method of disposal shall be maintained.
- E. The trade-in method, when property is of the nature appropriate for trade-in, and transfer to other institutions in the Tennessee Board of Regents System shall be the first and second priority methods, respectively, for disposal of surplus personal property, except for waste products which shall be disposed of as further provided in this policy.

- F. In the selection of other methods of disposal, the following criteria shall be considered:
 - 1. The character, utility and functionality of the property;
 - 2. The economics of disposal in light of all relevant circumstances attendant the proposed disposal, including the condition and climate of the potential market and present estimated market value of the property, transportation costs, and other cost factors associated with disposal; and
 - 3. Sound fiscal and budgetary policy and practices.
- G. The method of disposal selected in the preceding section shall be implemented pursuant to the specific procedures set forth in this policy for such disposition.
- H. The responsible authority at the institution shall be responsible for the maintenance of accountability documentation on all items of surplus personal property, and shall ensure that adequate audit and inventory trails on all items of surplus personal property are maintained.
- I. Such authority shall make the final determination of the fair market value of surplus personal property for purposes of calculating reimbursements to the transferring institution and to determine whether property may be destroyed pursuant to Section I.A.3.
- J. Nothing shall prohibit an institution from simultaneously providing notice of an intended disposition of surplus personal property to all System institutions and all state agencies as specified in Section IV.A and V.A below.
- K. In such event, if no System institution has requested the property within seven (7) days of the initial notice, the first state agency which had requested the property within such time shall be entitled to receive the property upon reimbursement as provided in Section V. below.

III. Trade-In on Replacement

- A. Items that must be replaced may, subject to the requirements of this section, be traded in on replacement property.
- B. The responsible authority of the institution shall perform the following functions in connection with the trade-in method of disposal:

1. Issue invitations to bid asking for bids with trade-in and without trade-in and receive and review bids;
2. Make an evaluation of the condition and fair market value of the property to be disposed of; Through comparisons of bids and the evaluation prepared, make a determination whether it is in the best interests of the institution to dispose of the property by trade-in or by one of the other methods of disposal.

IV. Transfer to System Institutions

- A. Except when the trade-in method is utilized or when the property is to be disposed of as a waste product, the responsible authority at the institution shall provide to the president, director, or their designee, or appropriate departments and/or individuals at all other institutions in the System and to the offices of the Tennessee Board of Regents, a notice of intended disposition which shall include;
 1. The name of the individual to contact for additional information;
 2. The location of the property for inspection;
 3. A description of the property;
 4. The condition of the property; and
 5. The original cost and fair market value of the property as determined by the responsible authority.
- B. The initial notice of available surplus personal property may be made at periodic intervals for the purpose of consolidating notices on numerous items of such property for convenience.
- C. The first institution which makes a written request for the available surplus personal property shall be entitled to receive such property.
- D. In the event that no institution requests transfer of available surplus personal property within seven (7) days of the date of the initial notice, the property may be disposed by means of another appropriate method of disposal.

V. Transfer to Other State Agencies

- A. When transfer to other state agencies is the method of disposal selected; the responsible authority of the institution shall provide notice of the intended disposition to

the commissioner or chief executive officer of all state agencies which shall include all information specified in the notice required by Section IV.A.

- B. The first state agency which makes a written request for the available surplus personal property shall be entitled to receive such property.
- C. In the event that no state agency requests transfer of available surplus personal property within seven (7) days of the date of the initial notice, the property may be disposed by means of another appropriate method of disposal.

VI. Sale of Surplus Property to Governmental Entities

- A. Political subdivisions of the state and other eligible governmental entities may purchase surplus personal property by submission of sealed bids for such property to the responsible authority of the institution no later than two (2) days prior to a public auction held for disposal of such property.
 - 1. Such bids shall be opened two (2) days prior to such public auction and the highest bid shall be selected unless the responsible authority decides that the highest bid does not represent the fair market value.
 - 2. The responsible authority may reject such bids and may negotiate with the political subdivisions of the state and other entities which have submitted bids in order to obtain a fair market value. In the event negotiation does not result in a fair market value, such property shall be disposed of by public auction.
- B. Political subdivisions of the state and other governmental entities shall retain possession of surplus property purchased from System institutions for at least one (1) year unless disposal is approved by the Board of Standards. Any profit realized from the resale of such property shall revert to the state or the System as their interests may appear.
- C. Any sale of automobiles by a System institution to a county, municipality or other political subdivision or governmental entity shall become null and void and such property shall revert to the state, or the System as their interests may appear, in the event that such political subdivision or governmental entity does not transfer the registration of title to such automobile to its name within seven (7) days after the sale.

VII. Public Auctions and Sales Under Sealed Bids

- A. Public auctions and sales under sealed bids, as provided in this policy, shall be publicly advertised and publicly held.
1. Notice of intended disposal by public auction or sale under sealed bid shall be entered by the responsible authority of the institution in at least one (1) newspaper of general circulation in the county or counties in which the disposal is to be made reasonably describing the property and specifying the date, time, place, manner, and conditions of the disposal.
 2. The advertisement shall be entered in the public notice or equivalent section of the newspaper and shall run not less than three (3) days in the case of a daily paper and not less than twice in the case of a weekly.
 3. The disposal shall not be held sooner than seven (7) days after the last day of publication nor later than fifteen (15) days after the last day of publication of the required notice, excluding Saturdays, Sundays and holidays.
 4. Prominent notice shall also be conspicuously posted for ten (10) days prior to the date of disposal, excluding Saturdays, Sundays and holidays, in at least two (2) public places in the county or counties where the disposal is to be made.
 5. Furthermore, notice shall be sent to the county court clerks of the county in which the sale is to be made, and all contiguous counties in Tennessee, except when the fair market value of all the property to be sold is determined in writing by the president or director or his or her designee to be less than \$500.00.
- B. A mailing list shall be developed for mailing to eligible governmental entities and potential buyers of surplus items.
- C. No person, firm or corporation shall be notified of any public auction or sale except as provided by this policy.
- D. Each institution should attempt to include as many items in each sale as is practical and feasible.
- E. All notices of sales of such property shall provide that the property is to be sold "as is" with transportation costs assumed by the purchaser. The notice shall state that the only warranty provided, expressed or implied, is the seller's right, title and interest in the property sold.

- F. All sales by bid or auction shall be with reserve, and when bids received are unreasonably below the fair market value as determined by the responsible authority of the institution or school, all bids shall be rejected and the property shall be thereafter disposed of pursuant to other acceptable methods of disposal.

VIII. Disposal of Waste Products

- A. Marketable waste products such as paper and paper products, used lumber, bottles and glass, rags, and similar materials of nominal value classified as scrap may be sold directly to dealers at the going market rate without soliciting bids. Each institution shall keep a record of the volume and unit price of such materials sold on the scrap market.
- B. Waste products which are subject to storage and are normally accumulated until such quantities are available to make a sale economically feasible shall be sold under sealed bids as follows:
 - 1. Invitations to bid shall be mailed to known buyers of the particular item;
 - 2. Three firm bids shall be secured when possible;
 - 3. Sealed bids shall be publicly opened and recorded ten (10) days, excluding Saturdays, Sundays, and holidays, after the invitations to bid are mailed;
 - 4. The highest bidder shall be awarded the contract and shall be notified of the date for removal of the property and the method of payment which will be acceptable;
 - 5. A file shall be maintained for each disposal for the purpose documenting the sale and should include all documents and information pertinent to the disposal.
- C. Anything to the contrary notwithstanding, surplus personal property which is determined to be unusable and of little or no salvage or other economic value may be destroyed by an institution or school as provided in Section I.A.3.

IX. Disposal of Livestock

- A. The Head of the Agriculture Program is responsible for the administration of sales or other disposition of all livestock. The Head of the Agriculture Program shall also ensure that adequate inventory records are maintained. Exceptions must be approved by the President of the Institution.

- B. As applicable for the method of sale, documentation that supports the method of sale, advertisements, invitations to bid, bids received, authorization, minimum prices, and price received should be maintained by the Head of the Agriculture Program.
- C. Consistent with the best interest of the institution, as recommended by the Head of the Agriculture Program, livestock may be sold by the following methods:
1. Disposition by Public Auction or Sealed Bid - Unless it is in the best interest of the institution to proceed otherwise, livestock shall be sold by invitation of sealed bids or by public auction (i.e., local livestock auctions).
 2. Special Auction/Private Treaty Sales - These methods are used for superior breeding animals, show animals, pedigreed and/or high quality specialty animals.
 - a. Prior to advertisement, a responsible faculty member or farm manager shall submit a list of superior animals to be sold at auction or private treaty and obtain written approval from the Head of the Agriculture Program.
 - b. The animal(s) available for sale will be advertised through the departmental website, relevant industry publications, or newspaper at least two (2) weeks in advance. A responsible point of contact, who is able to provide information on animal offerings and participate in the selling/bidding process, should be included in the advertisement.
 - c. The Agriculture Program will establish minimum sale prices. The farm manager or faculty member in charge of the respective species' research/teaching program shall determine sale prices for each animal. Value shall be based on the genetic, phenotypic, and performance merit of the animal compared to the average of the population.
 - d. Sale of the animal will be to the highest bidder at or above the minimum established sale price. In cases of tie bids, a random draw will determine the successful bidder.
 3. Where the price for "commercial" (non-pedigree/non-specialty) livestock can easily be established, the institution may sell directly to "order-buyers" based on current prices when viewed as being in the best interest and most profitable to the institution.

4. Disposition by Slaughter - Prices for livestock being sold for slaughter shall be based on the National Yellow Sheet prices. The "Yellow Sheet" publication updates prices daily based on a national average. An acceptable alternative for obtaining slaughter animal prices are current USDA Livestock Market Reports.

X. Sale by Internet

A. Notice of intended disposal by Internet auction shall be posted on the Internet. Such notice shall specify and reasonably describe the property to be disposed of, the date, time, manner and conditions of disposal, all as previously determined by the responsible authority.

XI. Exceptions

A. ~~Surplus personal property may be disposed of by a method other than those listed in Section 3(c) of the policy only~~ **Exceptions to this policy which are consistent with state law may be granted by the Chancellor or his or her designee** upon request by the president or director of the transferring institution or **their** designees. ~~and approval by the Chancellor or his or her designee.~~ **The Chancellor or his or her designee may not approve a method of disposal which is not specified in Sections I.A. or II.C. of this policy.**

Sources

TBR Meetings, June 29, 1979; September 30, 1983; March 7, 1997; September 26, 2003; June 29, 2007; June 24, 2011; March 29, 2012; Dec 13, 2012



TENNESSEE BOARD OF REGENTS

MEETING: Finance and Business Operations

SUBJECT: Approval of the Minutes from the May 27, 2015, Special Called Meeting of the Finance and Business Operations Committee

DATE: June 18, 2015

PRESENTER: Vice Chancellor Dale Sims

ACTION REQUIRED: Roll Call Vote

STAFF'S RECOMMENDATION: Approval

BACKGROUND INFORMATION:

The Committee will consider approval of the minutes from the May 27, 2015, special called meeting of the Finance and Business Operations Committee.

**REPORT OF THE
COMMITTEE ON FINANCE AND BUSINESS OPERATIONS
SPECIAL CALLED MEETING**

May 27, 2015

The Committee on Finance and Business Operations met in a special called session on May 27, 2015, at 12:30 p.m. Central Daylight Time at the Tennessee Board of Regents system office.

A quorum was present and the meeting was called to order by Chairman Gregory Duckett.

Chairman Duckett stated this was the last of three meetings to discuss tuition recommendations for fiscal 2015-16 prior to the June quarterly Board meeting.

Chancellor Morgan expressed his appreciation to the Committee for the seriousness with which they have taken their duties as they relate to tuition and maintenance increases.

Chairman Duckett welcomed participants and expressed his appreciation to Committee members for the time they have spent in reviewing the materials for the three meetings.

Information requested by Regent Freeman during the May 7, 2015, Committee meeting regarding peer institutions as well as a maintenance fee increase history by institution was reviewed.

Vice Chancellor Sims presented an overview of the material which was previously provided to Committee members regarding individual institution requests for increases in tuition and maintenance for fiscal 2015-16.

The maintenance fee discussion was temporarily halted in order for the Committee to hear comments from President Brian Noland regarding the mandatory fee request from East Tennessee State University to support additional student activity programming and renovation to the Culp Student Center. The following mandatory fee increases were approved by the Student Government Association at its March 24, 2015, meeting:

	<u>Current Fee</u>	<u>Increase</u>	<u>Proposed Fee</u>
Student Activity Fee	\$236	\$50	\$286
Debt Service Fee	230	240	470

Implementation of the requested fee increase would be as follows:

Fall 2015

Freshman and Sophomores

Fall 2016

Freshman, Sophomores, and Juniors

Fall 2017

All students

After discussion, a motion was made by Regent Smith and seconded by Regent Griscom to recommend approval of the mandatory fee request to the full Board for approval at the June meeting. The motion carried unanimously by roll call vote. Discussion materials for this item are included as an attachment to the official copy of this report.

Discussion regarding tuition and maintenance fees continued. Vice Chancellor Sims presented the pricing structure that would result if the requested fee increases were approved. This included pricing for in-state, out-of-state, undergraduate, graduate, online, and professional school students.

After discussion, a motion was made by Regent Thomas and seconded by Regent Smith to recommend all staff maintenance fee and tuition recommendations to the full Board for approval at the June meeting. The motion carried by roll call vote with one dissenting vote by Regent Reeves. Discussion materials for this item are included as an attachment to the official copy of this report.

There being no further business to come before the Committee,
the meeting adjourned.

Respectfully submitted,

COMMITTEE ON FINANCE
AND BUSINESS OPERATIONS

Gregory Duckett, Chair



TENNESSEE BOARD OF REGENTS

MEETING:	Finance and Business Operations
SUBJECT:	Approval of Funding for Operations for the 2015-2016 Fiscal Year
DATE:	June 18, 2015
PRESENTER:	Vice Chancellor Dale Sims
ACTION REQUIRED:	Roll Call Vote
STAFF'S RECOMMENDATION:	Approval

BACKGROUND INFORMATION:

Board Policy 4:01:00:00 (*Budget Control*) recognizes budgeting as the process whereby the plans of an institution are translated into an itemized, authorized, and systematic plan of operation, expressed in dollars, for a given period. This policy also recognizes that a budget is a plan and that circumstances may necessitate revisions or changes to the original plan from time to time. In view of this, institutions submit detailed budgets for approval three times for each fiscal year.

Under Board policy, the original budget for each fiscal year is known as the *Proposed Budget* and is prepared in the spring of each year. This budget is based on the level of state funds recommended in the Governor's proposed budget as well as early estimates of factors such as enrollment growth, research activities, and availability of federal funds. The *Proposed Budget* is normally submitted to the Board for approval at the June Board meeting.

The final budget submitted for each fiscal year is the *Estimated Budget*. It includes final adjustments to the current year budget and is the budget against which final year-end actual amounts are compared. It is prepared, submitted, and considered by the Board at the same time as the *Proposed Budget* for the upcoming fiscal year.

The purpose of this agenda item is to consider for approval both the *Estimated Budgets* for FY 2014-15 and the *Proposed Budgets* for FY 2015-16.

Tennessee Board of Regents
Summary of Unrestricted & Restricted Current Funds Available & Applied

Institutions	Beginning Fund Balance	Unrestricted Revenues	Unrestricted Expenditures and Transfers	Ending Fund Balance	Restricted Revenues	Restricted Expenditures and Transfers	Total Revenues	Total Expenditures and Transfers
APSU	11,199,400	129,039,000	129,039,000	11,199,400	44,897,900	44,861,000	173,936,900	173,900,000
ETSU	12,466,300	214,334,600	214,094,000	12,706,900	61,840,000	70,605,000	276,174,600	284,699,000
MTSU	20,272,500	321,636,100	321,636,100	20,272,500	91,943,800	90,790,500	413,579,900	412,426,600
TTU	11,121,900	168,191,800	168,162,200	11,151,500	54,436,900	54,432,200	222,628,700	222,594,400
TSU	11,455,700	148,334,000	147,680,100	12,109,600	69,659,700	67,261,800	217,993,700	214,941,900
UOM	28,575,000	362,436,300	362,436,200	28,575,100	113,708,200	113,708,200	476,144,500	476,144,400
Total Universities	95,090,800	1,343,971,800	1,343,047,600	96,015,000	436,486,500	441,658,700	1,780,458,300	1,784,706,300
CHSCC	6,696,000	63,971,200	64,070,800	6,596,400	29,577,300	29,577,300	93,548,500	93,648,100
CLSCC	2,569,900	21,356,500	20,818,200	3,108,200	18,686,100	18,598,300	40,042,600	39,416,500
COSCC	3,010,000	30,082,900	30,083,800	3,009,100	21,149,900	21,147,800	51,232,800	51,231,600
DSCC	2,441,400	18,212,800	18,023,700	2,630,500	15,780,900	15,724,000	33,993,700	33,747,700
JSCC	5,042,200	26,747,800	26,778,800	5,011,200	11,999,800	11,999,800	38,747,600	38,778,600
MSCC	4,919,800	26,770,300	27,166,300	4,523,800	11,910,400	11,914,400	38,680,700	39,080,700
NASCC	17,934,000	48,875,500	53,129,600	13,679,900	26,156,900	26,155,000	75,032,400	79,284,600
NESCC	4,651,600	37,665,500	37,816,800	4,500,300	19,215,800	19,215,800	56,881,300	57,032,600
PSCC	5,231,500	65,636,600	67,027,700	3,840,400	29,059,000	29,059,000	94,695,600	96,086,700
RSCC	5,528,300	39,581,800	39,648,700	5,461,400	20,843,600	20,798,300	60,425,400	60,447,000
STCC	12,119,500	64,221,100	64,221,100	12,119,500	33,146,400	33,146,400	97,367,500	97,367,500
VSCC	7,711,200	47,859,100	47,497,300	8,073,000	17,862,200	17,862,200	65,721,300	65,359,500
WSCC	6,514,200	44,861,400	44,858,200	6,517,400	22,715,100	22,715,100	67,576,500	67,573,300
Total Colleges	84,369,600	535,842,500	541,141,000	79,071,100	278,103,400	277,913,400	813,945,900	819,054,400
Total TCATs	15,660,000	92,208,700	93,110,400	14,758,300	47,604,800	47,595,400	139,813,500	140,705,800
ETSU College of Medicine	4,293,800	55,076,200	54,970,200	4,399,800	19,291,200	17,590,400	74,367,400	72,560,600
ETSU Family Practice	1,658,100	15,162,400	15,146,500	1,674,000	1,420,000	1,360,100	16,582,400	16,506,600
ETSU College of Pharmacy	293,200	11,259,700	11,247,700	305,200	87,900	85,800	11,347,600	11,333,500
TSU McMinnville NCRS	178,000	575,800	575,000	178,800	0	0	575,800	575,000
TSU Ag and Envir Research	704,100	2,340,300	2,337,400	707,000	0	0	2,340,300	2,337,400
TSU Cooperative Extension	755,400	3,206,000	3,201,400	760,000	0	0	3,206,000	3,201,400
TSU Forestry	13,900	183,400	183,100	14,200	0	0	183,400	183,100
Tennessee Board of Regents	4,778,000	29,546,800	30,040,700	4,284,100	10,764,900	10,764,900	40,311,700	40,805,600
Total System	207,794,900	2,089,373,600	2,095,001,000	202,167,500	793,758,700	796,968,700	2,883,132,300	2,891,969,700

Tennessee Board of Regents
Summary of Revenue and Expenditures Budget

	APSU	ETSU	MTSU	TSU	TTU	UoM	Total Universities
Revenues							
State Appropriations	37,009,700	51,180,400	85,491,300	31,905,000	38,671,100	96,136,500	340,394,000
Tuition and Fees	74,641,700	126,961,800	184,921,600	85,220,400	102,818,800	187,920,000	762,484,300
Sales/Services/Other	5,434,200	17,039,200	18,653,400	9,255,700	10,808,600	54,104,300	115,295,400
Sub-total E&G	117,085,600	195,181,400	289,066,300	126,381,100	152,298,500	338,160,800	1,218,173,700
Auxiliary	11,953,400	19,153,200	32,569,800	21,952,900	15,893,300	24,275,500	125,798,100
Restricted	44,897,900	61,840,000	91,943,800	69,659,700	54,436,900	113,708,200	436,486,500
Total Revenues	173,936,900	276,174,600	413,579,900	217,993,700	222,628,700	476,144,500	1,780,458,300
Expenditures and Transfers							
Instruction	54,369,600	90,378,300	137,771,400	56,264,400	65,980,400	144,577,000	549,341,100
Research	518,400	2,767,700	4,585,400	2,500,000	1,334,400	13,317,800	25,023,700
Public Service	432,000	2,193,100	3,303,900	1,332,600	2,567,700	5,573,400	15,402,700
Academic Support	8,318,600	20,033,900	29,308,600	10,114,300	11,479,300	29,446,500	108,701,200
Student Services	22,050,200	26,015,000	40,888,300	18,860,600	23,297,500	55,980,600	187,092,200
Institutional Support	12,201,300	16,227,100	25,466,500	16,339,900	15,675,700	30,223,600	116,134,100
Operation & Maintenance of Plant	9,973,000	14,459,500	24,170,300	12,018,200	12,236,300	31,899,200	104,756,500
Scholarships and Fellowships	6,160,500	18,276,200	12,373,000	6,744,300	8,494,700	17,538,900	69,587,600
Total E&G Expenditures	114,023,600	190,350,800	277,867,400	124,174,300	141,066,000	328,557,000	1,176,039,100
Auxiliary	6,455,500	9,466,300	19,189,900	18,746,000	7,370,700	16,011,400	77,239,800
Restricted	44,861,000	70,605,000	90,790,500	67,261,800	54,432,200	113,708,200	441,658,700
Total Expenditures	165,340,100	270,422,100	387,847,800	210,182,100	202,868,900	458,276,600	1,694,937,600
Transfer to (from) Other Funds							
E&G	3,062,000	4,592,300	11,198,900	1,552,900	10,324,800	9,603,800	40,334,700
Auxiliary	5,497,900	9,684,600	13,379,900	3,206,900	9,400,700	8,264,000	49,434,000
Sub-total Expenditures & Transfers	173,900,000	284,699,000	412,426,600	214,941,900	222,594,400	476,144,400	1,784,706,300
Addition (Reductions) to Fund Balance							
E&G	0	238,300	0	653,900	907,700	0	1,799,900
Restricted	36,900	-8,765,000	1,153,300	2,397,900	4,700	0	-5,172,200
Auxiliary	0	2,300	0	0	-878,100	100	-875,700
Sub-total	36,900	-8,524,400	1,153,300	3,051,800	34,300	100	-4,248,000
Total	173,936,900	276,174,600	413,579,900	217,993,700	222,628,700	476,144,500	1,780,458,300
Expenditures and Transfers							
E&G	117,085,600	195,181,400	289,066,300	126,381,100	152,298,500	338,160,800	1,218,173,700
Auxiliary	11,953,400	19,153,200	32,569,800	21,952,900	15,893,300	24,275,500	125,798,100
Restricted	44,897,900	61,840,000	91,943,800	69,659,700	54,436,900	113,708,200	436,486,500
Total	173,936,900	276,174,600	413,579,900	217,993,700	222,628,700	476,144,500	1,780,458,300

Tennessee Board of Regents
Summary of Revenue and Expenditures Budget

	ChSCC	ClSCC	CoSCC	DSCC	JSCC	MSCC	NASCC
Revenues							
State Appropriations	27,475,600	9,342,600	12,778,400	7,849,000	11,412,500	11,016,800	16,952,500
Tuition and Fees	34,178,300	11,320,400	16,756,000	10,014,800	14,350,800	15,369,800	30,468,300
Sales/Services/Other	722,300	480,200	243,500	252,000	759,500	226,700	969,500
Sub-total E&G	62,376,200	21,143,200	29,777,900	18,115,800	26,522,800	26,613,300	48,390,300
Auxiliary	1,595,000	213,300	305,000	97,000	225,000	157,000	485,200
Restricted	29,577,300	18,686,100	21,149,900	15,780,900	11,999,800	11,910,400	26,156,900
Total Revenues	93,548,500	40,042,600	51,232,800	33,993,700	38,747,600	38,680,700	75,032,400
Expenditures and Transfers							
Instruction	33,483,000	9,335,300	15,748,200	9,456,200	11,961,100	12,501,500	25,253,500
Research	0	0	0	0	0	0	0
Public Service	100,000	332,200	123,100	11,500	64,100	107,400	399,900
Academic Support	5,006,100	1,292,400	1,458,600	585,200	2,756,400	2,598,800	6,232,200
Student Services	7,272,400	3,073,200	4,176,300	2,121,400	3,066,600	3,747,700	3,453,800
Institutional Support	9,673,000	4,145,300	4,726,100	3,223,300	5,187,700	4,925,000	6,710,000
Operation & Maintenance of Plant	5,295,800	1,940,300	2,749,100	1,864,300	2,284,300	2,733,700	4,325,200
Scholarships and Fellowships	1,070,000	608,600	460,000	761,800	1,247,700	539,400	1,651,000
Total E&G Expenditures	61,900,300	20,727,300	29,441,400	18,023,700	26,567,900	27,153,500	48,025,600
Auxiliary	1,352,000	35,400	71,000	0	0	12,800	6,800
Restricted	29,577,300	18,598,300	21,147,800	15,724,000	11,999,800	11,914,400	26,155,000
Total Expenditures	92,829,600	39,361,000	50,660,200	33,747,700	38,567,700	39,080,700	74,187,400
Transfer to (from) Other Funds							
E&G	779,700	44,500	336,500	-97,000	-14,100	0	5,073,000
Auxiliary	38,800	11,000	234,900	97,000	225,000	0	24,200
Sub-total Expenditures & Transfers	93,648,100	39,416,500	51,231,600	33,747,700	38,778,600	39,080,700	79,284,600
Addition (Reductions) to Fund Balance							
E&G	-303,800	371,400	0	189,100	-31,000	-540,200	-4,708,300
Restricted	0	87,800	2,100	56,900	0	-4,000	1,900
Auxiliary	204,200	166,900	-900	0	0	144,200	454,200
Sub-total	-99,600	626,100	1,200	246,000	-31,000	-400,000	-4,252,200
Total	93,548,500	40,042,600	51,232,800	33,993,700	38,747,600	38,680,700	75,032,400
Expenditures and Transfers							
E&G	62,376,200	21,143,200	29,777,900	18,115,800	26,522,800	26,613,300	48,390,300
Auxiliary	1,595,000	213,300	305,000	97,000	225,000	157,000	485,200
Restricted	29,577,300	18,686,100	21,149,900	15,780,900	11,999,800	11,910,400	26,156,900
Total	93,548,500	40,042,600	51,232,800	33,993,700	38,747,600	38,680,700	75,032,400

Tennessee Board of Regents
Summary of Revenue and Expenditures Budget

	NESCC	PSCC	RSCC	STCC	VSCC	WSCC	Total Colleges
Revenues							
State Appropriations	14,611,600	25,621,900	17,878,400	25,302,000	17,217,100	20,991,900	218,450,300
Tuition and Fees	22,168,900	37,180,000	20,628,800	37,116,900	29,864,500	22,646,000	302,063,500
Sales/Services/Other	639,500	2,234,700	786,500	907,500	412,000	948,300	9,582,200
Sub-total E&G	37,420,000	65,036,600	39,293,700	63,326,400	47,493,600	44,586,200	530,096,000
Auxiliary	245,500	600,000	288,100	894,700	365,500	275,200	5,746,500
Restricted	19,215,800	29,059,000	20,843,600	33,146,400	17,862,200	22,715,100	278,103,400
Total Revenues	56,881,300	94,695,600	60,425,400	97,367,500	65,721,300	67,576,500	813,945,900
Expenditures and Transfers							
Instruction	17,394,800	33,777,200	20,965,200	26,453,200	26,170,900	23,930,000	266,430,100
Research	0	0	0	0	0	0	0
Public Service	293,200	528,000	625,900	43,500	376,000	533,700	3,538,500
Academic Support	4,044,700	7,108,000	2,000,200	7,952,600	2,948,800	2,169,100	46,153,100
Student Services	4,538,500	6,991,000	5,176,100	7,887,700	5,051,000	5,940,800	62,496,500
Institutional Support	6,164,400	9,245,900	5,893,700	12,824,200	7,103,600	5,652,500	85,474,700
Operation & Maintenance of Plant	5,119,300	5,322,600	4,405,100	5,192,100	4,326,600	5,447,600	51,006,000
Scholarships and Fellowships	223,000	1,885,000	365,300	1,917,000	1,235,600	741,200	12,705,600
Total E&G Expenditures	37,777,900	64,857,700	39,431,500	62,270,300	47,212,500	44,414,900	527,804,500
Auxiliary	0	200,000	47,800	676,500	83,000	29,200	2,514,500
Restricted	19,215,800	29,059,000	20,798,300	33,146,400	17,862,200	22,715,100	277,913,400
Total Expenditures	56,993,700	94,116,700	60,277,600	96,093,200	65,157,700	67,159,200	808,232,400
Transfer to (from) Other Funds							
E&G	26,600	1,440,000	-140,000	1,274,300	0	171,000	8,894,500
Auxiliary	12,300	530,000	309,400	0	201,800	243,100	1,927,500
Sub-total Expenditures & Transfers	57,032,600	96,086,700	60,447,000	97,367,500	65,359,500	67,573,300	819,054,400
Addition (Reductions) to Fund Balance							
E&G	-384,500	-1,261,100	2,200	-218,200	281,100	300	-6,603,000
Restricted	0	0	45,300	0	0	0	190,000
Auxiliary	233,200	-130,000	-69,100	218,200	80,700	2,900	1,304,500
Sub-total	-151,300	-1,391,100	-21,600	0	361,800	3,200	-5,108,500
Total	56,881,300	94,695,600	60,425,400	97,367,500	65,721,300	67,576,500	813,945,900
Expenditures and Transfers							
E&G	37,420,000	65,036,600	39,293,700	63,326,400	47,493,600	44,586,200	530,096,000
Auxiliary	245,500	600,000	288,100	894,700	365,500	275,200	5,746,500
Restricted	19,215,800	29,059,000	20,843,600	33,146,400	17,862,200	22,715,100	278,103,400
Total	56,881,300	94,695,600	60,425,400	97,367,500	65,721,300	67,576,500	813,945,900

Tennessee Board of Regents
Summary of Revenue and Expenditures Budget

	ECOM	EFAM	EPHRM	TBR	TSUAG	TSUEX	TSUF
Revenues							
State Appropriations	30,249,900	6,453,400	0	9,909,900	2,340,300	3,206,000	183,400
Tuition and Fees	9,885,500	0	11,224,700	0	0	0	0
Sales/Services/Other	14,940,800	8,709,000	35,000	19,636,900	0	0	0
Sub-total E&G	55,076,200	15,162,400	11,259,700	29,546,800	2,340,300	3,206,000	183,400
Auxiliary	0	0	0	0	0	0	0
Restricted	19,291,200	1,420,000	87,900	10,764,900	0	0	0
Total Revenues	74,367,400	16,582,400	11,347,600	40,311,700	2,340,300	3,206,000	183,400
Expenditures and Transfers							
Instruction	40,465,800	9,881,500	6,515,300	0	0	0	0
Research	4,173,700	315,100	344,000	0	2,337,400	0	183,100
Public Service	0	0	0	0	0	3,201,400	0
Academic Support	5,776,700	2,880,400	1,224,900	0	0	0	0
Student Services	1,581,900	0	558,700	0	0	0	0
Institutional Support	2,925,100	1,523,100	614,300	24,349,100	0	0	0
Operation & Maintenance of Plant	6,425,800	283,500	496,200	444,600	0	0	0
Scholarships and Fellowships	260,000	0	0	10,000	0	0	0
Total E&G Expenditures	61,609,000	14,883,600	9,753,400	24,803,700	2,337,400	3,201,400	183,100
Auxiliary	0	0	0	0	0	0	0
Restricted	17,590,400	1,360,100	85,800	10,764,900	0	0	0
Total Expenditures	79,199,400	16,243,700	9,839,200	35,568,600	2,337,400	3,201,400	183,100
Transfer to (from) Other Funds							
E&G	-6,638,800	262,900	1,494,300	5,237,000	0	0	0
Auxiliary	0	0	0	0	0	0	0
Sub-total Expenditures & Transfers	72,560,600	16,506,600	11,333,500	40,805,600	2,337,400	3,201,400	183,100
Addition (Reductions) to Fund Balance							
E&G	106,000	15,900	12,000	-493,900	2,900	4,600	300
Restricted	1,700,800	59,900	2,100	0	0	0	0
Auxiliary	0	0	0	0	0	0	0
Sub-total	1,806,800	75,800	14,100	-493,900	2,900	4,600	300
Total	74,367,400	16,582,400	11,347,600	40,311,700	2,340,300	3,206,000	183,400
Expenditures and Transfers							
E&G	55,076,200	15,162,400	11,259,700	29,546,800	2,340,300	3,206,000	183,400
Auxiliary	0	0	0	0	0	0	0
Restricted	19,291,200	1,420,000	87,900	10,764,900	0	0	0
Total	74,367,400	16,582,400	11,347,600	40,311,700	2,340,300	3,206,000	183,400

Tennessee Board of Regents
Summary of Revenue and Expenditures Budget

	TSUMC	Total Other Instit	Total TCATs	Total System
Revenues				
State Appropriations	575,800	52,918,700	51,994,100	663,757,100
Tuition and Fees	0	21,110,200	32,395,500	1,118,053,500
Sales/Services/Other	0	43,321,700	3,377,400	171,576,700
Sub-total E&G	575,800	117,350,600	87,767,000	1,953,387,300
Auxiliary	0	0	4,441,700	135,986,300
Restricted	0	31,564,000	47,604,800	793,758,700
Total Revenues	575,800	148,914,600	139,813,500	2,883,132,300
Expenditures and Transfers				
Instruction	0	56,862,600	53,066,700	925,700,500
Research	575,000	7,928,300	0	32,952,000
Public Service	0	3,201,400	0	22,142,600
Academic Support	0	9,882,000	7,800	164,744,100
Student Services	0	2,140,600	10,841,100	262,570,400
Institutional Support	0	29,411,600	14,725,700	245,746,100
Operation & Maintenance of Plant	0	7,650,100	10,056,100	173,468,700
Scholarships and Fellowships	0	270,000	743,100	83,306,300
Total E&G Expenditures	575,000	117,346,600	89,440,500	1,910,630,700
Auxiliary	0	0	3,813,500	83,567,800
Restricted	0	29,801,200	47,595,400	796,968,700
Total Expenditures	575,000	147,147,800	140,849,400	2,791,167,200
Transfer to (from) Other Funds				
E&G	0	355,400	-143,600	49,441,000
Auxiliary	0	0	0	51,361,500
Sub-total Expenditures & Transfers	575,000	147,503,200	140,705,800	2,891,969,700
Addition (Reductions) to Fund Balance				
E&G	800	-351,400	-1,529,900	-6,684,400
Restricted	0	1,762,800	9,400	-3,210,000
Auxiliary	0	0	628,200	1,057,000
Sub-total	800	1,411,400	-892,300	-8,837,400
Total	575,800	148,914,600	139,813,500	2,883,132,300
Expenditures and Transfers				
E&G	575,800	117,350,600	87,767,000	1,953,387,300
Auxiliary	0	0	4,441,700	135,986,300
Restricted	0	31,564,000	47,604,800	793,758,700
Total	575,800	148,914,600	139,813,500	2,883,132,300

Tennessee Board of Regents
Summary of Unrestricted E & G Revenue Dollars & Percent by Budget Category

	APSU	ETSU	MTSU	TSU	TTU	UoM	Total Universities
Tuition & Fees							
Dollar	74,641,700	126,961,800	184,921,600	85,220,400	102,818,800	187,920,000	762,484,300
Percent	63.75%	65.05%	63.97%	67.43%	67.51%	55.57%	62.59%
State Appropriation							
Dollar	37,009,700	51,180,400	85,491,300	31,905,000	38,671,100	96,136,500	340,394,000
Percent	31.61%	26.22%	29.57%	25.25%	25.39%	28.43%	27.94%
Sales & Service of Educational Activities							
Dollar	0	1,506,300	568,500	197,100	1,821,900	2,877,100	6,970,900
Percent	0.00%	0.77%	0.20%	0.16%	1.20%	0.85%	0.57%
Other Sources							
Dollar	5,434,200	15,532,900	18,084,900	9,058,600	8,986,700	51,227,200	108,324,500
Percent	4.64%	7.96%	6.26%	7.17%	5.90%	15.15%	8.89%
Total Education & General							
Dollar	117,085,600	195,181,400	289,066,300	126,381,100	152,298,500	338,160,800	1,218,173,700
Percent	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Auxiliaries							
Dollar	11,953,400	19,153,200	32,569,800	21,952,900	15,893,300	24,275,500	125,798,100
Total Unrestricted							
Dollar	129,039,000	214,334,600	321,636,100	148,334,000	168,191,800	362,436,300	1,343,971,800

Tennessee Board of Regents
Summary of Unrestricted E & G Revenue Dollars & Percent by Budget Category

	ChSCC	ClSCC	CoSCC	DSCC	JSCC	MSCC	NASCC
Tuition & Fees							
Dollar	34,178,300	11,320,400	16,756,000	10,014,800	14,350,800	15,369,800	30,468,300
Percent	54.79%	53.54%	56.27%	55.28%	54.11%	57.75%	62.96%
State Appropriation							
Dollar	27,475,600	9,342,600	12,778,400	7,849,000	11,412,500	11,016,800	16,952,500
Percent	44.05%	44.19%	42.91%	43.33%	43.03%	41.40%	35.03%
Sales & Service of Educational Activities							
Dollar	281,500	8,800	28,700	4,300	166,800	37,400	8,600
Percent	0.45%	0.04%	0.10%	0.02%	0.63%	0.14%	0.02%
Other Sources							
Dollar	440,800	471,400	214,800	247,700	592,700	189,300	960,900
Percent	0.71%	2.23%	0.72%	1.37%	2.23%	0.71%	1.99%
Total Education & General							
Dollar	62,376,200	21,143,200	29,777,900	18,115,800	26,522,800	26,613,300	48,390,300
Percent	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Auxiliaries							
Dollar	1,595,000	213,300	305,000	97,000	225,000	157,000	485,200
Total Unrestricted							
Dollar	63,971,200	21,356,500	30,082,900	18,212,800	26,747,800	26,770,300	48,875,500

Tennessee Board of Regents
Summary of Unrestricted E & G Revenue Dollars & Percent by Budget Category

	NESCC	PSCC	RSCC	STCC	VSCC	WSCC	Total Colleges
Tuition & Fees							
Dollar	22,168,900	37,180,000	20,628,800	37,116,900	29,864,500	22,646,000	302,063,500
Percent	59.24%	57.17%	52.50%	58.61%	62.88%	50.79%	56.98%
State Appropriation							
Dollar	14,611,600	25,621,900	17,878,400	25,302,000	17,217,100	20,991,900	218,450,300
Percent	39.05%	39.40%	45.50%	39.95%	36.25%	47.08%	41.21%
Sales & Service of Educational Activities							
Dollar	22,700	25,000	34,100	166,600	58,600	153,500	996,600
Percent	0.06%	0.04%	0.09%	0.26%	0.12%	0.34%	0.19%
Other Sources							
Dollar	616,800	2,209,700	752,400	740,900	353,400	794,800	8,585,600
Percent	1.65%	3.40%	1.91%	1.17%	0.74%	1.78%	1.62%
Total Education & General							
Dollar	37,420,000	65,036,600	39,293,700	63,326,400	47,493,600	44,586,200	530,096,000
Percent	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Auxiliaries							
Dollar	245,500	600,000	288,100	894,700	365,500	275,200	5,746,500
Total Unrestricted							
Dollar	37,665,500	65,636,600	39,581,800	64,221,100	47,859,100	44,861,400	535,842,500

Tennessee Board of Regents
 Summary of Unrestricted E & G Revenue Dollars & Percent by Budget Category

	ECOM	EFAM	EPHRM	TBR	TSUAG	TSUEX	TSUF
Tuition & Fees							
Dollar	9,885,500	0	11,224,700	0	0	0	0
Percent	17.95%	0.00%	99.69%	0.00%	0.00%	0.00%	0.00%
State Appropriation							
Dollar	30,249,900	6,453,400	0	9,909,900	2,340,300	3,206,000	183,400
Percent	54.92%	42.56%	0.00%	33.54%	100.00%	100.00%	100.00%
Sales & Service of Educational Activities							
Dollar	14,008,700	8,442,500	0	0	0	0	0
Percent	25.44%	55.68%	0.00%	0.00%	0.00%	0.00%	0.00%
Other Sources							
Dollar	932,100	266,500	35,000	19,636,900	0	0	0
Percent	1.69%	1.76%	0.31%	66.46%	0.00%	0.00%	0.00%
Total Education & General							
Dollar	55,076,200	15,162,400	11,259,700	29,546,800	2,340,300	3,206,000	183,400
Percent	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Auxiliaries							
Dollar	0	0	0	0	0	0	0
Total Unrestricted							
Dollar	55,076,200	15,162,400	11,259,700	29,546,800	2,340,300	3,206,000	183,400

Tennessee Board of Regents
 Summary of Unrestricted E & G Revenue Dollars & Percent by Budget Category

	TSUMC	Total Other Instit	Total TCATs	Total System
Tuition & Fees				
Dollar	0	21,110,200	32,395,500	1,118,053,500
Percent	0.00%	17.99%	36.91%	57.24%
State Appropriation				
Dollar	575,800	52,918,700	51,994,100	663,757,100
Percent	100.00%	45.09%	59.24%	33.98%
Sales & Service of Educational Activities				
Dollar	0	22,451,200	707,900	31,126,600
Percent	0.00%	19.13%	0.81%	1.59%
Other Sources				
Dollar	0	20,870,500	2,669,500	140,450,100
Percent	0.00%	17.78%	3.04%	7.19%
Total Education & General				
Dollar	575,800	117,350,600	87,767,000	1,953,387,300
Percent	100.00%	100.00%	100.00%	100.00%
Auxiliaries				
Dollar	0	0	4,441,700	135,986,300
Total Unrestricted				
Dollar	575,800	117,350,600	92,208,700	2,089,373,600

Tennessee Board of Regents
Summary of Dollar Allocation Unrestricted Educational and General Revenues

	Tuition & Fees	Pct	State Appropri	Pct	Sales & Services	Pct	Other E&G Sources	Pct	Total E&G	Pct	Auxiliaries	Total Unrestricted
APSU												
30-Jun-2014	73,317,438	65.60%	33,199,358	29.71%	0	0.00%	5,241,789	4.69%	111,758,585	100.00%	11,541,916	123,300,501
30-Jun-2015	73,970,900	65.64%	34,281,800	30.42%	0	0.00%	4,442,000	3.94%	112,694,700	100.00%	11,261,200	123,955,900
01-Jul-2015	74,641,700	63.75%	37,009,700	31.61%	0	0.00%	5,434,200	4.64%	117,085,600	100.00%	11,953,400	129,039,000
ETSU												
30-Jun-2014	116,874,835	64.03%	48,932,400	26.81%	1,473,835	0.81%	15,244,252	8.35%	182,525,322	100.00%	18,995,997	201,521,319
30-Jun-2015	122,435,600	65.22%	48,140,300	25.64%	1,507,100	0.80%	15,636,200	8.33%	187,719,200	100.00%	19,250,600	206,969,800
01-Jul-2015	126,961,800	65.05%	51,180,400	26.22%	1,506,300	0.77%	15,532,900	7.96%	195,181,400	100.00%	19,153,200	214,334,600
MTSU												
30-Jun-2014	181,187,438	64.53%	81,127,292	28.89%	926,031	0.33%	17,541,465	6.25%	280,782,226	100.00%	31,731,269	312,513,495
30-Jun-2015	181,692,200	64.50%	82,466,400	29.27%	743,200	0.26%	16,803,300	5.96%	281,705,100	100.00%	31,844,800	313,549,900
01-Jul-2015	184,921,600	63.97%	85,491,300	29.57%	568,500	0.20%	18,084,900	6.26%	289,066,300	100.00%	32,569,800	321,636,100
TSU												
30-Jun-2014	77,329,394	66.06%	31,838,484	27.20%	191,775	0.16%	7,695,834	6.57%	117,055,487	100.00%	17,563,578	134,619,065
30-Jun-2015	83,225,200	67.44%	31,108,000	25.21%	197,100	0.16%	8,874,300	7.19%	123,404,600	100.00%	21,842,300	145,246,900
01-Jul-2015	85,220,400	67.43%	31,905,000	25.25%	197,100	0.16%	9,058,600	7.17%	126,381,100	100.00%	21,952,900	148,334,000
TTU												
30-Jun-2014	94,054,088	65.25%	39,080,184	27.11%	1,549,052	1.07%	9,470,175	6.57%	144,153,499	100.00%	17,184,162	161,337,661
30-Jun-2015	101,244,100	67.18%	37,763,400	25.06%	1,705,100	1.13%	9,988,800	6.63%	150,701,400	100.00%	15,975,400	166,676,800
01-Jul-2015	102,818,800	67.51%	38,671,100	25.39%	1,821,900	1.20%	8,986,700	5.90%	152,298,500	100.00%	15,893,300	168,191,800
UOM												
30-Jun-2014	183,306,293	53.89%	94,505,970	27.78%	4,462,814	1.31%	57,890,937	17.02%	340,166,014	100.00%	22,054,726	362,220,740
30-Jun-2015	184,536,000	55.54%	91,350,100	27.50%	4,313,500	1.30%	52,042,600	15.66%	332,242,200	100.00%	21,499,000	353,741,200
01-Jul-2015	187,920,000	55.57%	96,136,500	28.43%	2,877,100	0.85%	51,227,200	15.15%	338,160,800	100.00%	24,275,500	362,436,300
Total Universities												
30-Jun-2014	726,069,486	61.72%	328,683,688	27.94%	8,603,507	0.73%	113,084,452	9.61%	1,176,441,133	100.00%	119,071,648	1,295,512,781
30-Jun-2015	747,104,000	62.86%	325,110,000	27.36%	8,466,000	0.71%	107,787,200	9.07%	1,188,467,200	100.00%	121,673,300	1,310,140,500
01-Jul-2015	762,484,300	62.59%	340,394,000	27.94%	6,970,900	0.57%	108,324,500	8.89%	1,218,173,700	100.00%	125,798,100	1,343,971,800

Tennessee Board of Regents
Summary of Dollar Allocation Unrestricted Educational and General Revenues

	Tuition & Fees	Pct	State Appropri	Pct	Sales & Services	Pct	Other E&G Sources	Pct	Total E&G	Pct	Auxiliaries	Total Unrestricted
CHSCC												
30-Jun-2014	33,199,051	54.48%	26,710,690	43.83%	307,192	0.50%	722,638	1.19%	60,939,571	100.00%	1,611,364	62,550,935
30-Jun-2015	32,429,500	54.74%	26,034,500	43.95%	281,500	0.48%	495,800	0.84%	59,241,300	100.00%	1,595,000	60,836,300
01-Jul-2015	34,178,300	54.79%	27,475,600	44.05%	281,500	0.45%	440,800	0.71%	62,376,200	100.00%	1,595,000	63,971,200
CLSCC												
30-Jun-2014	11,347,951	54.92%	9,084,251	43.97%	8,693	0.04%	221,428	1.07%	20,662,323	100.00%	210,290	20,872,613
30-Jun-2015	11,063,000	54.98%	8,858,300	44.02%	8,800	0.04%	191,700	0.95%	20,121,800	100.00%	208,400	20,330,200
01-Jul-2015	11,320,400	53.54%	9,342,600	44.19%	8,800	0.04%	471,400	2.23%	21,143,200	100.00%	213,300	21,356,500
COSCC												
30-Jun-2014	15,272,760	54.75%	12,333,326	44.21%	31,532	0.11%	257,481	0.92%	27,895,099	100.00%	324,670	28,219,769
30-Jun-2015	15,815,800	55.81%	12,283,100	43.34%	28,700	0.10%	213,200	0.75%	28,340,800	100.00%	300,000	28,640,800
01-Jul-2015	16,756,000	56.27%	12,778,400	42.91%	28,700	0.10%	214,800	0.72%	29,777,900	100.00%	305,000	30,082,900
DSCC												
30-Jun-2014	9,260,043	55.06%	7,276,495	43.26%	10,760	0.06%	271,712	1.62%	16,819,010	100.00%	92,234	16,911,244
30-Jun-2015	8,724,600	53.37%	7,356,700	45.00%	4,300	0.03%	263,100	1.61%	16,348,700	100.00%	97,000	16,445,700
01-Jul-2015	10,014,800	55.28%	7,849,000	43.33%	4,300	0.02%	247,700	1.37%	18,115,800	100.00%	97,000	18,212,800
JSCC												
30-Jun-2014	13,501,721	52.27%	11,570,194	44.79%	179,570	0.70%	578,777	2.24%	25,830,262	100.00%	228,600	26,058,862
30-Jun-2015	14,333,200	54.71%	11,109,200	42.41%	166,800	0.64%	587,600	2.24%	26,196,800	100.00%	225,000	26,421,800
01-Jul-2015	14,350,800	54.11%	11,412,500	43.03%	166,800	0.63%	592,700	2.23%	26,522,800	100.00%	225,000	26,747,800
MSCC												
30-Jun-2014	14,204,710	55.46%	11,074,499	43.24%	53,896	0.21%	280,844	1.10%	25,613,949	100.00%	188,871	25,802,820
30-Jun-2015	15,021,400	57.83%	10,658,800	41.04%	37,400	0.14%	255,600	0.98%	25,973,200	100.00%	157,000	26,130,200
01-Jul-2015	15,369,800	57.75%	11,016,800	41.40%	37,400	0.14%	189,300	0.71%	26,613,300	100.00%	157,000	26,770,300
NASCC												
30-Jun-2014	29,046,942	62.58%	16,067,731	34.62%	10,961	0.02%	1,290,880	2.78%	46,416,514	100.00%	483,436	46,899,950
30-Jun-2015	29,904,100	64.22%	15,872,700	34.09%	8,600	0.02%	781,100	1.68%	46,566,500	100.00%	485,200	47,051,700
01-Jul-2015	30,468,300	62.96%	16,952,500	35.03%	8,600	0.02%	960,900	1.99%	48,390,300	100.00%	485,200	48,875,500
NESCC												
30-Jun-2014	17,306,672	54.84%	13,699,961	43.41%	41,293	0.13%	509,332	1.61%	31,557,258	100.00%	231,849	31,789,107
30-Jun-2015	18,062,000	56.51%	13,259,200	41.49%	22,700	0.07%	616,000	1.93%	31,959,900	100.00%	245,500	32,205,400
01-Jul-2015	22,168,900	59.24%	14,611,600	39.05%	22,700	0.06%	616,800	1.65%	37,420,000	100.00%	245,500	37,665,500
PSCC												
30-Jun-2014	35,425,711	58.97%	22,974,300	38.24%	40,068	0.07%	1,638,900	2.73%	60,078,979	100.00%	554,725	60,633,704
30-Jun-2015	36,540,000	58.72%	23,451,300	37.69%	25,000	0.04%	2,209,700	3.55%	62,226,000	100.00%	600,000	62,826,000
01-Jul-2015	37,180,000	57.17%	25,621,900	39.40%	25,000	0.04%	2,209,700	3.40%	65,036,600	100.00%	600,000	65,636,600
RSCC												
30-Jun-2014	19,932,202	53.08%	16,536,937	44.04%	37,675	0.10%	1,042,715	2.78%	37,549,529	100.00%	299,396	37,848,925
30-Jun-2015	20,025,200	52.58%	17,267,600	45.34%	34,100	0.09%	759,300	1.99%	38,086,200	100.00%	288,100	38,374,300
01-Jul-2015	20,628,800	52.50%	17,878,400	45.50%	34,100	0.09%	752,400	1.91%	39,293,700	100.00%	288,100	39,581,800
STCC												
30-Jun-2014	35,410,444	55.49%	27,630,373	43.30%	146,922	0.23%	621,405	0.97%	63,809,144	100.00%	881,044	64,690,188
30-Jun-2015	36,494,600	58.75%	24,719,600	39.79%	157,700	0.25%	748,100	1.20%	62,120,000	100.00%	894,700	63,014,700
01-Jul-2015	37,116,900	58.61%	25,302,000	39.95%	166,600	0.26%	740,900	1.17%	63,326,400	100.00%	894,700	64,221,100

Tennessee Board of Regents
Summary of Dollar Allocation Unrestricted Educational and General Revenues

	Tuition & Fees	Pct	State Appropri	Pct	Sales & Services	Pct	Other E&G Sources	Pct	Total E&G	Pct	Auxiliaries	Total Unrestricted
VSCC												
30-Jun-2014	26,079,261	60.82%	16,198,356	37.78%	58,921	0.14%	542,290	1.26%	42,878,828	100.00%	372,496	43,251,324
30-Jun-2015	25,985,400	61.16%	16,266,300	38.28%	16,000	0.04%	221,700	0.52%	42,489,400	100.00%	365,500	42,854,900
01-Jul-2015	29,864,500	62.88%	17,217,100	36.25%	58,600	0.12%	353,400	0.74%	47,493,600	100.00%	365,500	47,859,100
WSCC												
30-Jun-2014	21,196,909	50.15%	19,958,468	47.22%	151,566	0.36%	961,739	2.28%	42,268,682	100.00%	275,251	42,543,933
30-Jun-2015	21,836,600	50.57%	20,381,800	47.20%	155,300	0.36%	804,100	1.86%	43,177,800	100.00%	275,200	43,453,000
01-Jul-2015	22,646,000	50.79%	20,991,900	47.08%	153,500	0.34%	794,800	1.78%	44,586,200	100.00%	275,200	44,861,400
Total Colleges												
30-Jun-2014	281,184,377	55.98%	211,115,581	42.03%	1,079,049	0.21%	8,940,141	1.78%	502,319,148	100.00%	5,754,226	508,073,374
30-Jun-2015	286,235,400	56.92%	207,519,100	41.27%	946,900	0.19%	8,147,000	1.62%	502,848,400	100.00%	5,736,600	508,585,000
01-Jul-2015	302,063,500	56.98%	218,450,300	41.21%	996,600	0.19%	8,585,600	1.62%	530,096,000	100.00%	5,746,500	535,842,500

Tennessee Board of Regents
Summary of Dollar Allocation Unrestricted Educational and General Revenues

	Tuition & Fees	Pct	State Appropri	Pct	Sales & Services	Pct	Other E&G Sources	Pct	Total E&G	Pct	Auxiliaries	Total Unrestricted
ECOM												
30-Jun-2014	9,391,207	17.73%	28,916,500	54.60%	12,829,906	24.23%	1,818,257	3.43%	52,955,870	100.00%	0	52,955,870
30-Jun-2015	9,647,400	18.08%	28,971,400	54.29%	13,810,800	25.88%	932,100	1.75%	53,361,700	100.00%	0	53,361,700
01-Jul-2015	9,885,500	17.95%	30,249,900	54.92%	14,008,700	25.44%	932,100	1.69%	55,076,200	100.00%	0	55,076,200
EFAM												
30-Jun-2014	0	0.00%	6,123,700	41.72%	8,387,191	57.14%	167,132	1.14%	14,678,023	100.00%	0	14,678,023
30-Jun-2015	0	0.00%	6,136,700	42.56%	7,935,000	55.03%	346,500	2.40%	14,418,200	100.00%	0	14,418,200
01-Jul-2015	0	0.00%	6,453,400	42.56%	8,442,500	55.68%	266,500	1.76%	15,162,400	100.00%	0	15,162,400
EPHRM												
30-Jun-2014	10,526,620	99.47%	0	0.00%	0	0.00%	55,680	0.53%	10,582,300	100.00%	0	10,582,300
30-Jun-2015	10,622,300	99.67%	0	0.00%	0	0.00%	35,000	0.33%	10,657,300	100.00%	0	10,657,300
01-Jul-2015	11,224,700	99.69%	0	0.00%	0	0.00%	35,000	0.31%	11,259,700	100.00%	0	11,259,700
TBR												
30-Jun-2014	0	0.00%	10,048,923	33.64%	0	0.00%	19,820,740	66.36%	29,869,663	100.00%	0	29,869,663
30-Jun-2015	0	0.00%	9,578,200	32.90%	0	0.00%	19,530,500	67.10%	29,108,700	100.00%	0	29,108,700
01-Jul-2015	0	0.00%	9,909,900	33.54%	0	0.00%	19,636,900	66.46%	29,546,800	100.00%	0	29,546,800
TSUAG												
30-Jun-2014	0	0.00%	2,280,500	100.00%	0	0.00%	0	0.00%	2,280,500	100.00%	0	2,280,500
30-Jun-2015	0	0.00%	2,278,500	100.00%	0	0.00%	0	0.00%	2,278,500	100.00%	0	2,278,500
01-Jul-2015	0	0.00%	2,340,300	100.00%	0	0.00%	0	0.00%	2,340,300	100.00%	0	2,340,300
TSUEX												
30-Jun-2014	0	0.00%	3,110,400	100.00%	0	0.00%	0	0.00%	3,110,400	100.00%	0	3,110,400
30-Jun-2015	0	0.00%	3,108,900	100.00%	0	0.00%	0	0.00%	3,108,900	100.00%	0	3,108,900
01-Jul-2015	0	0.00%	3,206,000	100.00%	0	0.00%	0	0.00%	3,206,000	100.00%	0	3,206,000
TSUF												
30-Jun-2014	0	0.00%	179,400	100.00%	0	0.00%	0	0.00%	179,400	100.00%	0	179,400
30-Jun-2015	0	0.00%	179,400	100.00%	0	0.00%	0	0.00%	179,400	100.00%	0	179,400
01-Jul-2015	0	0.00%	183,400	100.00%	0	0.00%	0	0.00%	183,400	100.00%	0	183,400
TSUMC												
30-Jun-2014	0	0.00%	560,700	100.00%	0	0.00%	0	0.00%	560,700	100.00%	0	560,700
30-Jun-2015	0	0.00%	560,700	100.00%	0	0.00%	0	0.00%	560,700	100.00%	0	560,700
01-Jul-2015	0	0.00%	575,800	100.00%	0	0.00%	0	0.00%	575,800	100.00%	0	575,800
Total Other												
30-Jun-2014	19,917,827	17.44%	51,220,123	44.84%	21,217,097	18.58%	21,861,809	19.14%	114,216,856	100.00%	0	114,216,856
30-Jun-2015	20,269,700	17.83%	50,813,800	44.70%	21,745,800	19.13%	20,844,100	18.34%	113,673,400	100.00%	0	113,673,400
01-Jul-2015	21,110,200	17.99%	52,918,700	45.09%	22,451,200	19.13%	20,870,500	17.78%	117,350,600	100.00%	0	117,350,600
Total TCATS												
30-Jun-2014	28,582,755	33.47%	53,085,036	62.17%	800,609	0.94%	2,920,983	3.42%	85,389,383	100.00%	4,642,961	90,032,344
30-Jun-2015	29,819,100	34.97%	50,970,600	59.78%	638,600	0.75%	3,832,900	4.50%	85,261,200	100.00%	4,391,400	89,652,600
01-Jul-2015	32,395,500	36.91%	51,994,100	59.24%	707,900	0.81%	2,669,500	3.04%	87,767,000	100.00%	4,441,700	92,208,700
Total System												
30-Jun-2014	1,055,754,445	56.21%	644,104,428	34.29%	31,700,262	1.69%	146,807,385	7.82%	1,878,366,520	100.00%	129,468,835	2,007,835,355
30-Jun-2015	1,083,428,200	57.32%	634,413,500	33.56%	31,797,300	1.68%	140,611,200	7.44%	1,890,250,200	100.00%	131,801,300	2,022,051,500
01-Jul-2015	1,118,053,500	57.24%	663,757,100	33.98%	31,126,600	1.59%	140,450,100	7.19%	1,953,387,300	100.00%	135,986,300	2,089,373,600

Tennessee Board of Regents
Summary of Unrestricted Educational and General Expenditures by Functional Area

	APSU	ETSU	MTSU	TSU	TTU	UoM	Total Universities
Instruction							
Dollar	54,369,600	90,378,300	137,771,400	56,264,400	65,980,400	144,577,000	549,341,100
Percent	47.68	47.48	49.58	45.31	46.77	44.00	46.71
Research							
Dollar	518,400	2,767,700	4,585,400	2,500,000	1,334,400	13,317,800	25,023,700
Percent	.45	1.45	1.65	2.01	.95	4.05	2.13
Public Service							
Dollar	432,000	2,193,100	3,303,900	1,332,600	2,567,700	5,573,400	15,402,700
Percent	.38	1.15	1.19	1.07	1.82	1.70	1.31
Academic Support							
Dollar	8,318,600	20,033,900	29,308,600	10,114,300	11,479,300	29,446,500	108,701,200
Percent	7.30	10.52	10.55	8.15	8.14	8.96	9.24
Sub-Total							
Dollar	63,638,600	115,373,000	174,969,300	70,211,300	81,361,800	192,914,700	698,468,700
Percent	55.81	60.61	62.97	56.54	57.68	58.72	59.39
Student Services							
Dollar	22,050,200	26,015,000	40,888,300	18,860,600	23,297,500	55,980,600	187,092,200
Percent	19.34	13.67	14.72	15.19	16.52	17.04	15.91
Institutional Support							
Dollar	12,201,300	16,227,100	25,466,500	16,339,900	15,675,700	30,223,600	116,134,100
Percent	10.70	8.52	9.16	13.16	11.11	9.20	9.88
Operation & Maintenance							
Dollar	9,973,000	14,459,500	24,170,300	12,018,200	12,236,300	31,899,200	104,756,500
Percent	8.75	7.60	8.70	9.68	8.67	9.71	8.91
Scholarships & Fellowships							
Dollar	6,160,500	18,276,200	12,373,000	6,744,300	8,494,700	17,538,900	69,587,600
Percent	5.40	9.60	4.45	5.43	6.02	5.34	5.92
Total Educational & General							
Dollar	114,023,600	190,350,800	277,867,400	124,174,300	141,066,000	328,557,000	1,176,039,100
Percent	100.00	100.00	100.00	100.00	100.00	100.00	100.00
Transfers							
Dollar	8,559,900	14,276,900	24,578,800	4,759,800	19,725,500	17,867,800	89,768,700
Auxiliaries							
Dollar	6,455,500	9,466,300	19,189,900	18,746,000	7,370,700	16,011,400	77,239,800
Total Unrestricted							
Dollar	129,039,000	214,094,000	321,636,100	147,680,100	168,162,200	362,436,200	1,343,047,600

Tennessee Board of Regents
Summary of Unrestricted Educational and General Expenditures by Functional Area

	ChSCC	ClSCC	CoSCC	DSCC	JSCC	MSCC	NASCC
Instruction							
Dollar	33,483,000	9,335,300	15,748,200	9,456,200	11,961,100	12,501,500	25,253,500
Percent	54.09	45.04	53.49	52.47	45.02	46.04	52.58
Research							
Dollar	0	0	0	0	0	0	0
Percent	.00	.00	.00	.00	.00	.00	.00
Public Service							
Dollar	100,000	332,200	123,100	11,500	64,100	107,400	399,900
Percent	.16	1.60	.42	.06	.24	.40	.83
Academic Support							
Dollar	5,006,100	1,292,400	1,458,600	585,200	2,756,400	2,598,800	6,232,200
Percent	8.09	6.24	4.95	3.25	10.37	9.57	12.98
Sub-Total							
Dollar	38,589,100	10,959,900	17,329,900	10,052,900	14,781,600	15,207,700	31,885,600
Percent	62.34	52.88	58.86	55.78	55.64	56.01	66.39
Student Services							
Dollar	7,272,400	3,073,200	4,176,300	2,121,400	3,066,600	3,747,700	3,453,800
Percent	11.75	14.83	14.19	11.77	11.54	13.80	7.19
Institutional Support							
Dollar	9,673,000	4,145,300	4,726,100	3,223,300	5,187,700	4,925,000	6,710,000
Percent	15.63	20.00	16.05	17.88	19.53	18.14	13.97
Operation & Maintenance							
Dollar	5,295,800	1,940,300	2,749,100	1,864,300	2,284,300	2,733,700	4,325,200
Percent	8.56	9.36	9.34	10.34	8.60	10.07	9.01
Scholarships & Fellowships							
Dollar	1,070,000	608,600	460,000	761,800	1,247,700	539,400	1,651,000
Percent	1.73	2.94	1.56	4.23	4.70	1.99	3.44
Total Educational & General							
Dollar	61,900,300	20,727,300	29,441,400	18,023,700	26,567,900	27,153,500	48,025,600
Percent	100.00	100.00	100.00	100.00	100.00	100.00	100.00
Transfers							
Dollar	818,500	55,500	571,400	0	210,900	0	5,097,200
Auxiliaries							
Dollar	1,352,000	35,400	71,000	0	0	12,800	6,800
Total Unrestricted							
Dollar	64,070,800	20,818,200	30,083,800	18,023,700	26,778,800	27,166,300	53,129,600

Tennessee Board of Regents
Summary of Unrestricted Educational and General Expenditures by Functional Area

	NESCC	PSCC	RSCC	STCC	VSCC	WSCC	Total Colleges
Instruction							
Dollar	17,394,800	33,777,200	20,965,200	26,453,200	26,170,900	23,930,000	266,430,100
Percent	46.04	52.08	53.17	42.48	55.43	53.88	50.48
Research							
Dollar	0	0	0	0	0	0	0
Percent	.00	.00	.00	.00	.00	.00	.00
Public Service							
Dollar	293,200	528,000	625,900	43,500	376,000	533,700	3,538,500
Percent	.78	.81	1.59	.07	.80	1.20	.67
Academic Support							
Dollar	4,044,700	7,108,000	2,000,200	7,952,600	2,948,800	2,169,100	46,153,100
Percent	10.71	10.96	5.07	12.77	6.25	4.88	8.74
Sub-Total							
Dollar	21,732,700	41,413,200	23,591,300	34,449,300	29,495,700	26,632,800	316,121,700
Percent	57.53	63.85	59.83	55.32	62.47	59.96	59.89
Student Services							
Dollar	4,538,500	6,991,000	5,176,100	7,887,700	5,051,000	5,940,800	62,496,500
Percent	12.01	10.78	13.13	12.67	10.70	13.38	11.84
Institutional Support							
Dollar	6,164,400	9,245,900	5,893,700	12,824,200	7,103,600	5,652,500	85,474,700
Percent	16.32	14.26	14.95	20.59	15.05	12.73	16.19
Operation & Maintenance							
Dollar	5,119,300	5,322,600	4,405,100	5,192,100	4,326,600	5,447,600	51,006,000
Percent	13.55	8.21	11.17	8.34	9.16	12.27	9.66
Scholarships & Fellowships							
Dollar	223,000	1,885,000	365,300	1,917,000	1,235,600	741,200	12,705,600
Percent	.59	2.91	.93	3.08	2.62	1.67	2.41
Total Educational & General							
Dollar	37,777,900	64,857,700	39,431,500	62,270,300	47,212,500	44,414,900	527,804,500
Percent	100.00	100.00	100.00	100.00	100.00	100.00	100.00
Transfers							
Dollar	38,900	1,970,000	169,400	1,274,300	201,800	414,100	10,822,000
Auxiliaries							
Dollar	0	200,000	47,800	676,500	83,000	29,200	2,514,500
Total Unrestricted							
Dollar	37,816,800	67,027,700	39,648,700	64,221,100	47,497,300	44,858,200	541,141,000

Tennessee Board of Regents
Summary of Unrestricted Educational and General Expenditures by Functional Area

	ECOM	EFAM	EPHRM	TBR	TSUAG	TSUEX	TSUF
Instruction							
Dollar	40,465,800	9,881,500	6,515,300	0	0	0	0
Percent	65.68	66.39	66.80	.00	.00	.00	.00
Research							
Dollar	4,173,700	315,100	344,000	0	2,337,400	0	183,100
Percent	6.77	2.12	3.53	.00	100.00	.00	100.00
Public Service							
Dollar	0	0	0	0	0	3,201,400	0
Percent	.00	.00	.00	.00	.00	100.00	.00
Academic Support							
Dollar	5,776,700	2,880,400	1,224,900	0	0	0	0
Percent	9.38	19.35	12.56	.00	.00	.00	.00
Sub-Total							
Dollar	50,416,200	13,077,000	8,084,200	0	2,337,400	3,201,400	183,100
Percent	81.83	87.86	82.89	.00	100.00	100.00	100.00
Student Services							
Dollar	1,581,900	0	558,700	0	0	0	0
Percent	2.57	.00	5.73	.00	.00	.00	.00
Institutional Support							
Dollar	2,925,100	1,523,100	614,300	24,349,100	0	0	0
Percent	4.75	10.23	6.30	98.17	.00	.00	.00
Operation & Maintenance							
Dollar	6,425,800	283,500	496,200	444,600	0	0	0
Percent	10.43	1.90	5.09	1.79	.00	.00	.00
Scholarships & Fellowships							
Dollar	260,000	0	0	10,000	0	0	0
Percent	.42	.00	.00	.04	.00	.00	.00
Total Educational & General							
Dollar	61,609,000	14,883,600	9,753,400	24,803,700	2,337,400	3,201,400	183,100
Percent	100.00	100.00	100.00	100.00	100.00	100.00	100.00
Transfers							
Dollar	-6,638,800	262,900	1,494,300	5,237,000	0	0	0
Auxiliaries							
Dollar	0	0	0	0	0	0	0
Total Unrestricted							
Dollar	54,970,200	15,146,500	11,247,700	30,040,700	2,337,400	3,201,400	183,100

Tennessee Board of Regents
Summary of Unrestricted Educational and General Expenditures by Functional Area

	TSUMC	Total Other Instit	Total TCATs	Total System
Instruction				
Dollar	0	56,862,600	53,066,700	925,700,500
Percent	.00	48.46	59.33	48.45
Research				
Dollar	575,000	7,928,300	0	32,952,000
Percent	100.00	6.76	.00	1.72
Public Service				
Dollar	0	3,201,400	0	22,142,600
Percent	.00	2.73	.00	1.16
Academic Support				
Dollar	0	9,882,000	7,800	164,744,100
Percent	.00	8.42	.01	8.62
Sub-Total				
Dollar	575,000	77,874,300	53,074,500	1,145,539,200
Percent	100.00	66.36	59.34	59.96
Student Services				
Dollar	0	2,140,600	10,841,100	262,570,400
Percent	.00	1.82	12.12	13.74
Institutional Support				
Dollar	0	29,411,600	14,725,700	245,746,100
Percent	.00	25.06	16.46	12.86
Operation & Maintenance				
Dollar	0	7,650,100	10,056,100	173,468,700
Percent	.00	6.52	11.24	9.08
Scholarships & Fellowships				
Dollar	0	270,000	743,100	83,306,300
Percent	.00	.23	.83	4.36
Total Educational & General				
Dollar	575,000	117,346,600	89,440,500	1,910,630,700
Percent	100.00	100.00	100.00	100.00
Transfers				
Dollar	0	355,400	-143,600	100,802,500
Auxiliaries				
Dollar	0	0	3,813,500	83,567,800
Total Unrestricted				
Dollar	575,000	117,702,000	93,110,400	2,095,001,000

Tennessee Board of Regents
Summary of Percent Unrestricted Educational and General Expenditures by Functional Area By Institution

	APSU	Pct	ETSU	Pct	MTSU	Pct	TSU	Pct	TTU	Pct	UoM	Pct	Total Universities	Pct
Instruction														
30-Jun-2014	51,313,620	48.67%	87,433,693	49.90%	137,623,590	51.34%	52,883,888	45.23%	61,355,421	47.41%	137,792,063	41.35%	528,402,275	46.83%
30-Jun-2015	53,263,800	48.08%	92,890,700	48.69%	140,813,200	49.06%	57,808,500	46.28%	71,154,700	46.40%	151,413,600	42.31%	567,344,500	46.33%
01-Jul-2015	54,369,600	47.68%	90,378,300	47.48%	137,771,400	49.58%	56,264,400	45.31%	65,980,400	46.77%	144,577,000	44.00%	549,341,100	46.71%
Research														
30-Jun-2014	557,616	0.53%	2,755,335	1.57%	4,386,843	1.64%	2,183,991	1.87%	1,734,468	1.34%	18,190,273	5.46%	29,808,526	2.64%
30-Jun-2015	667,500	0.60%	4,528,700	2.37%	7,783,300	2.71%	2,500,000	2.00%	3,635,400	2.37%	24,257,000	6.78%	43,371,900	3.54%
01-Jul-2015	518,400	0.45%	2,767,700	1.45%	4,585,400	1.65%	2,500,000	2.01%	1,334,400	0.95%	13,317,800	4.05%	25,023,700	2.13%
Public Service														
30-Jun-2014	344,523	0.33%	2,149,826	1.23%	3,580,457	1.34%	1,193,308	1.02%	2,392,965	1.85%	6,431,445	1.93%	16,092,524	1.43%
30-Jun-2015	473,500	0.43%	2,317,000	1.21%	4,085,100	1.42%	1,271,200	1.02%	3,004,300	1.96%	7,136,800	1.99%	18,287,900	1.49%
01-Jul-2015	432,000	0.38%	2,193,100	1.15%	3,303,900	1.19%	1,332,600	1.07%	2,567,700	1.82%	5,573,400	1.70%	15,402,700	1.31%
Academic Support														
30-Jun-2014	7,918,670	7.51%	18,455,194	10.53%	25,990,119	9.69%	9,453,846	8.09%	10,450,429	8.07%	28,600,235	8.58%	100,868,493	8.94%
30-Jun-2015	8,025,100	7.24%	19,237,800	10.08%	28,628,200	9.98%	10,333,000	8.27%	13,076,000	8.53%	31,192,400	8.72%	110,492,500	9.02%
01-Jul-2015	8,318,600	7.30%	20,033,900	10.52%	29,308,600	10.55%	10,114,300	8.15%	11,479,300	8.14%	29,446,500	8.96%	108,701,200	9.24%
Sub-Total														
30-Jun-2014	60,134,429	57.03%	110,794,048	63.23%	171,581,009	64.00%	65,715,033	56.21%	75,933,283	58.67%	191,014,016	57.32%	675,171,818	59.84%
30-Jun-2015	62,429,900	56.36%	118,974,200	62.37%	181,309,800	63.18%	71,912,700	57.57%	90,870,400	59.26%	213,999,800	59.79%	739,496,800	60.38%
01-Jul-2015	63,638,600	55.81%	115,373,000	60.61%	174,969,300	62.97%	70,211,300	56.54%	81,361,800	57.68%	192,914,700	58.72%	698,468,700	59.39%
Student Services														
30-Jun-2014	18,286,938	17.34%	22,115,781	12.62%	39,100,748	14.58%	17,810,966	15.23%	21,004,585	16.23%	66,461,148	19.94%	184,760,166	16.38%
30-Jun-2015	20,237,900	18.27%	25,144,900	13.18%	40,095,700	13.97%	18,751,300	15.01%	25,027,100	16.32%	66,247,300	18.51%	195,504,200	15.96%
01-Jul-2015	22,050,200	19.34%	26,015,000	13.67%	40,888,300	14.72%	18,860,600	15.19%	23,297,500	16.52%	55,980,600	17.04%	187,092,200	15.91%
Institutional Support														
30-Jun-2014	12,220,876	11.59%	15,516,754	8.86%	25,187,109	9.40%	15,353,030	13.13%	13,761,192	10.63%	30,441,190	9.13%	112,480,151	9.97%
30-Jun-2015	12,074,400	10.90%	16,737,600	8.77%	26,433,500	9.21%	16,482,000	13.19%	15,684,100	10.23%	32,868,300	9.18%	120,279,900	9.82%
01-Jul-2015	12,201,300	10.70%	16,227,100	8.52%	25,466,500	9.16%	16,339,900	13.16%	15,675,700	11.11%	30,223,600	9.20%	116,134,100	9.88%
Operation & Maintenance														
30-Jun-2014	8,890,658	8.43%	12,988,020	7.41%	19,537,197	7.29%	12,554,044	10.74%	12,263,945	9.48%	28,358,946	8.51%	94,592,810	8.38%
30-Jun-2015	9,706,200	8.76%	14,217,100	7.45%	25,378,100	8.84%	12,015,600	9.62%	13,315,600	8.68%	28,596,900	7.99%	103,229,500	8.43%
01-Jul-2015	9,973,000	8.75%	14,459,500	7.60%	24,170,300	8.70%	12,018,200	9.68%	12,236,300	8.67%	31,899,200	9.71%	104,756,500	8.91%
Scholarships & Fellowships														
30-Jun-2014	5,901,574	5.60%	13,807,097	7.88%	12,682,737	4.73%	5,480,891	4.69%	6,454,449	4.99%	16,990,861	5.10%	61,317,609	5.43%
30-Jun-2015	6,321,700	5.71%	15,686,500	8.22%	13,776,100	4.80%	5,758,200	4.61%	8,438,900	5.50%	16,178,800	4.52%	66,160,200	5.40%
01-Jul-2015	6,160,500	5.40%	18,276,200	9.60%	12,373,000	4.45%	6,744,300	5.43%	8,494,700	6.02%	17,538,900	5.34%	69,587,600	5.92%
Total E & G Expenditures														
30-Jun-2014	105,434,475	100.00%	175,221,700	100.00%	268,088,800	100.00%	116,913,964	100.00%	129,417,454	100.00%	333,266,161	100.00%	1,128,342,554	100.00%
30-Jun-2015	110,770,100	100.00%	190,760,300	100.00%	286,993,200	100.00%	124,919,800	100.00%	153,336,100	100.00%	357,891,100	100.00%	1,224,670,600	100.00%
01-Jul-2015	114,023,600	100.00%	190,350,800	100.00%	277,867,400	100.00%	124,174,300	100.00%	141,066,000	100.00%	328,557,000	100.00%	1,176,039,100	100.00%
Transfers														
30-Jun-2014	12,306,860		14,871,564		26,115,723		8,022,581		20,341,867		13,052,987		94,711,582	
30-Jun-2015	7,780,400		14,707,900		24,760,300		2,235,000		20,599,800		15,076,400		85,159,800	
01-Jul-2015	8,559,900		14,276,900		24,578,800		4,759,800		19,725,500		17,867,800		89,768,700	
Auxiliaries														
30-Jun-2014	5,897,179		9,506,801		19,415,939		13,409,559		7,043,303		14,716,028		69,988,809	
30-Jun-2015	6,287,100		9,394,000		18,666,400		18,660,200		7,574,500		15,691,900		76,274,100	
01-Jul-2015	6,455,500		9,466,300		19,189,900		18,746,000		7,370,700		16,011,400		77,239,800	
Total E & G Unrestricted														
30-Jun-2014	123,638,514		199,600,065		313,620,462		138,346,104		156,802,624		361,035,176		1,293,042,945	
30-Jun-2015	124,837,600		214,862,200		330,419,900		145,815,000		181,510,400		388,659,400		1,386,104,500	
01-Jul-2015	129,039,000		214,094,000		321,636,100		147,680,100		168,162,200		362,436,200		1,343,047,600	

Tennessee Board of Regents
Summary of Percent Unrestricted Educational and General Expenditures by Functional Area By Institution

	ChSCC	Pct	ClSCC	Pct	CoSCC	Pct	DSCC	Pct	JSCC	Pct	MSCC	Pct	NASCC	Pct
Instruction														
30-Jun-2014	30,270,372	53.42%	9,519,974	45.49%	13,948,631	53.02%	8,588,485	51.75%	11,460,238	46.36%	11,407,156	49.26%	19,541,895	52.84%
30-Jun-2015	31,002,000	52.62%	9,610,500	47.07%	15,051,900	53.23%	9,032,900	51.74%	11,924,400	45.14%	12,285,800	46.15%	20,517,500	49.89%
01-Jul-2015	33,483,000	54.09%	9,335,300	45.04%	15,748,200	53.49%	9,456,200	52.47%	11,961,100	45.02%	12,501,500	46.04%	25,253,500	52.58%
Research														
30-Jun-2014	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
30-Jun-2015	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
01-Jul-2015	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Public Service														
30-Jun-2014	87,500	0.15%	311,861	1.49%	101,478	0.39%	23,711	0.14%	63,295	0.26%	104,510	0.45%	374,447	1.01%
30-Jun-2015	100,000	0.17%	299,900	1.47%	136,300	0.48%	11,500	0.07%	64,000	0.24%	105,600	0.40%	364,100	0.89%
01-Jul-2015	100,000	0.16%	332,200	1.60%	123,100	0.42%	11,500	0.06%	64,100	0.24%	107,400	0.40%	399,900	0.83%
Academic Support														
30-Jun-2014	4,477,523	7.90%	1,416,172	6.77%	1,251,070	4.76%	666,511	4.02%	2,610,696	10.56%	1,988,274	8.59%	4,364,093	11.80%
30-Jun-2015	4,722,800	8.02%	1,228,300	6.02%	1,419,300	5.02%	583,400	3.34%	2,705,200	10.24%	2,615,800	9.83%	5,398,700	13.13%
01-Jul-2015	5,006,100	8.09%	1,292,400	6.24%	1,458,600	4.95%	585,200	3.25%	2,756,400	10.37%	2,598,800	9.57%	6,232,200	12.98%
Sub-Total														
30-Jun-2014	34,835,395	61.48%	11,248,007	53.75%	15,301,179	58.17%	9,278,707	55.91%	14,134,229	57.18%	13,499,940	58.29%	24,280,435	65.66%
30-Jun-2015	35,824,800	60.81%	11,138,700	54.56%	16,607,500	58.73%	9,627,800	55.14%	14,693,600	55.63%	15,007,200	56.37%	26,280,300	63.91%
01-Jul-2015	38,589,100	62.34%	10,959,900	52.88%	17,329,900	58.86%	10,052,900	55.78%	14,781,600	55.64%	15,207,700	56.01%	31,885,600	66.39%
Student Services														
30-Jun-2014	6,521,406	11.51%	3,024,173	14.45%	3,749,869	14.25%	1,986,302	11.97%	2,858,839	11.56%	3,062,220	13.22%	3,402,417	9.20%
30-Jun-2015	7,048,400	11.96%	2,939,200	14.40%	3,998,100	14.14%	2,044,100	11.71%	3,119,300	11.81%	3,809,400	14.31%	3,337,200	8.12%
01-Jul-2015	7,272,400	11.75%	3,073,200	14.83%	4,176,300	14.19%	2,121,400	11.77%	3,066,600	11.54%	3,747,700	13.80%	3,453,800	7.19%
Institutional Support														
30-Jun-2014	9,421,558	16.63%	4,126,425	19.72%	4,390,328	16.69%	3,063,545	18.46%	4,774,337	19.31%	3,783,101	16.34%	5,334,550	14.43%
30-Jun-2015	9,784,100	16.61%	3,941,000	19.30%	4,496,600	15.90%	3,246,700	18.60%	5,047,100	19.11%	4,529,100	17.01%	6,074,100	14.77%
01-Jul-2015	9,673,000	15.63%	4,145,300	20.00%	4,726,100	16.05%	3,223,300	17.88%	5,187,700	19.53%	4,925,000	18.14%	6,710,000	13.97%
Operation & Maintenance														
30-Jun-2014	4,963,948	8.76%	1,970,191	9.42%	2,449,901	9.31%	1,574,115	9.48%	2,087,858	8.45%	2,419,522	10.45%	3,369,313	9.11%
30-Jun-2015	5,188,400	8.81%	1,789,200	8.76%	2,672,400	9.45%	1,786,700	10.23%	2,295,900	8.69%	2,714,400	10.20%	4,363,800	10.61%
01-Jul-2015	5,295,800	8.56%	1,940,300	9.36%	2,749,100	9.34%	1,864,300	10.34%	2,284,300	8.60%	2,733,700	10.07%	4,325,200	9.01%
Scholarships & Fellowships														
30-Jun-2014	923,000	1.63%	557,276	2.66%	415,087	1.58%	693,373	4.18%	864,915	3.50%	393,911	1.70%	593,952	1.61%
30-Jun-2015	1,070,000	1.82%	608,500	2.98%	502,600	1.78%	753,800	4.32%	1,258,800	4.77%	562,600	2.11%	1,066,100	2.59%
01-Jul-2015	1,070,000	1.73%	608,600	2.94%	460,000	1.56%	761,800	4.23%	1,247,700	4.70%	539,400	1.99%	1,651,000	3.44%
Total E & G Expenditures														
30-Jun-2014	56,665,307	100.00%	20,926,072	100.00%	26,306,364	100.00%	16,596,042	100.00%	24,720,178	100.00%	23,158,694	100.00%	36,980,667	100.00%
30-Jun-2015	58,915,700	100.00%	20,416,600	100.00%	28,277,200	100.00%	17,459,100	100.00%	26,414,700	100.00%	26,622,700	100.00%	41,121,500	100.00%
01-Jul-2015	61,900,300	100.00%	20,727,300	100.00%	29,441,400	100.00%	18,023,700	100.00%	26,567,900	100.00%	27,153,500	100.00%	48,025,600	100.00%
Transfers														
30-Jun-2014	2,484,610		54,857		1,442,253		0		-12		2,300,000		7,167,409	
30-Jun-2015	2,508,800		56,300		3,064,900		0		787,500		400,000		5,097,200	
01-Jul-2015	818,500		55,500		571,400		0		210,900		0		5,097,200	
Auxiliaries														
30-Jun-2014	1,319,719		25,473		74,417		0		0		8,310		4,827	
30-Jun-2015	1,356,500		35,200		71,000		0		0		12,800		6,800	
01-Jul-2015	1,352,000		35,400		71,000		0		0		12,800		6,800	
Total E & G Unrestricted														
30-Jun-2014	60,469,636		21,006,402		27,823,034		16,596,042		24,720,166		25,467,004		44,152,903	
30-Jun-2015	62,781,000		20,508,100		31,413,100		17,459,100		27,202,200		27,035,500		46,225,500	
01-Jul-2015	64,070,800		20,818,200		30,083,800		18,023,700		26,778,800		27,166,300		53,129,600	

Tennessee Board of Regents
Summary of Percent Unrestricted Educational and General Expenditures by Functional Area By Institution

	NESCC	Pct	PSCC	Pct	RSCC	Pct	STCC	Pct	VSCC	Pct	WSCC	Pct	Total Colleges	Pct
Instruction														
30-Jun-2014	15,680,729	45.84%	31,229,322	54.28%	18,922,430	51.96%	0	0.00%	22,976,603	56.27%	23,100,447	55.22%	216,646,282	52.06%
30-Jun-2015	16,323,600	46.22%	33,841,500	51.73%	20,351,400	50.88%	22,458,100	38.25%	23,232,200	54.93%	23,583,700	54.66%	249,215,500	49.44%
01-Jul-2015	17,394,800	46.04%	33,777,200	52.08%	20,965,200	53.17%	26,453,200	42.48%	26,170,900	55.43%	23,930,000	53.88%	266,430,100	50.48%
Research														
30-Jun-2014	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
30-Jun-2015	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
01-Jul-2015	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Public Service														
30-Jun-2014	214,435	0.63%	336,267	0.58%	573,482	1.57%	0	0.00%	292,950	0.72%	489,730	1.17%	2,973,666	0.71%
30-Jun-2015	289,000	0.82%	521,700	0.80%	669,700	1.67%	34,000	0.06%	344,800	0.82%	552,500	1.28%	3,493,100	0.69%
01-Jul-2015	293,200	0.78%	528,000	0.81%	625,900	1.59%	43,500	0.07%	376,000	0.80%	533,700	1.20%	3,538,500	0.67%
Academic Support														
30-Jun-2014	3,826,244	11.19%	5,995,642	10.42%	1,929,373	5.30%	0	0.00%	2,179,121	5.34%	1,896,194	4.53%	32,600,913	7.83%
30-Jun-2015	3,765,700	10.66%	7,339,700	11.22%	2,051,400	5.13%	9,384,400	15.98%	2,338,500	5.53%	1,986,900	4.61%	45,540,100	9.03%
01-Jul-2015	4,044,700	10.71%	7,108,000	10.96%	2,000,200	5.07%	7,952,600	12.77%	2,948,800	6.25%	2,169,100	4.88%	46,153,100	8.74%
Sub-Total														
30-Jun-2014	19,721,408	57.66%	37,561,231	65.28%	21,425,285	58.83%	0	0.00%	25,448,674	62.32%	25,486,371	60.93%	252,220,861	60.60%
30-Jun-2015	20,378,300	57.70%	41,702,900	63.75%	23,072,500	57.68%	31,876,500	54.28%	25,915,500	61.28%	26,123,100	60.55%	298,248,700	59.16%
01-Jul-2015	21,732,700	57.53%	41,413,200	63.85%	23,591,300	59.83%	34,449,300	55.32%	29,495,700	62.47%	26,632,800	59.96%	316,121,700	59.89%
Student Services														
30-Jun-2014	4,444,717	12.99%	6,339,320	11.02%	4,573,244	12.56%	0	0.00%	4,668,209	11.43%	5,554,340	13.28%	50,185,056	12.06%
30-Jun-2015	4,249,500	12.03%	6,911,400	10.56%	5,192,200	12.98%	7,492,200	12.76%	4,921,700	11.64%	5,807,500	13.46%	60,870,200	12.07%
01-Jul-2015	4,538,500	12.01%	6,991,000	10.78%	5,176,100	13.13%	7,887,700	12.67%	5,051,000	10.70%	5,940,800	13.38%	62,496,500	11.84%
Institutional Support														
30-Jun-2014	5,123,975	14.98%	7,993,113	13.89%	5,768,818	15.84%	0	0.00%	6,560,338	16.07%	5,305,910	12.68%	65,645,998	15.77%
30-Jun-2015	5,672,900	16.06%	9,360,800	14.31%	6,369,100	15.92%	12,195,200	20.77%	6,936,200	16.40%	5,440,700	12.61%	83,093,600	16.48%
01-Jul-2015	6,164,400	16.32%	9,245,900	14.26%	5,893,700	14.95%	12,824,200	20.59%	7,103,600	15.05%	5,652,500	12.73%	85,474,700	16.19%
Operation & Maintenance														
30-Jun-2014	4,718,262	13.79%	4,142,825	7.20%	3,916,910	10.76%	0	0.00%	3,529,921	8.64%	5,070,465	12.12%	40,213,231	9.66%
30-Jun-2015	4,823,400	13.66%	5,570,200	8.51%	4,451,000	11.13%	5,240,700	8.92%	3,763,900	8.90%	5,306,200	12.30%	49,966,200	9.91%
01-Jul-2015	5,119,300	13.55%	5,322,600	8.21%	4,405,100	11.17%	5,192,100	8.34%	4,326,600	9.16%	5,447,600	12.27%	51,006,000	9.66%
Scholarships & Fellowships														
30-Jun-2014	196,529	0.57%	1,498,164	2.60%	731,972	2.01%	0	0.00%	627,147	1.54%	414,211	0.99%	7,909,537	1.90%
30-Jun-2015	195,000	0.55%	1,875,500	2.87%	914,200	2.29%	1,917,000	3.26%	756,300	1.79%	468,400	1.09%	11,948,800	2.37%
01-Jul-2015	223,000	0.59%	1,885,000	2.91%	365,300	0.93%	1,917,000	3.08%	1,235,600	2.62%	741,200	1.67%	12,705,600	2.41%
Total E & G Expenditures														
30-Jun-2014	34,204,891	100.00%	57,534,653	100.00%	36,416,229	100.00%	0	0.00%	40,834,289	100.00%	41,831,297	100.00%	416,174,683	100.00%
30-Jun-2015	35,319,100	100.00%	65,420,800	100.00%	39,999,000	100.00%	58,721,600	100.00%	42,293,600	100.00%	43,145,900	100.00%	504,127,500	100.00%
01-Jul-2015	37,777,900	100.00%	64,857,700	100.00%	39,431,500	100.00%	62,270,300	100.00%	47,212,500	100.00%	44,414,900	100.00%	527,804,500	100.00%
Transfers														
30-Jun-2014	-1,273,584		2,443,359		1,009,967		4,450,283		1,400,234		453,037		21,932,413	
30-Jun-2015	-1,583,400		2,000,000		568,000		5,213,100		201,800		2,620,900		20,935,100	
01-Jul-2015	38,900		1,970,000		169,400		1,274,300		201,800		414,100		10,822,000	
Auxiliaries														
30-Jun-2014	0		191,205		37,374		0		84,106		33,368		1,778,799	
30-Jun-2015	0		200,000		47,800		644,400		83,000		32,100		2,489,600	
01-Jul-2015	0		200,000		47,800		676,500		83,000		29,200		2,514,500	
Total E & G Unrestricted														
30-Jun-2014	32,931,307		60,169,217		37,463,570		4,450,283		42,318,629		42,317,702		439,885,895	
30-Jun-2015	33,735,700		67,620,800		40,614,800		64,579,100		42,578,400		45,798,900		527,552,200	
01-Jul-2015	37,816,800		67,027,700		39,648,700		64,221,100		47,497,300		44,858,200		541,141,000	

Tennessee Board of Regents
 Summary of Percent Unrestricted Educational and General Expenditures by Functional Area By Institution

	ECOM	Pct	EFAM	Pct	EPHRM	Pct	TBR	Pct	TSUAG	Pct	TSUEX	Pct	TSUF	Pct
Instruction														
30-Jun-2014	34,822,595	68.83%	10,190,962	68.32%	5,502,400	67.65%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
30-Jun-2015	38,950,800	64.42%	9,778,700	68.70%	6,527,100	64.31%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
01-Jul-2015	40,465,800	65.68%	9,881,500	66.39%	6,515,300	66.80%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Research														
30-Jun-2014	1,362,864	2.69%	344,646	2.31%	179,254	2.20%	0	0.00%	3,689,637	100.00%	0	0.00%	64,201	100.00%
30-Jun-2015	3,984,700	6.59%	308,100	2.16%	549,500	5.41%	0	0.00%	5,123,600	100.00%	0	0.00%	642,000	100.00%
01-Jul-2015	4,173,700	6.77%	315,100	2.12%	344,000	3.53%	0	0.00%	2,337,400	100.00%	0	0.00%	183,100	100.00%
Public Service														
30-Jun-2014	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3,567,880	100.00%	0	0.00%
30-Jun-2015	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5,905,900	100.00%	0	0.00%
01-Jul-2015	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3,201,400	100.00%	0	0.00%
Academic Support														
30-Jun-2014	4,856,008	9.60%	2,666,579	17.88%	885,405	10.89%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
30-Jun-2015	6,353,200	10.51%	2,705,700	19.01%	1,330,600	13.11%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
01-Jul-2015	5,776,700	9.38%	2,880,400	19.35%	1,224,900	12.56%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Sub-Total														
30-Jun-2014	41,041,467	81.12%	13,202,187	88.51%	6,567,059	80.74%	0	0.00%	3,689,637	100.00%	3,567,880	100.00%	64,201	100.00%
30-Jun-2015	49,288,700	81.52%	12,792,500	89.87%	8,407,200	82.84%	0	0.00%	5,123,600	100.00%	5,905,900	100.00%	642,000	100.00%
01-Jul-2015	50,416,200	81.83%	13,077,000	87.86%	8,084,200	82.89%	0	0.00%	2,337,400	100.00%	3,201,400	100.00%	183,100	100.00%
Student Services														
30-Jun-2014	1,451,082	2.87%	0	0.00%	550,695	6.77%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
30-Jun-2015	1,628,400	2.69%	0	0.00%	616,700	6.08%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
01-Jul-2015	1,581,900	2.57%	0	0.00%	558,700	5.73%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Institutional Support														
30-Jun-2014	3,025,584	5.98%	1,463,406	9.81%	519,701	6.39%	21,951,361	97.54%	0	0.00%	0	0.00%	0	0.00%
30-Jun-2015	2,832,500	4.68%	1,190,800	8.37%	584,800	5.76%	24,520,800	98.18%	0	0.00%	0	0.00%	0	0.00%
01-Jul-2015	2,925,100	4.75%	1,523,100	10.23%	614,300	6.30%	24,349,100	98.17%	0	0.00%	0	0.00%	0	0.00%
Operation & Maintenance														
30-Jun-2014	4,815,507	9.52%	250,288	1.68%	496,482	6.10%	554,312	2.46%	0	0.00%	0	0.00%	0	0.00%
30-Jun-2015	6,450,700	10.67%	250,700	1.76%	540,200	5.32%	444,600	1.78%	0	0.00%	0	0.00%	0	0.00%
01-Jul-2015	6,425,800	10.43%	283,500	1.90%	496,200	5.09%	444,600	1.79%	0	0.00%	0	0.00%	0	0.00%
Scholarships & Fellowships														
30-Jun-2014	260,000	0.51%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
30-Jun-2015	260,000	0.43%	0	0.00%	0	0.00%	10,000	0.04%	0	0.00%	0	0.00%	0	0.00%
01-Jul-2015	260,000	0.42%	0	0.00%	0	0.00%	10,000	0.04%	0	0.00%	0	0.00%	0	0.00%
Total E & G Expenditures														
30-Jun-2014	50,593,640	100.00%	14,915,881	100.00%	8,133,937	100.00%	22,505,673	100.00%	3,689,637	100.00%	3,567,880	100.00%	64,201	100.00%
30-Jun-2015	60,460,300	100.00%	14,234,000	100.00%	10,148,900	100.00%	24,975,400	100.00%	5,123,600	100.00%	5,905,900	100.00%	642,000	100.00%
01-Jul-2015	61,609,000	100.00%	14,883,600	100.00%	9,753,400	100.00%	24,803,700	100.00%	2,337,400	100.00%	3,201,400	100.00%	183,100	100.00%
Transfers														
30-Jun-2014	3,264,940		-80,100		2,359,181		5,863,500		-1,780		0		0	
30-Jun-2015	-4,195,300		262,900		1,133,500		5,468,500		0		5,000,000		0	
01-Jul-2015	-6,638,800		262,900		1,494,300		5,237,000		0		0		0	
Auxiliaries														
30-Jun-2014	0		0		0		0		0		0		0	
30-Jun-2015	0		0		0		0		0		0		0	
01-Jul-2015	0		0		0		0		0		0		0	
Total E & G Unrestricted														
30-Jun-2014	53,858,580		14,835,781		10,493,118		28,369,173		3,687,857		3,567,880		64,201	
30-Jun-2015	56,265,000		14,496,900		11,282,400		30,443,900		5,123,600		10,905,900		642,000	
01-Jul-2015	54,970,200		15,146,500		11,247,700		30,040,700		2,337,400		3,201,400		183,100	

Tennessee Board of Regents
 Summary of Percent Unrestricted Educational and General Expenditures by Functional Area By Institution

	TSUMC	Pct	Total Other	Total Instit	Pct	Total TCATs	Pct	Total System	Pct
Instruction									
30-Jun-2014	0	0.00%	50,515,957	48.68%	49,934,490	58.73%	845,499,004	48.78%	
30-Jun-2015	0	0.00%	55,256,600	45.16%	52,724,600	58.84%	924,541,200	47.64%	
01-Jul-2015	0	0.00%	56,862,600	48.46%	53,066,700	59.33%	925,700,500	48.45%	
Research									
30-Jun-2014	296,908	100.00%	5,937,510	5.72%	0	0.00%	35,746,036	2.06%	
30-Jun-2015	866,000	100.00%	11,473,900	9.38%	0	0.00%	54,845,800	2.83%	
01-Jul-2015	575,000	100.00%	7,928,300	6.76%	0	0.00%	32,952,000	1.72%	
Public Service									
30-Jun-2014	0	0.00%	3,567,880	3.44%	0	0.00%	22,634,070	1.31%	
30-Jun-2015	0	0.00%	5,905,900	4.83%	0	0.00%	27,686,900	1.43%	
01-Jul-2015	0	0.00%	3,201,400	2.73%	0	0.00%	22,142,600	1.16%	
Academic Support									
30-Jun-2014	0	0.00%	8,407,992	8.10%	5,252	0.01%	141,882,650	8.19%	
30-Jun-2015	0	0.00%	10,389,500	8.49%	7,700	0.01%	166,429,800	8.58%	
01-Jul-2015	0	0.00%	9,882,000	8.42%	7,800	0.01%	164,744,100	8.62%	
Sub-Total									
30-Jun-2014	296,908	100.00%	68,429,339	65.94%	49,939,742	58.74%	1,045,761,760	60.33%	
30-Jun-2015	866,000	100.00%	83,025,900	67.86%	52,732,300	58.85%	1,173,503,700	60.47%	
01-Jul-2015	575,000	100.00%	77,874,300	66.36%	53,074,500	59.34%	1,145,539,200	59.96%	
Student Services									
30-Jun-2014	0	0.00%	2,001,777	1.93%	10,418,635	12.25%	247,385,634	14.27%	
30-Jun-2015	0	0.00%	2,245,100	1.83%	10,676,700	11.92%	269,296,200	13.88%	
01-Jul-2015	0	0.00%	2,140,600	1.82%	10,841,100	12.12%	262,570,400	13.74%	
Institutional Support									
30-Jun-2014	0	0.00%	26,960,052	25.98%	14,055,332	16.53%	219,141,533	12.64%	
30-Jun-2015	0	0.00%	29,128,900	23.81%	14,393,000	16.06%	246,895,400	12.72%	
01-Jul-2015	0	0.00%	29,411,600	25.06%	14,725,700	16.46%	245,746,100	12.86%	
Operation & Maintenance									
30-Jun-2014	0	0.00%	6,116,589	5.89%	9,949,619	11.70%	150,872,249	8.70%	
30-Jun-2015	0	0.00%	7,686,200	6.28%	10,937,800	12.21%	171,819,700	8.85%	
01-Jul-2015	0	0.00%	7,650,100	6.52%	10,056,100	11.24%	173,468,700	9.08%	
Scholarships & Fellowships									
30-Jun-2014	0	0.00%	260,000	0.25%	658,357	0.77%	70,145,503	4.05%	
30-Jun-2015	0	0.00%	270,000	0.22%	865,000	0.97%	79,244,000	4.08%	
01-Jul-2015	0	0.00%	270,000	0.23%	743,100	0.83%	83,306,300	4.36%	
Total E & G Expenditures									
30-Jun-2014	296,908	100.00%	103,767,757	100.00%	85,021,685	100.00%	1,733,306,679	100.00%	
30-Jun-2015	866,000	100.00%	122,356,100	100.00%	89,604,800	100.00%	1,940,759,000	100.00%	
01-Jul-2015	575,000	100.00%	117,346,600	100.00%	89,440,500	100.00%	1,910,630,700	100.00%	
Transfers									
30-Jun-2014	0		11,405,741		-509,077		127,540,659		
30-Jun-2015	500,000		8,169,600		-435,000		113,829,500		
01-Jul-2015	0		355,400		-143,600		100,802,500		
Auxiliaries									
30-Jun-2014	0		0		3,768,798		75,536,406		
30-Jun-2015	0		0		3,808,400		82,572,100		
01-Jul-2015	0		0		3,813,500		83,567,800		
Total E & G Unrestricted									
30-Jun-2014	296,908		115,173,498		88,281,406		1,936,383,744		
30-Jun-2015	1,366,000		130,525,700		92,978,200		2,137,160,600		
01-Jul-2015	575,000		117,702,000		93,110,400		2,095,001,000		

Tennessee Board of Regents
Summary of Unrestricted E & G Current Fund Expenditures by Budget Category

	Salaries	Employee Benefits	Travel	Operating Expenses	Equipment	Total Education & General	Transfers	Auxiliaries	Total Unrestricted
APSU									
Dollar	58,537,000	23,622,200	1,866,300	29,640,100	358,000	114,023,600	8,559,900	6,455,500	129,039,000
Percent	51.34%	20.72%	1.64%	25.99%	0.31%	100.00%			
ETSU									
Dollar	94,421,000	42,761,900	2,005,000	50,975,400	187,500	190,350,800	14,276,900	9,466,300	214,094,000
Percent	49.60%	22.46%	1.05%	26.78%	0.10%	100.00%			
MTSU									
Dollar	149,325,700	51,932,400	4,556,200	66,874,400	5,178,700	277,867,400	24,578,800	19,189,900	321,636,100
Percent	53.74%	18.69%	1.64%	24.07%	1.86%	100.00%			
TSU									
Dollar	63,008,900	21,973,600	2,102,700	35,448,900	1,640,200	124,174,300	4,759,800	18,746,000	147,680,100
Percent	50.74%	17.70%	1.69%	28.55%	1.32%	100.00%			
TTU									
Dollar	74,077,700	27,800,200	1,820,600	36,989,000	378,500	141,066,000	19,725,500	7,370,700	168,162,200
Percent	52.51%	19.71%	1.29%	26.22%	0.27%	100.00%			
UOM									
Dollar	165,547,500	64,166,500	5,677,100	92,126,000	1,039,900	328,557,000	17,867,800	16,011,400	362,436,200
Percent	50.39%	19.53%	1.73%	28.04%	0.32%	100.00%			
Total Universities									
Dollar	604,917,800	232,256,800	18,027,900	312,053,800	8,782,800	1,176,039,100	89,768,700	77,239,800	1,343,047,600
Percent	51.44%	19.75%	1.53%	26.53%	0.75%	100.00%			

Tennessee Board of Regents
Summary of Unrestricted E & G Current Fund Expenditures by Budget Category

	Salaries	Employee Benefits	Travel	Operating Expenses	Equipment	Total Education & General	Transfers	Auxiliaries	Total Unrestricted
CHSCC									
Dollar	35,701,900	12,807,800	844,700	11,922,800	623,100	61,900,300	818,500	1,352,000	64,070,800
Percent	57.68%	20.69%	1.36%	19.26%	1.01%	100.00%			
CLSCC									
Dollar	11,416,500	4,589,400	165,500	4,535,900	20,000	20,727,300	55,500	35,400	20,818,200
Percent	55.08%	22.14%	0.80%	21.88%	0.10%	100.00%			
COSCC									
Dollar	15,846,400	5,921,800	316,600	7,224,100	132,500	29,441,400	571,400	71,000	30,083,800
Percent	53.82%	20.11%	1.08%	24.54%	0.45%	100.00%			
DSCC									
Dollar	9,778,400	3,772,900	254,600	4,183,500	34,300	18,023,700	0	0	18,023,700
Percent	54.25%	20.93%	1.41%	23.21%	0.19%	100.00%			
JSCC									
Dollar	14,326,800	5,696,900	400,800	6,118,900	24,500	26,567,900	210,900	0	26,778,800
Percent	53.93%	21.44%	1.51%	23.03%	0.09%	100.00%			
MSCC									
Dollar	14,553,400	5,531,300	412,100	6,613,900	42,800	27,153,500	0	12,800	27,166,300
Percent	53.60%	20.37%	1.52%	24.36%	0.16%	100.00%			
NASCC									
Dollar	24,330,900	8,519,500	141,900	13,008,500	2,024,800	48,025,600	5,097,200	6,800	53,129,600
Percent	50.66%	17.74%	0.30%	27.09%	4.22%	100.00%			
NESCC									
Dollar	21,332,000	7,562,600	372,700	8,343,700	166,900	37,777,900	38,900	0	37,816,800
Percent	56.47%	20.02%	0.99%	22.09%	0.44%	100.00%			
PSCC									
Dollar	35,369,400	13,161,400	636,600	15,380,300	310,000	64,857,700	1,970,000	200,000	67,027,700
Percent	54.53%	20.29%	0.98%	23.71%	0.48%	100.00%			
RSCC									
Dollar	21,294,800	7,934,200	485,200	9,689,800	27,500	39,431,500	169,400	47,800	39,648,700
Percent	54.00%	20.12%	1.23%	24.57%	0.07%	100.00%			
STCC									
Dollar	32,368,100	11,898,700	281,100	16,741,000	981,400	62,270,300	1,274,300	676,500	64,221,100
Percent	51.98%	19.11%	0.45%	26.88%	1.58%	100.00%			
VSCC									
Dollar	26,302,200	9,567,600	465,700	10,795,400	81,600	47,212,500	201,800	83,000	47,497,300
Percent	55.71%	20.26%	0.99%	22.87%	0.17%	100.00%			
WSCC									
Dollar	23,704,400	10,420,100	544,100	9,695,600	50,700	44,414,900	414,100	29,200	44,858,200
Percent	53.37%	23.46%	1.23%	21.83%	0.11%	100.00%			
Total Colleges									
Dollar	286,325,200	107,384,200	5,321,600	124,253,400	4,520,100	527,804,500	10,822,000	2,514,500	541,141,000
Percent	54.25%	20.35%	1.01%	23.54%	0.86%	100.00%			

Tennessee Board of Regents
Summary of Unrestricted E & G Current Fund Expenditures by Budget Category

	Salaries	Employee Benefits	Travel	Operating Expenses	Equipment	Total Education & General	Transfers	Auxiliaries	Total Unrestricted
ECOM									
Dollar	35,729,700	11,462,400	293,700	14,123,200	0	61,609,000	-6,638,800	0	54,970,200
Percent	57.99%	18.61%	0.48%	22.92%	0.00%	100.00%			
EFAM									
Dollar	10,007,300	2,800,900	126,000	1,949,400	0	14,883,600	262,900	0	15,146,500
Percent	67.24%	18.82%	0.85%	13.10%	0.00%	100.00%			
EPHRM									
Dollar	5,320,100	1,814,700	190,100	2,428,500	0	9,753,400	1,494,300	0	11,247,700
Percent	54.55%	18.61%	1.95%	24.90%	0.00%	100.00%			
TBR									
Dollar	11,334,900	3,529,800	541,100	9,302,900	95,000	24,803,700	5,237,000	0	30,040,700
Percent	45.70%	14.23%	2.18%	37.51%	0.38%	100.00%			
TSUAG									
Dollar	664,600	232,600	42,400	1,397,800	0	2,337,400	0	0	2,337,400
Percent	28.43%	9.95%	1.81%	59.80%	0.00%	100.00%			
TSUEX									
Dollar	2,090,300	731,600	50,000	329,500	0	3,201,400	0	0	3,201,400
Percent	65.29%	22.85%	1.56%	10.29%	0.00%	100.00%			
TSUF									
Dollar	58,300	20,400	0	104,400	0	183,100	0	0	183,100
Percent	31.84%	11.14%	0.00%	57.02%	0.00%	100.00%			
TSUMC									
Dollar	191,800	67,100	2,100	314,000	0	575,000	0	0	575,000
Percent	33.36%	11.67%	0.37%	54.61%	0.00%	100.00%			
Total Other Institutions									
Dollar	65,397,000	20,659,500	1,245,400	29,949,700	95,000	117,346,600	355,400	0	117,702,000
Percent	55.73%	17.61%	1.06%	25.52%	0.08%	100.00%			
Total TCATs									
Dollar	47,839,600	21,458,400	1,022,700	19,086,700	33,100	89,440,500	-143,600	3,813,500	93,110,400
Percent	53.49%	23.99%	1.14%	21.34%	0.04%	100.00%			
Total System									
Dollar	1,004,479,600	381,758,900	25,617,600	485,343,600	13,431,000	1,910,630,700	100,802,500	83,567,800	2,095,001,000
Percent	52.57%	19.98%	1.34%	25.40%	0.70%	100.00%			

Tennessee Board of Regents
Summary of Unrestricted Educational and General Percent Expenditures by Budget Category

	APSU	Pct	ETSU	Pct	MTSU	Pct	TSU	Pct	TTU	Pct	UoM	Pct	Total Universities	Pct
Salaries														
30-Jun-2014	56,201,804	53.30%	92,952,471	53.05%	145,230,987	54.17%	60,897,091	52.09%	66,417,238	51.32%	168,189,747	50.47%	589,889,338	52.28%
30-Jun-2015	56,959,200	51.42%	94,897,900	49.75%	145,496,400	50.70%	63,305,100	50.68%	72,936,300	47.57%	169,330,200	47.31%	602,925,100	49.23%
01-Jul-2015	58,537,000	51.34%	94,421,000	49.60%	149,325,700	53.74%	63,008,900	50.74%	74,077,700	52.51%	165,547,500	50.39%	604,917,800	51.44%
Employee Benefits														
30-Jun-2014	19,695,420	18.68%	39,198,805	22.37%	51,408,074	19.18%	21,036,878	17.99%	25,034,972	19.34%	62,968,406	18.89%	219,342,555	19.44%
30-Jun-2015	22,355,100	20.18%	41,198,800	21.60%	51,560,300	17.97%	21,716,500	17.38%	27,901,600	18.20%	66,371,700	18.55%	231,104,000	18.87%
01-Jul-2015	23,622,200	20.72%	42,761,900	22.46%	51,932,400	18.69%	21,973,600	17.70%	27,800,200	19.71%	64,166,500	19.53%	232,256,800	19.75%
Travel														
30-Jun-2014	1,910,204	1.81%	2,461,900	1.41%	5,783,314	2.16%	2,319,146	1.98%	2,767,931	2.14%	8,967,141	2.69%	24,209,636	2.15%
30-Jun-2015	1,819,600	1.64%	2,595,200	1.36%	5,139,400	1.79%	2,400,300	1.92%	3,014,100	1.97%	11,434,500	3.19%	26,403,100	2.16%
01-Jul-2015	1,866,300	1.64%	2,005,000	1.05%	4,556,200	1.64%	2,102,700	1.69%	1,820,600	1.29%	5,677,100	1.73%	18,027,900	1.53%
Operating Expenses														
30-Jun-2014	26,684,272	25.31%	39,112,396	22.32%	63,751,446	23.78%	32,202,405	27.54%	34,190,788	26.42%	90,869,043	27.27%	286,810,350	25.42%
30-Jun-2015	29,262,800	26.42%	51,001,100	26.74%	78,736,700	27.44%	36,923,400	29.56%	48,910,200	31.90%	108,621,300	30.35%	353,455,500	28.86%
01-Jul-2015	29,640,100	25.99%	50,975,400	26.78%	66,874,400	24.07%	35,448,900	28.55%	36,989,000	26.22%	92,126,000	28.04%	312,053,800	26.53%
Equipment														
30-Jun-2014	942,775	0.89%	1,496,128	0.85%	1,914,979	0.71%	458,444	0.39%	1,006,525	0.78%	2,271,824	0.68%	8,090,675	0.72%
30-Jun-2015	373,400	0.34%	1,067,300	0.56%	6,060,400	2.11%	574,500	0.46%	573,900	0.37%	2,133,400	0.60%	10,782,900	0.88%
01-Jul-2015	358,000	0.31%	187,500	0.10%	5,178,700	1.86%	1,640,200	1.32%	378,500	0.27%	1,039,900	0.32%	8,782,800	0.75%
Total E & G Unrestricted														
30-Jun-2014	105,434,475	100.00%	175,221,700	100.00%	268,088,800	100.00%	116,913,964	100.00%	129,417,454	100.00%	333,266,161	100.00%	1,128,342,554	100.00%
30-Jun-2015	110,770,100	100.00%	190,760,300	100.00%	286,993,200	100.00%	124,919,800	100.00%	153,336,100	100.00%	357,891,100	100.00%	1,224,670,600	100.00%
01-Jul-2015	114,023,600	100.00%	190,350,800	100.00%	277,867,400	100.00%	124,174,300	100.00%	141,066,000	100.00%	328,557,000	100.00%	1,176,039,100	100.00%

Tennessee Board of Regents
Summary of Unrestricted Educational and General Percent Expenditures by Budget Category

	ChSCC	Pct	ClSCC	Pct	CoSCC	Pct	DSCC	Pct	JSCC	Pct	MSCC	Pct	NASCC	Pct
Salaries														
30-Jun-2014	33,105,194	58.42%	10,820,694	51.71%	14,458,754	54.96%	9,103,385	54.85%	13,786,038	55.77%	12,825,096	55.38%	21,106,438	57.07%
30-Jun-2015	33,706,900	57.21%	10,849,200	53.14%	14,392,100	50.90%	9,367,600	53.65%	13,893,300	52.60%	13,684,100	51.40%	21,937,100	53.35%
01-Jul-2015	35,701,900	57.68%	11,416,500	55.08%	15,846,400	53.82%	9,778,400	54.25%	14,326,800	53.93%	14,553,400	53.60%	24,330,900	50.66%
Employee Benefits														
30-Jun-2014	11,494,135	20.28%	4,207,431	20.11%	5,285,641	20.09%	3,396,833	20.47%	5,429,836	21.97%	4,651,724	20.09%	7,451,827	20.15%
30-Jun-2015	12,009,900	20.38%	4,199,800	20.57%	5,627,200	19.90%	3,664,300	20.99%	5,546,700	21.00%	5,322,100	19.99%	7,747,400	18.84%
01-Jul-2015	12,807,800	20.69%	4,589,400	22.14%	5,921,800	20.11%	3,772,900	20.93%	5,696,900	21.44%	5,531,300	20.37%	8,519,500	17.74%
Travel														
30-Jun-2014	568,482	1.00%	242,922	1.16%	345,147	1.31%	172,429	1.04%	330,926	1.34%	334,052	1.44%	114,398	0.31%
30-Jun-2015	812,800	1.38%	234,300	1.15%	433,600	1.53%	256,100	1.47%	469,700	1.78%	398,600	1.50%	125,400	0.30%
01-Jul-2015	844,700	1.36%	165,500	0.80%	316,600	1.08%	254,600	1.41%	400,800	1.51%	412,100	1.52%	141,900	0.30%
Operating Expenses														
30-Jun-2014	11,113,244	19.61%	5,425,784	25.93%	5,882,054	22.36%	3,878,317	23.37%	5,113,895	20.69%	5,176,113	22.35%	8,087,575	21.87%
30-Jun-2015	11,799,600	20.03%	5,090,400	24.93%	7,719,800	27.30%	4,137,300	23.70%	6,484,100	24.55%	7,175,100	26.95%	11,081,000	26.95%
01-Jul-2015	11,922,800	19.26%	4,535,900	21.88%	7,224,100	24.54%	4,183,500	23.21%	6,118,900	23.03%	6,613,900	24.36%	13,008,500	27.09%
Equipment														
30-Jun-2014	384,252	0.68%	229,241	1.10%	334,768	1.27%	45,078	0.27%	59,483	0.24%	171,709	0.74%	220,429	0.60%
30-Jun-2015	586,500	1.00%	42,900	0.21%	104,500	0.37%	33,800	0.19%	20,900	0.08%	42,800	0.16%	230,600	0.56%
01-Jul-2015	623,100	1.01%	20,000	0.10%	132,500	0.45%	34,300	0.19%	24,500	0.09%	42,800	0.16%	2,024,800	4.22%
Total E & G Unrestricted														
30-Jun-2014	56,665,307	100.00%	20,926,072	100.00%	26,306,364	100.00%	16,596,042	100.00%	24,720,178	100.00%	23,158,694	100.00%	36,980,667	100.00%
30-Jun-2015	58,915,700	100.00%	20,416,600	100.00%	28,277,200	100.00%	17,459,100	100.00%	26,414,700	100.00%	26,622,700	100.00%	41,121,500	100.00%
01-Jul-2015	61,900,300	100.00%	20,727,300	100.00%	29,441,400	100.00%	18,023,700	100.00%	26,567,900	100.00%	27,153,500	100.00%	48,025,600	100.00%

Tennessee Board of Regents
Summary of Unrestricted Educational and General Percent Expenditures by Budget Category

	NESCC	Pct	PSCC	Pct	RSCC	Pct	STCC	Pct	VSCC	Pct	WSCC	Pct	Total Colleges	Pct
Salaries														
30-Jun-2014	18,475,964	54.02%	32,025,792	55.66%	20,295,911	55.73%	0	0.00%	23,723,340	58.10%	23,420,923	55.99%	233,147,529	56.02%
30-Jun-2015	19,544,100	55.34%	35,240,500	53.87%	20,607,600	51.52%	29,490,200	50.22%	24,212,100	57.25%	22,638,500	52.47%	269,563,300	53.47%
01-Jul-2015	21,332,000	56.47%	35,369,400	54.53%	21,294,800	54.00%	32,368,100	51.98%	26,302,200	55.71%	23,704,400	53.37%	286,325,200	54.25%
Employee Benefits														
30-Jun-2014	7,515,377	21.97%	11,046,542	19.20%	7,127,235	19.57%	0	0.00%	8,776,080	21.49%	9,341,171	22.33%	85,723,832	20.60%
30-Jun-2015	7,249,000	20.52%	12,615,000	19.28%	7,582,100	18.96%	9,820,500	16.72%	9,091,700	21.50%	9,912,400	22.97%	100,388,100	19.91%
01-Jul-2015	7,562,600	20.02%	13,161,400	20.29%	7,934,200	20.12%	11,898,700	19.11%	9,567,600	20.26%	10,420,100	23.46%	107,384,200	20.35%
Travel														
30-Jun-2014	359,745	1.05%	470,198	0.82%	408,004	1.12%	0	0.00%	344,305	0.84%	445,466	1.06%	4,136,074	0.99%
30-Jun-2015	392,400	1.11%	637,800	0.97%	578,400	1.45%	281,100	0.48%	502,600	1.19%	600,000	1.39%	5,722,800	1.14%
01-Jul-2015	372,700	0.99%	636,600	0.98%	485,200	1.23%	281,100	0.45%	465,700	0.99%	544,100	1.23%	5,321,600	1.01%
Operating Expenses														
30-Jun-2014	7,513,897	21.97%	13,155,374	22.87%	8,444,208	23.19%	0	0.00%	7,690,120	18.83%	8,467,775	20.24%	89,948,356	21.61%
30-Jun-2015	7,731,100	21.89%	16,499,200	25.22%	11,171,200	27.93%	17,323,300	29.50%	8,407,600	19.88%	9,837,100	22.80%	124,456,800	24.69%
01-Jul-2015	8,343,700	22.09%	15,380,300	23.71%	9,689,800	24.57%	16,741,000	26.88%	10,795,400	22.87%	9,695,600	21.83%	124,253,400	23.54%
Equipment														
30-Jun-2014	339,908	0.99%	836,747	1.45%	140,871	0.39%	0	0.00%	300,444	0.74%	155,962	0.37%	3,218,892	0.77%
30-Jun-2015	402,500	1.14%	428,300	0.65%	59,700	0.15%	1,806,500	3.08%	79,600	0.19%	157,900	0.37%	3,996,500	0.79%
01-Jul-2015	166,900	0.44%	310,000	0.48%	27,500	0.07%	981,400	1.58%	81,600	0.17%	50,700	0.11%	4,520,100	0.86%
Total E & G Unrestricted														
30-Jun-2014	34,204,891	100.00%	57,534,653	100.00%	36,416,229	100.00%	0	0.00%	40,834,289	100.00%	41,831,297	100.00%	416,174,683	100.00%
30-Jun-2015	35,319,100	100.00%	65,420,800	100.00%	39,999,000	100.00%	58,721,600	100.00%	42,293,600	100.00%	43,145,900	100.00%	504,127,500	100.00%
01-Jul-2015	37,777,900	100.00%	64,857,700	100.00%	39,431,500	100.00%	62,270,300	100.00%	47,212,500	100.00%	44,414,900	100.00%	527,804,500	100.00%

Tennessee Board of Regents
 Summary of Unrestricted Educational and General Percent Expenditures by Budget Category

	ECOM	Pct	EFAM	Pct	EPHRM	Pct	TBR	Pct	TSUAG	Pct	TSUEX	Pct	TSUF	Pct
Salaries														
30-Jun-2014	31,899,078	63.05%	9,644,386	64.66%	4,651,794	57.19%	10,571,431	46.97%	864,502	23.43%	1,086,260	30.45%	47,720	74.33%
30-Jun-2015	34,452,900	56.98%	9,426,100	66.22%	5,405,300	53.26%	11,236,100	44.99%	2,021,800	39.46%	1,932,700	32.72%	22,400	3.49%
01-Jul-2015	35,729,700	57.99%	10,007,300	67.24%	5,320,100	54.55%	11,334,900	45.70%	664,600	28.43%	2,090,300	65.29%	58,300	31.84%
Employee Benefits														
30-Jun-2014	9,150,875	18.09%	2,931,783	19.66%	1,519,156	18.68%	3,400,303	15.11%	244,053	6.61%	566,948	15.89%	16,481	25.67%
30-Jun-2015	11,038,300	18.26%	2,501,100	17.57%	1,907,500	18.80%	3,507,300	14.04%	706,200	13.78%	628,000	10.63%	7,900	1.23%
01-Jul-2015	11,462,400	18.61%	2,800,900	18.82%	1,814,700	18.61%	3,529,800	14.23%	232,600	9.95%	731,600	22.85%	20,400	11.14%
Travel														
30-Jun-2014	318,945	0.63%	114,740	0.77%	133,115	1.64%	651,720	2.90%	80,463	2.18%	81,563	2.29%	0	0.00%
30-Jun-2015	390,200	0.65%	118,100	0.83%	235,900	2.32%	540,700	2.16%	85,700	1.67%	250,000	4.23%	0	0.00%
01-Jul-2015	293,700	0.48%	126,000	0.85%	190,100	1.95%	541,100	2.18%	42,400	1.81%	50,000	1.56%	0	0.00%
Operating Expenses														
30-Jun-2014	8,922,369	17.64%	2,224,972	14.92%	1,819,872	22.37%	7,826,915	34.78%	1,375,661	37.28%	425,463	11.92%	0	0.00%
30-Jun-2015	14,233,300	23.54%	2,188,700	15.38%	2,600,200	25.62%	9,596,300	38.42%	1,717,700	33.53%	2,895,200	49.02%	611,700	95.28%
01-Jul-2015	14,123,200	22.92%	1,949,400	13.10%	2,428,500	24.90%	9,302,900	37.51%	1,397,800	59.80%	329,500	10.29%	104,400	57.02%
Equipment														
30-Jun-2014	302,373	0.60%	0	0.00%	10,000	0.12%	55,304	0.25%	1,124,958	30.49%	1,407,646	39.45%	0	0.00%
30-Jun-2015	345,600	0.57%	0	0.00%	0	0.00%	95,000	0.38%	592,200	11.56%	200,000	3.39%	0	0.00%
01-Jul-2015	0	0.00%	0	0.00%	0	0.00%	95,000	0.38%	0	0.00%	0	0.00%	0	0.00%
Total E & G Unrestricted														
30-Jun-2014	50,593,640	100.00%	14,915,881	100.00%	8,133,937	100.00%	22,505,673	100.00%	3,689,637	100.00%	3,567,880	100.00%	64,201	100.00%
30-Jun-2015	60,460,300	100.00%	14,234,000	100.00%	10,148,900	100.00%	24,975,400	100.00%	5,123,600	100.00%	5,905,900	100.00%	642,000	100.00%
01-Jul-2015	61,609,000	100.00%	14,883,600	100.00%	9,753,400	100.00%	24,803,700	100.00%	2,337,400	100.00%	3,201,400	100.00%	183,100	100.00%

Tennessee Board of Regents
 Summary of Unrestricted Educational and General Percent Expenditures by Budget Category

	TSUMC	Pct	Total Other Instit	Pct	Total TCATs	Pct	Total System	Pct
Salaries								
30-Jun-2014	78,571	26.46%	58,843,742	56.71%	45,595,084	53.63%	927,475,693	53.51%
30-Jun-2015	190,300	21.97%	64,687,600	52.87%	46,018,400	51.36%	983,194,400	50.66%
01-Jul-2015	191,800	33.36%	65,397,000	55.73%	47,839,600	53.49%	1,004,479,600	52.57%
Employee Benefits								
30-Jun-2014	32,693	11.01%	17,862,292	17.21%	18,798,025	22.11%	341,726,704	19.72%
30-Jun-2015	66,600	7.69%	20,362,900	16.64%	20,878,300	23.30%	372,733,300	19.21%
01-Jul-2015	67,100	11.67%	20,659,500	17.61%	21,458,400	23.99%	381,758,900	19.98%
Travel								
30-Jun-2014	12,727	4.29%	1,393,273	1.34%	930,008	1.09%	30,668,991	1.77%
30-Jun-2015	2,100	0.24%	1,622,700	1.33%	1,139,600	1.27%	34,888,200	1.80%
01-Jul-2015	2,100	0.37%	1,245,400	1.06%	1,022,700	1.14%	25,617,600	1.34%
Operating Expenses								
30-Jun-2014	166,075	55.93%	22,761,327	21.93%	19,426,857	22.85%	418,946,890	24.17%
30-Jun-2015	407,000	47.00%	34,250,100	27.99%	21,282,800	23.75%	533,445,200	27.49%
01-Jul-2015	314,000	54.61%	29,949,700	25.52%	19,086,700	21.34%	485,343,600	25.40%
Equipment								
30-Jun-2014	6,842	2.30%	2,907,123	2.80%	271,711	0.32%	14,488,401	0.84%
30-Jun-2015	200,000	23.09%	1,432,800	1.17%	285,700	0.32%	16,497,900	0.85%
01-Jul-2015	0	0.00%	95,000	0.08%	33,100	0.04%	13,431,000	0.70%
Total E & G Unrestricted								
30-Jun-2014	296,908	100.00%	103,767,757	100.00%	85,021,685	100.00%	1,733,306,679	100.00%
30-Jun-2015	866,000	100.00%	122,356,100	100.00%	89,604,800	100.00%	1,940,759,000	100.00%
01-Jul-2015	575,000	100.00%	117,346,600	100.00%	89,440,500	100.00%	1,910,630,700	100.00%



**Tennessee Board of Regents
Committee on Personnel and Compensation
June 18-19, 2015**

AGENDA

COMMITTEE ON PERSONNEL AND COMPENSATION

1. CONSENT AGENDA

a. APPROVAL OF PRESIDENT EMERITUS CONTRACTS (General Counsel Mary Moody)

In accordance with the guidelines for President Emeritus employment, forms have been completed by the Presidents certifying work performed during the 2014-15 fiscal years and the minimum number of hours performing the work. State law requires Board approval. The certifications and new contracts for the 2014-15 fiscal years have been provided for the following individuals: Dr. Robert Bell (TTU); Dr. Jack Campbell (WSCC); Dr. Allen Edwards (PSCC); Dr. Frank Glass (MSCC); Dr. Rebecca Hawkins (COSCC); Dr. Carl Hite (CLSCC); Dr. Sherry Hoppe (APSU); Dr. Sam Ingram (MTSU); Dr. William Locke (NESCC); Dr. Walter Nelms (JSCC); Dr. Wade Powers (NESCC/VSCC); Dr. Shirley Raines (UoM); Dr. Paul Stanton (ETSU); Dr. Charles Temple (STCC); Dr. Angelo Volpe (TTU).

b. TENURE AND PROMOTION RECOMMENDATIONS AT UNIVERSITIES AND COMMUNITY COLLEGES (Vice Chancellor Tristan Denley)

The Committee on Personnel is asked to act on recommendations for the granting of tenure and promotion to eligible faculty members at the universities and community colleges. The recommendations are made within the requirements of TBR policies on tenure and promotion.

The presidents have submitted these recommendations and supporting materials and have certified that approved campus policies and procedures were followed in each case. TBR staff review indicates that the institutions have been consistent in their application of Board and institutional personnel policies pertinent in these decisions. In each case where the recommendation of an exception is made, the staff recommends approval. Lists of faculty members recommended and summary tables are attached.



Tenure

Tables 1 and 2 summarize the impact of tenure recommendations at each institution. Observations summarizing the information in the tables include the following:

A total of 145 faculty members are recommended for tenure. Of that number, 73 (50.3%) are university faculty and 72 (49.7%) are community college faculty. The number of tenure recommendations from universities decreases by 57 from 2014-15; the number of recommendations from community colleges increases by 15 from 2014-15.

(1) The effect of 2015-16 tenure recommendations on the percentage of faculty who are tenured is shown in Tables 1 and 2. At universities the percentage of faculty tenured in 2015-16 will range from 55.0 % at UoM to 69.5% at TTU. The percentage of tenured faculty declines at MTSU and TSU; slight increases occur at APSU, ETSU and TTU. The percentage is unchanged at UoM.

(2) At community colleges, the percentage of tenured faculty in 2015-16 will range from 28.3% at NASCC to 70.0 % at RSCC. The percentage of tenured faculty increases at CLSCC, DSCC, JSCC, MSCC, PSCC and VSCC. The percentage declines at ChSCC, CoSCC, NaSCC, NeSCC, RSCC, STCC and WSCC.

(3) Approval of the tenure recommendations entails three exceptions at ETSU.

Promotion

Tables 3 and 4 provide the following summary data:

A total of 296 faculty members are recommended for promotion in 2015-16. Of that number, 146 are university faculty and 150 are community college faculty. The number of promotion recommendations from universities decreases by fifty-one (51) from 2014-15; the number of promotions from community colleges decreases by seven (7) from 2014-15.

(1) The percentage of total university faculty recommended for promotion in 2015-16 ranges from 1.4% at TTU to 10.0% at APSU. As indicated in Table 3, the impact of these recommendations on faculty rank distribution is minimal.

(2) The percentage of total community college faculty recommended for promotion in 2015-16 ranges from 3.0% at JSCC and 18.0% at DSCC. As indicated in Table 4, the impact of these recommendations on faculty rank distribution is relatively minor.

(3) Recommended promotions includes one exception at TTU.



c. TENURE AND PROMOTION RECOMMENDATIONS AT TENNESSEE COLLEGES OF APPLIED TECHNOLOGY (Vice Chancellor James King)

The Committee will be asked to act on recommendations for granting promotion and tenure to eligible faculty members. A list of the faculty being recommended for promotion and tenure is shown as Attachment A-1 and B-1 respectively.

The recommendations and supporting documents were submitted by the TCAT directors and were certified by them as having been processed through the approved institutional procedures. They have been reviewed by the Board's staff and are endorsed for favorable consideration by the Personnel Committee.

A summary of the tabulations regarding promotion and tenure recommendations for each center has been prepared by the staff. The forty-six (46) faculty receiving promotions represent 9.2% of the TCAT instructional staff. The one (1) faculty receiving tenure represents 0.2% of the TCAT instructional staff. Tabulation tables for promotion and tenure are shown as Attachments A-2 and B-2. Other observations of interest are listed below.

Promotions:

The forty-six (46) promotions are divided into these categories: twenty-six (26) to Instructor (the second rank); thirteen (13) to Senior Instructor (the third rank); and seven (7) to Master Instructor (the highest rank).

Tenure:

With approval of these instructional staff, the total tenured faculty for the TCATs is 27%.

2. REVIEW AND APPROVAL OF FACULTY PROMOTIONAL INCREASE (Vice Chancellor Dale Sims)

A total of 296 faculty members are recommended for promotion at the universities and community colleges. At the TTC's 46 faculty members are recommended for promotion. The recommendations are made within the requirements of TBR policies on tenure and promotion.

The recommendations and supporting documents were submitted to the Board by the universities, community colleges, and Tennessee Technology Centers and were certified by them as having been processed through the approved institutional procedures. TBR staff



has verified the proposed ranks of the individuals submitted for promotion by the institutions and ensured a corresponding increase for those that were eligible was submitted, or an exception noted.

3. REVIEW OF INSTITUTIONAL REQUESTS FOR NEW OR AMENDED COMPENSATION PLANS (Vice Chancellor Dale Sims)

In accordance with TBR Guideline P-043 Compensation, the following institutions submitted new or revised compensation plan to the Central Office for review:

Chattanooga State Community College

New compensation framework to address changes in market with the scope including all employees; Clerical & Support, Administrative/Professional, Executive, and Faculty.

East Tennessee State University

Amendment to the existing compensation plan to include formatting changes and the inclusion of a paragraph detailing who is not included in the plan.

Pellissippi State Community College

Amendment to the existing compensation plan including: adjusting starting salary to coincide with their proposed minimum wage of the federal poverty limit for a family of four; and adding an indexing component to allow the plan to stay competitive and reflect market increases.

Southwest TN Community College

New compensation framework to address changes in market with the scope including all employees; Clerical & Support, Administrative/Professional, Executive, and Faculty.

Tennessee Colleges of Applied Technology

Amendment to the existing compensation plan to provide an indexing component to allow the plan to stay competitive and reflect market increases; add the TCAT-Chattanooga to the plan, and change TTCs to TCATs.



Tennessee Tech University

Amendment to the existing compensation plan including: adding two new pay grades, reducing the number of years for employees in the administrative/professional and executive positions to reach the target pay; clarifying increase amounts for reclassifications of current employees; adding the ability to provide future merit increases with appropriate Board approval; and an indexing amount to allow the plan to stay competitive and reflect market increases.

University of Memphis

New compensation framework for faculty and amendment to the existing staff compensation plan to include incentive pay for Gift Officers, a compensation plan specific to Athletics, and a trainee wage for new hires within the Physical Plant during their probationary period.

The new or revised compensation plans were reviewed within the System Office by a committee of five (5) individuals from the following offices; Finance, Academic Affairs, TN Colleges of Applied Technology, and two (2) individuals from Human Resources. The Committee reviewed the proposed plans for methodology, market data being used, equity, consistency, completeness, and clarity. After review of the proposed plans, the Committee respectively recommends Board approval of the proposed revisions or new compensation plans.

4. REVIEW AND APPROVAL OF SYSTEM WIDE COMPENSATION STRATEGY (Vice Chancellor Dale Sims)

The proposed System Compensation Strategy below incorporates the feedback received from the institution administrators. It attempts to address the collective compensation issues identified by the institutions while still giving some flexibility to the individual institutions. While an institution may use the 2% salary pool for any one or a combination of the following compensation strategies, all increases must be effective July 1, 2015.

1. Compensation Strategies. A salary pool would be created up to 2% of salaries of all regular, full and part-time benefit eligible employees, restricted and unrestricted, on the payroll as of June 30, 2015. The strategies are not mutually exclusive and a combination of the provided strategies may be chosen staying within the 2% salary pool.



A. Compensation Plan - Institutions would be authorized to provide salary adjustments consistent with their Board approved compensation plans.

a. Compensation Plan-Not Fully Funded.

- i. Compensation Plan Level: Institutions would be authorized to use an amount equal or up to 2% of the Institution's salary pool to fund their compensation plan, without additional tuition or fee increases.
- ii. Distribution: Funds would be distributed to employees in accordance with Board approved compensation plans.
- iii. Timing: Institutions will submit a proposal that includes, but is not limited to, the date of payment, the amount of recurring funds encumbered by the proposed increase, the percentage of the compensation plan funded by group, which groups if any are excluded from the increase, the type of increase (i.e. salary equity, living wage, etc.), the percentage of the salary pool used for the compensation plan, and whether it is effective retroactively. It is proposed that these adjustments be acted on by the Board during its September meeting.

b. Compensation Plan-Fully Funded.

- i. Market Adjustment Level: Institutions who have fully funded their compensation plans would adjust the salary ranges to address changes in market salaries, as prescribed in their compensation plan, up to or equal to 2%.
- ii. Distribution: Funds would be distributed to employees in accordance with Board approved compensation plans.
- iii. Timing: Institutions will submit a proposal that includes, but is not limited to, the date of payment, the amount of recurring funds encumbered by the proposed increase, the percentage of the compensation plan funded by group, which groups if any are excluded from the increase, the type of increase (i.e. salary equity, living wage, etc.) the percentage of the salary pool used for the compensation plan increase, and whether it is effective retroactively. It is proposed that these adjustments be acted on by the Board during its September meeting.

c. Compensation Plan – Equity Adjustments

- i. Equity Level: Institutions would be authorized to use an amount equal or up to 2% of the Institution's salary pool to address equity issues and reclassifications consistent with their compensation plan.
- ii. Distribution: Funds would be distributed to employees in accordance with Board approved compensation plans.



- iii. Timing: Institutions will submit a proposal that includes, but is not limited to, the amount of recurring funds encumbered by the proposed increase, the percentage of the increase, the type of increase (i.e. salary equity, reclassification, etc.) the percentage of the salary pool used for the
 - iv. compensation plan increase, and whether it is effective retroactively. It is proposed that these adjustments be acted on by the Board during its September meeting.
- B. Cost of Living Adjustment (COLA). A COLA salary pool would be created up to or equal to 2% of salaries of all regular, full and part-time employees, restricted and unrestricted, on the payroll as of June 30, 2015.
- i. COLA Level: This proposal envisions up to a 2% COLA salary pool.
 - ii. Distribution: Each eligible employee would receive an increase up to or equal to 2% of their June 30, 2015 salary. A minimum payment could be established by the institution. The amount would be pro-rated for part-time employees.
 - iii. Timing: Institutions will submit a proposal that includes, but is not limited to, the amount of recurring funds encumbered by the proposed increase, the percentage of the salary pool used for the COLA, and whether it is effective retroactively. It is proposed that these adjustments be acted on by the Board during its September meeting.
- C. Faculty Promotions. A salary pool would be created up to or equal to 2% of salaries of all regular, full and part-time employees, restricted and unrestricted, on the payroll as of June 30, 2015, to address funding for faculty promotions, consistent with the institution's approved compensation plan.
- i. Faculty Promotion Level: This proposal envisions up to a 2% salary pool to fund faculty promotions.
 - ii. Distribution: Each eligible faculty member would receive the amount due under the approved institution compensation plan for the promotion.
 - iii. Timing: Institutions will submit a proposal that includes, but is not limited to, the amount of recurring funds encumbered by the proposed increase, the percentage of the salary pool used for the faculty promotion, and whether it is effective retroactively. It is proposed that these adjustments be acted on by the Board during its September meeting.
2. Institution or Local Funded Increases. Institutions would be authorized to provide salary adjustments consistent with those mentioned above using uncommitted local funds. These increases are not subject to the July 1, 2015 effective date. The institution



will submit the effective date of payment with the proposal for review at the September Board Meeting.

- i. Level: Institutions would be authorized to use an amount equal to the Institution's ability to fund using uncommitted local funds.
- ii. Distribution: Funds would be distributed to employees in accordance with Board approved compensation plans.
- iii. Timing: Institutions will submit a proposal that includes, but is not limited to the date of payment, the amount of recurring funds encumbered by the proposed increase, the percentage of the compensation funded by group, which groups if any are excluded from the increase, and whether it is effective retroactively. It is proposed that these adjustments be acted on by the Board during its September meeting.

3. Process.

1. Each institution shall provide a summary of the planned implementation of any proposed compensation plan adjustments and/or cost of living adjustments and/or faculty promotions to April Preston no later than **August 14, 2015**.
2. Proposed plans will include: itemized breakdown of how the 2% salary pool was spent, as well as any local funds; the percentage and dollar amount of the salary pool used for each type of increase; payment dates, including the amount and type of increase to be given effective July 1, 2105; the amount of recurring funds encumbered by the proposed increase; the percentage of the compensation plan funded by group; if applicable, which groups if any are excluded from the increase; the type of increase (i.e. salary equity, living wage, etc.); as well as justifications for any increases that exceed an individual employee 10% increase. This information will be provided for Board approval at the September Board meeting.
3. Institutions will be authorized to implement the proposed plans as approved by the Board.

5. **REVIEW AND APPROVAL OF PROPOSED CHANGES TO THE EXECUTIVE PERFORMANCE INCENTIVE PLAN (Vice Chancellor Dale Sims)**

At the June 2013 Meeting, the Board approved the implementation of an Executive Performance Incentive Compensation Plan for Presidents, Directors and the Chancellor. The Board approved the first payments to the plan at the December 2014 meeting. During the administration of the plan, the following proposed revisions were suggested:



- Add provision that the Chancellor has the authority to negate a metric-based incentive payment, if circumstances warrant it, with the approval of the Chair of the Committee.
- Revision to the Directors metric based outcome for expanded offerings – requiring a growth of at least 10,000 clock hours in expanded offerings in order to be eligible to earn the incentive points.
- Revision that the Chair of the Personnel and Compensation Committee will consult with the Vice Chair of the Board, prior to making the recommendation to the full Board, but need not also consult with the Chair of the Board.
- Revision for eligibility for the incentive payment that the employee must be in active status in one of the eligible positions on the day the metric based payments are approved by the Board.

As a procedural change, it is recommended that future incentive payments be acted upon at the March Board Meetings, due to the timing of the metric based outcomes availability. The metric information is available for Presidents in mid-November, and late January for Directors.



TENNESSEE BOARD OF REGENTS

MEETING: Personnel and Compensation Committee

SUBJECT: Approval of President Emeritus Contracts 2015-16

DATE: June 18, 2015

PRESENTER: General Counsel Mary Moody

ACTION REQUIRED: Roll Call Vote

STAFF'S RECOMMENDATION: Approval

BACKGROUND INFORMATION:

In accordance with the guidelines for President Emeritus employment, forms have been completed by the Presidents certifying work performed during the 2014-15 fiscal years and the minimum number of hours performing the work. State law requires Board approval.

The certifications and new contracts for the 2014-15 fiscal years have been provided for the following individuals: Dr. Robert Bell (TTU); Dr. Jack Campbell (WSCC); Dr. Allen Edwards (PSCC); Dr. Frank Glass (MSCC); Dr. Rebecca Hawkins (COSCC); Dr. Carl Hite (CLSCC); Dr. Sherry Hoppe (APSU); Dr. Sam Ingram (MTSU); Dr. William Locke (NESCC); Dr. Walter Nelms (JSCC); Dr. Wade Powers (NESCC/VSCC); Dr. Shirley Raines (UoM); Dr. Paul Stanton (ETSU); Dr. Charles Temple (STCC); Dr. Angelo Volpe (TTU).

**TENNESSEE BOARD OF REGENTS
OF
THE STATE UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF TENNESSEE**

**NOTICE OF PART-TIME EMPLOYMENT AND AGREEMENT
FOR PRESIDENT EMERITUS**

TO: Dr. Robert Bell
935 East Sixth Street
Cookeville, TN 38501

This is to confirm your part-time appointment to a position approved by the Tennessee Board of Regents as President Emeritus of Tennessee Technological University for a period beginning July 1, 2015 at a monthly salary of \$ 4114.84 subject to the terms and conditions hereinafter set forth and our acceptance thereof:

1. This appointment is made subject to the laws of the State of Tennessee, the requirements and policies of the Tennessee Board of Regents and the requirements and policies of this institution/area school.
2. The term of this agreement is July 1, 2015 to June 30, 2016. It may be renewed on an annual basis following review of the emeritus work performed and approval by the Tennessee Board of Regents.
3. The above stated salary is contingent upon your successful completion of service for the full term of this agreement. The salary will accrue and will be payable monthly. In the event of failure to complete the specific terms of the appointment, salary will be prorated in accordance with the policies of the institution/area school.
4. This appointment and the above-stated salary are in consideration of your faithful performance to the best of your ability of the duties and responsibilities assigned to you as a part-time employee of this institution. These duties include:
 - ❖ Fund raising for Tennessee Technological University (TTU);
 - ❖ Institution-community relations and activities for TTU, including teaching a class, working with the TECH-REDI program and other regional development activities, and working with the Cookeville Regional Medical Center Board;
 - ❖ Consultation for Tennessee Technological University, as requested;
 - ❖ Consultation for the Tennessee Board of Regents (TBR), as requested;

 - ❖ Provide support in inter-institutional, governmental, legislative, and community relations.
 - ❖ Assist as needed with the completion of selected capital projects.

- ❖ As requested, represent the President and the university at selected functions and professional meetings.
 - ❖ Recruit students and provide advice to prospective students and their parents.
 - ❖ Promote higher education, the TBR, and TTU on a continuous basis.
5. As a part-time employee, you are not eligible for employment benefits (retirement credit, state insurance plan, annual or sick leave, holiday pay, or longevity credit). Notwithstanding, social security will be deducted from your paycheck unless you are a member of a retirement system or are a rehired annuitant as specified in 26 CFR Part 31.
 6. This appointment does not include any assurance, obligation, or guarantee of subsequent employment.
 7. This agreement may be terminated without prior notice.
 8. By acceptance of this appointment, you agree to abide by the terms of the Drug-Free Workplace Act of 1988 as defined in published institution statements and policy. You also agree to notify the Office of Personnel of any criminal drug conviction for a violation occurring the workplace no later than five (5) days after such conviction.
 9. You are required to notify the President should you become employed at another state agency/institution.
 10. The following special conditions shall govern this appointment:

The retired employee accepts employment for up to 120 days during a 12-month period. The number of hours actually worked will be provided to the institution upon request and will be no less than 247 hours.


I accept the appointment described above under the terms and conditions set forth.



 APPOINTEE

 5/10/2015
 DATE

An Equal Opportunity/Affirmative Action Employer



 PRESIDENT

 5/5/2015
 DATE

 CHANCELLOR

 DATE

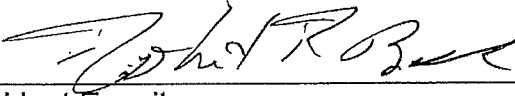
President Emeritus Report 2014-2015

During this fiscal year, I performed the following functions (attached) for

Tennessee Technological University Institution(s).

(Please type your report and attach it to this work sheet)

I spent at least 447 hours performing the work but less than 120 days.




President Emeritus

5/6/15

Date

I have reviewed the work of Dr. Robert Bell for 2014-2015 and I am satisfied that it was well performed.



President

5/5/2015

Date

Chancellor

Date

**Report of President Emeritus Dr. Robert R. Bell
Tennessee Technological University**

Functions Performed for 2014-2015

Summary of Activities

1. Teaching and Scholarship:

- a. Served as moderator/facilitator for the Fall 2014 TTU/Highlands Emerging Leaders Seminar (non-credit) for the School of Interdisciplinary Studies;
- b. Prepared and led three Economic Development Orientation Sessions for newly-elected leaders in White, Overton, and Putnam Counties (hosted by First National Bank);
- c. Guest lecturer in Amy Carpenter's course;
- d. Served as mentor/advisor for College of Engineering students, SME/FSAE Business Logic Case for TTU Motor Sports national competition, and as table mentor for College of Business Etiquette dinner;
- e. Served as advisor for Mayberry Chair of Excellence and as member of the College of Business Board of Trustees;
- f. Editorial Review Board Member, Advanced Management Journal;
- g. Presented paper at the Society for the Advancement of Management annual meeting.

2. Regional Development/TECH-REDI/External Relations:

- a. Chairman, Highlands Initiative Workforce Development Task Force;
- b. Member, Executive Committee of the Cookeville-Putnam Chamber of Commerce;
- c. Chairman, Industrial Development Board, City of Cookeville; confidential work with several new companies locating in Cookeville and five new expansions of existing industry;
- d. Board Member, Jackson County Regional Port Authority 2011-October, 2014;
- e. Wrote/facilitated "Development of the TTU History Department/Alvin C. York Patriotic Foundation Capital Campaign/Business Development Plan."

3. Cookeville Regional Medical Center (CRMC):

- a. Member, CRMC Board of Trustees and Executive Committee; Chair of Planning; Member, Finance, Quality, and Ethics committees; attend Professional Services committee meetings;
- b. Worked with COO at CRMC and leadership at TTU to develop strategic alliances and joint planning initiatives.

4. Service to the University in other roles as requested:

- Participated in two TTU Centennial Recognition events (March and May, 2015);
Conducted campus tours/orientation for two newly-relocated community leaders.

Work Report for 2014-2015		
July 2014	Total Hours	30 hrs.
Workforce Development Meetings/Pathways to Prosperity		3 hrs.
Sorting materials for archiving, Kevin Liska taping		2 hrs.
Regional Development/External Relations: Chamber		5 hrs.
CRMC Board of Trustees meetings; other related CRMC committees on Planning, Finance, Corporate Compliance, and Professional Services		11 hrs.
Economic Development/Industrial Board: Projects Columbus, Victor, Handover, others		7 hrs.
TTU/Highlands Leadership Course		2 hrs.
August 2014	Total Hours	56 hrs.
Lunches with Noble Cody, Joe Albrecht, Commissioner Haggerty & ECD Staff (re: Royal, Victor)		4 hrs.
Industrial Development Board: Academy Sports (Project Victor); Projects Royal, Uno		20 hrs.
Meeting re: Merit Badge University		2 hrs.
Regional Development: Gainesboro Port Authority meeting		2 hrs.
TTU Highlands Leadership Course (nominations and dates) plus first meeting		7 hrs.
Prepare Economic Development Seminars for Overton, Putnam, White County leaders		4 hrs.
External Relations: CRMC Board of Trustees, Joint Commission visits and committee meetings		14 hrs.
Regional Development: Chamber and Highlands meetings, City Council		3 hrs.
September 2014	Total Hours	40 hrs.
TTU: Highlands Emerging Leaders Course; work on York Project		13 hrs.
Mentoring Discussions: Drs. Elizandro and Birdwell, Dallas Linke; work on archives		6 hrs.
TTU: conference call, Dr. John Masterson, President Iola, Kansas, Community Col. Re Ag.		1 hr.
TTU: orientation meetings, tour of TTU facilities for Scott Williams, COO, CRMC		4 hrs.
Chamber Board/Highlands meetings and prep work		4 hrs.
Industrial Development Board: Projects UNO, Victor, Handover, and Prospect lunches		12 hrs.
October 2014	Total Hours	37 hrs.
TTU Merit Badge University planning meetings		3 hrs.
Meetings with Dr. Reimann (Mayberry), Dr. Quenton Cansell (TTU Scholarship), Dr. Elkins (SAM paper)		6 hrs.
College of Business Media Center		2 hrs.

Highlands/TTU Emerging Leaders Seminars	8 hrs.
Hospice/Pallative Care Conference at TTU School of Nursing	6 hrs.
TTU HISTORY DEPT/YORK FOUNDATION PLAN	4 hrs.
Regional Development: Highlands Executive Committee and Chamber meetings	8 hrs.
November 2014	Total Hours 34 hrs.
College of Business Board of Trustees	2 hrs.
Highlands Emerging Leaders Seminar, Econ Dev. Seminar in Livingston	7 hrs.
Highlands WFD meetings; IDB meetings; Annual Luncheon	5 hrs.
TTU: Speak to Prof. Carpenter's class; Mentoring, engineering students; Dr. Elizandro, Dr. Reimann, Dr. Gleason, Dean Rencis; Collaboration w/ Dr. Elkins on SAM paper	10 hrs.
TTU: attend SGA Leadership Luncheon, Homecoming; Nursing School Photos w/Laura Clemons	2 hrs.
Tennessee Hospital Association Annual Meetings in Nashville	8 hrs.
December 2014	Total Hours 22 hrs.
Regional Development Meetings with City Leadership: IDB, Workforce Development Committee	6 hrs.
TTU: Mentoring: SAE Team, SAM paper	3 hrs.
CRMC: Corp. Compliance, Planning, Finance, Professional Service, Board of Trustees	5 hrs.
TTU: Hosting Executive Suite and VIP tent at TSSAA Blue Cross Bowl	8 hrs.
January 2015	Total Hours 25 hrs.
Discussions with Dean Tom Payne	2 hrs.
Co-author work on SAM Manuscript (Hartgrove/Elkins/Pardue)	3 hrs.
Regional Development: Chamber/Highlands/IDB	7 hrs.
Highlands Workforce Development/Workforce 360 Meetings	4 hrs.
TTU: Merit Badge University; Campus Tour: Scott Williams	3 hrs.
CRMC: Board of Trustees and committee meetings of Planning/Finance/Professional Svc.	6 hrs.
February 2015	Total Hours 34 hrs.
Legislative Day: Advocate for CRMC and TTU: Meetings: Ryan Williams, Paul Bailey, others	8 hrs.
Meetings, Dr. Reimann, Dean Payne, Mayberry, Tennessee Center for Performance Excellence Conf.	2 hrs.
TTU: Dr. Stinson, CRMC COO Scott Williams: Joint CRMC/TTU Planning; Dean Rencis, Formula SAE Team:	4 hrs.
Video—STEM Mobile--WCTE	1 hr.
Meetings with Dr. Reimann re TECH-REDI and Mayberry Chair of Excellence	3 hrs.
Regional Development: Chamber/Highlands/IDB	9 hrs.
CRMC: Board of Trustees and committee meetings of Planning/Finance	7 hrs.

March 2015	Total Hours	34 hrs.
TTU Centennial Ceremonies; Represent TTU at TNCPE Awards		7 hrs.
TTU: Meetings, Dr. Reimann, Dr. Elizandro, Dean Payne		4 hrs.
Mentoring, Formula SAE Engineering Team;		2 hrs.
WCTE Town Hall Meeting/Project Graduation/Workforce Development		3 hrs.
Regional Development: IDB/Chamber/Highlands		9 hrs.
CRMC: Board of Trustees and committee meetings of Planning/Finance/IT; Joint TTU/CRMC Plans		9 hrs.
April 2015	Total Hours	37 hrs.
Revisions to papers Co-authored by Dr.'s Elizandro, Elkins		4 hrs.
TTU: ICUBE w/Kevin Liska;		2 hrs.
Regional Development: TTU/Highlands: Projects UNO, Little Dog, Academy Sports		11 hrs.
Regional Development: Chamber: Workforce Committee/Board Meetings		4 hrs.
Joint TTU/CRMC Planning Conferences, Alert Systems		2 hrs.
White County Middle School Speaker; Mentoring, SAE Team		3 hrs.
CRMC Board functions		7 hrs.
Lunch: TTU Foundation members Noble Cody, Joe Albrecht		2 hrs.
College of Business Scholarship & Awards Banquet		2 hrs.
May 2015 (Estimated)	Total Hours	29 hrs.
TTU: Commencement/Planning Fall Seminars		4 hrs.
Fund Raising, CRMC Foundation/TTU School of Nursing Scholarship		2 hrs.
CRMC Board of Trustees functions		7 hrs.
Industrial Development Board		6 hrs.
Regional Development: Chamber Committees		10 hrs.
June 2015 (Estimated)	Total Hours	21 hrs.
CRMC: Board of Trustees and committee meetings of Planning/Finance/Ethics		7 hrs.
Regional Development: Chamber/Highlands		10 hrs.
TTU/Planning—Fall Highlands Leaders Seminar		4 hrs.

**Work Report Summary for President Emeritus Dr. Robert R. Bell
Tennessee Technological University**

Total for 2014-2015 fiscal year July 1, 2014, through April 30, 2015	399 hours
Projected emeriti activities for the remainder of academic and fiscal year, May – June, 2015	48 hours
Grand total for 2014-2015	447 hours

**TENNESSEE BOARD OF REGENTS
OF
THE STATE UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF TENNESSEE**

**NOTICE OF PART-TIME EMPLOYMENT AND AGREEMENT
FOR PRESIDENT EMERITUS**

TO: Dr. Jack Campbell
7230 Stagecoach Road
Whitesburg, TN 37891

This is to confirm your part-time appointment to a position approved by the Tennessee Board of Regents as President Emeritus of Walters State Community College for a period beginning July 1, 2015 at a monthly salary of \$2,362.17, subject to the terms and conditions hereinafter set forth and our acceptance thereof:

1. This appointment is made subject to the laws of the State of Tennessee, the requirements and policies of the Tennessee Board of Regents and the requirements and policies of this institution/area school.
2. The term of this agreement is July 1, 2015 to June 30, 2016. It may be renewed on an annual basis following review of the emeritus work performed and approval by the Tennessee Board of Regents.
3. The above stated salary is contingent upon your successful completion of service for the full term of this agreement. The salary will accrue and will be payable monthly. In the event of failure to complete the specific terms of the appointment, salary will be prorated in accordance with the policies of the institution/area school.
4. This appointment and the above-stated salary are in consideration of your faithful performance to the best of your ability of the duties and responsibilities assigned to you as a part-time employee of this institution. These duties include:
 - ❖ Provide consultation and special assistance to the Walters State President.
 - ❖ Assist college President and staff with campus development, Foundation activity and fundraising.
 - ❖ Provide support in inter-institutional, governmental, legislative, and community relations.
 - ❖ Assist as needed with the completion of selected capital projects.
 - ❖ As requested, represent the President and the college at selected functions and professional meetings.
 - ❖ Recruit students and provide advice to prospective students and their parents.
 - ❖ Promote higher education, the TBR, and WSCC on a continuous basis.

5. As a part-time employee, you are not eligible for employment benefits (retirement credit, state insurance plan, annual or sick leave, holiday pay, or longevity credit). Notwithstanding, social security will be deducted from your paycheck unless you are a member of a retirement system or are a rehired annuitant as specified in 26 CFR Part 31.
6. This appointment does not include any assurance, obligation, or guarantee of subsequent employment.
7. This agreement may be terminated without prior notice.
8. By acceptance of this appointment, you agree to abide by the terms of the Drug-Free Workplace Act of 1988 as defined in published institution statements and policy. You also agree to notify the Office of Personnel of any criminal drug conviction for a violation occurring in the workplace no later than five (5) days after such conviction.
9. You are required to notify the President should you become employed at another state agency/institution.
10. The following special conditions shall govern this appointment:

The retired employee accepts employment for up to 120 days during a 12-month period. The number of hours actually worked will be provided to the institution upon request and will be no less than 141.7 hours.

I accept the appointment described above under the terms and conditions set forth.

Jack E. Campbell 4-16-15
APPOINTEE DATE

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Wade B. McCarney 4-20-15
PRESIDENT DATE

CHANCELLOR DATE

President Emeritus Report 2014-2015

During this fiscal year, I performed the following functions (attached) for

Walters State Community College Institution(s).

(Please type your report and attach it to this work sheet)

I spent at least 141.7 hours performing the work but less than 120 days.

Jack E. Campbell 4-16-15
President Emeritus Date

I have reviewed the work of Dr. Jack E. Campbell for 2014-2015 and
I am satisfied that it was well performed.

Wade B. McAvey 4-20-15
President Date

Chancellor Date

Walters State Community College
President Emeritus Report
2014-2015
Executive Summary

Attached is a detailed listing of the activities and accomplishments which I fulfilled as President Emeritus at Walters State for the 2014-2015 year. These activities and accomplishments address specifically and completely the duties reflected in the Notice of Part-time Employment and Agreement for President Emeritus which was executed by Chancellor Morgan, President McCamey and myself. Also, these activities and accomplishments as documented represent over 200 hours of work which exceeds the contractual requirement of 141.7 hours. Additionally, significant is the fact that countless other unrecorded and undocumented hours were dedicated to the college since, as former president of Walters State who served the college for over 31 years, I am approached almost daily with unscheduled inquires, questions, and requests for advice and assistance relative to the college. The fact that I'm perceived by the people of East Tennessee as still being associated with Walters State gives me continuous opportunities to serve as ambassador and promote higher education and the college, cultivate prospective donors for the college's Foundation and provide consultation to current and prospective students and their parents. The recorded/documented activities and accomplishments and the unrecorded contributions I realize as President Emeritus are both supported through the office I maintain on campus and my continuous consultation with President McCamey and the staff of the college.

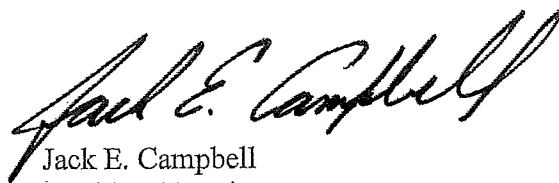
Specifically, this report reflects that I far exceeded the hours required and effectively fulfilled the duties and responsibilities stated in my contract by:

- Providing consultation and special assistance to the Walters State President as requested.
- Assisting the college president and staff with campus developments, foundation activities and fundraising.
- Providing support in inter-institutional, governmental, legislative, and community relations.
- Assisting with the completion of selected capital projects.
- Representing the President and the college at selected functions and professional meetings.
- Providing consultation for the TJCAA as requested.
- Recruiting, advising, and assisting in various ways both prospective and current students and their parents.
- Promoting higher education, the TBR, and WSCC on a continuous basis.

Walters State Community College
President Emeritus Report 2014-2015
Executive Summary
Page 2

Also, in the final analysis, I trust that this report reflects my pleasure in serving as President Emeritus – promoting and enhancing higher education, the TBR system and Walters State while at the same time helping to improve the quality of life of the people of Tennessee.

Respectfully submitted,

A handwritten signature in black ink, reading "Jack E. Campbell". The signature is written in a cursive style with a large, sweeping initial "J".

Jack E. Campbell
President Emeritus
April 16, 2015

:bls

Dr. Jack E. Campbell, President Emeritus
Walters State Community College
2014-2015 Activities/Accomplishments

Date	Activities/Accomplishments
05/12/14	Met with President McCamey and staff to review the President Emeritus Report for 2013-2014 and to execute the President Emeritus contract for 2014-2015; met with Mr. Jack Fishman, former Vice Chairman of the Tennessee Board of Regents, and Dr. Lori Campbell, Vice President for Academic Affairs and discussed issues relating to the education of registered nurses; escorted Mr. Fishman to the WSCC Sevier County Campus and attended the Annual Meeting of the WSCC Foundation.
05/20/14	Received and responded to an email from attorney Bill Davis providing information relative to the closing of the Maples Estate which will provide the college's Foundation with an additional \$5-15 thousand -- bringing the total received from the estate to approximately \$1.5 million; forwarded copies of the correspondence to President McCamey and Vice President Mark Hurst.
05/21/14	Worked with President McCamey's secretary in completing the President Emeritus Report for the Tennessee Board of Regents.
05/27/14	Received call from a Foundation Trustee recommending a person for employment at WSCC if the individual meets all qualifications for position. Called President McCamey to share information with him.
05/28/14	Talked with President McCamey about a phone call I received from a Foundation Trustee which required follow-up.
05/29/14	Received call from President McCamey providing information about the employment issue on which he had completed a follow-up inquiry; called Foundation Trustee and presented him with the appropriate information.
06/13/14	Briefed community individual about the campus development project in Greeneville, which happens to be his home town.
06/23/14	Had meeting with a former graduate of WSCC about major contribution to the college; he shared names of several donors along with strategies for solicitation; he, himself, is a potential donor. During previous week and on this date, received calls and personal requests for me to continue serving on the Morristown Industrial Board representing Walters State. Received call from Foundation Trustee asking my advice regarding two high school athletes wanting to attend WSCC and participate in athletics.
06/24/14	Called Foundation Trustee back and resolved issue regarding two students desiring to play athletics at WSCC. Joined Dr. Hurst, staff, and two leaders of WSCC Foundation Trustees in representing WSCC at the Annual Boys and Girls Club Annual Banquet which involved not only supporting the club but also interacting with many supporters of the college and some potential students.
06/28/14	Attended the visitation of family service for the funeral of the brother of Dr. Bill Locke, former Vice President for Academic Affairs of WSCC and President of Northeast State Community College. The funeral and services were held in Kingsport, TN. Had an extensive discussion with President McCamey concerning college matters.

Date	Activities/Accomplishments
06/29/14	Wrote note of congratulations to Dr. Jama Spicer-Sutton who was recently named Interim Dean for the WSCC Sevier County Campus and pledged my continuous support.
07/01/14	As President Emeritus of WSCC, had several phone discussions with several college supporters including but not limited to Chief Justice Gary Wade, former Foundation President George McGuffin, Ms. Patricia Bible, owner of KATON, Marshall Ramsey, Chamber President, and Roman Helm, Foundation Trustee; discussions concerned local (Industrial Board) and statewide issues. Received call from Vice President Mark Hurst whereby we discussed Foundation matters/strategies.
07/07/14	Represented WSCC by serving as Board Member on the Morristown Industrial Development Board at the Board Meeting on this date.
07/07/14	Helped plan, attend, and host a reception for Chief Justice Gary Wade (who was a former WSCC Foundation President) and two other Supreme Court Justices.
07/15/15	Talked to President McCamey what was reported to me concerning the college's theater; discussed other matters as well; responded to an email from Dr. Hurst concerning an upcoming event which I'll be representing the college; talked with prospective student(s) about WSCC.
07/17/14	Had several discussions with WSCC President's Office, staff, and college supporters relative to inquiries made to me concerning: 1. A young man interested in a volunteer (non-paid) coaching position to gain knowledge and experience in coaching ladies basketball; 2. Foundation Trustee requesting use of the Smoky Stadium sky box for a special event he is planning; 3. Other matters about upcoming events.
07/18/14	Talked with President McCamey and received confirmation concerning inquiry from a college supporter interested in a young man who has an interest in WSCC. Called college supporter and game him the information received from President McCamey.
07/31/14	Received and returned call from Mr. Charlie Johnson, attorney in Sevierville and also a Trustee of the WSCC Foundation, and discussed extensively several matters concerning WSCC and talked about possible developments, etc.
08/01/14	Responded to email I received from a former student/employee of WSCC who's interested in a library position at the college by calling the Academic Vice President and giving the individual a recommendation. Replied to the email.
08/07/14	Helped Vice President Hurst organize for a public relations outing and subsequently joined Dr. Hurst and others in representing WSCC at the outing, a fund raiser for the Greene County Partnership; interacted with several WSCC supporters at the function - many of whom expressed appreciation for our participation.
08/09/14	Talked with a most successful businessman who recently sold his businesses for over \$200 million about making a contribution to the WSCC Foundation; will follow up within the near future.
08/13/14	Received phone call and had a lengthy discussion with WSCC Foundation Trustee who was representing Morristown Hamblen Healthcare System and inquired to see if the MHHS might use or rent WSCC's gym/assembly hall; I agreed to serve as intercessor and discuss the matter with President McCamey.

Date	Activities/Accomplishments
08/16/14	Traveled to Sevierville to join President McCamey, Vice President Hurst, and other WSCC staff in attending the Annual Thomas Foundation Gala which is a huge event for Sevier County and attended by large gathering of prominent Sevier Countians. Interacted with several long-time supporters of WSCC and cultivated others as prospective supporters.
08/28/14	Reviewed documents reflected in President McCamey's presentations of the "State of the College" at the college's Annual Inaugural Meeting for the 2014-2015 year. Sent email to President McCamey and Director Brenda Small. The purpose of this was to keep me, as President Emeritus, informed since I was unable to attend the meeting.
09/04/14	Worked with Vice President Hurst in determining WSCC's representation for the Sevier County High School Fundraising Event; contacted individuals to represent college in the event.
09/05/14	Transported WSCC representatives to Sevierville where four of us participated in a fund-raising event for Sevier County High School, one of the WSCC Sevier County Campus's greatest feeder schools. Interacted with several WSCC's strongest supporters.
09/07/14	Talked with and advised a prospective student interested in enrolling at the WSCC Sevier County Campus.
09/11/14	Received email from attorney Bill Davis concerning the closing of the Maples Estate; copied email and "Billing Summary Report" for presentation to WSCC Foundation Executive Committee.
09/12/14	Spoke with and forwarded email to Director Brenda Small; talked with Vice President Hurst about status of Maples Estate and upcoming events.
09/15/14	Attended and participated in the WSCC Foundation's Executive Committee Meeting.
09/18/14	Traveled to Tazewell and joined WSCC staff and guests in participating in a fundraising event named for Dwight England, founder of England Corsair Manufacturing Company. Over the history of this annual event, Walters State has received well over \$150,000 through our Foundation.
09/24/14	Received and returned call from WSCC Foundation Trustee informing me that A.W. Davis, former WSCC basketball coach had passed away. Called and spoke with President McCamey discussing role of college. Received information on funeral arrangements. Spoke with Vice President Hurst about upcoming Charity/Foundation events and agreed to assist in making necessary arrangements for my and other participants. Spoke with another Trustee about the arrangement for his requested meeting with me and President McCamey.
09/25/14	Transported representative of WSCC to Tazewell and participated with them in a fund-raising event for Claiborne County Hospital/Healthcare Foundation, an affiliate of the college. Received call and discussed college matters with President McCamey; talked with Foundation Trustee about scheduling a meeting with him and Morristown Hospital Foundation personnel and President McCamey and college staff.
09/30/14	Met with President McCamey and members of the MHHS Foundation concerning the Foundation having their Annual Gala at the college.

Date	Activities/Accomplishments
10/01/14	Transported WSCC representatives to Sevierville and participated with them in a charity event for the Boys and Girls Club of which major supporters of WSCC's Foundation were sponsors of the event. Spent time with gentlemen who expressed an interest in donating 5-10 acres of land near the college's Sevier County Campus to the college's Foundation. Will have a follow-up meeting in near future.
10/03/14	Talked with President McCamey about a prospective donor's tentative offer to donate 5-10 acres of land to college and discussed some strategies for follow-up actions.
10/15/14	Received letter and developed/sent response to a gentlemen interested in donating land to WSCC. Forwarded response to President McCamey; spoke several times with Vice President Hurst concerning future event whereby I'll participate as WSCC representative; selection of candidate for Chancellor's Philanthropy Award; and other college matters. Received letter and resume from an individual being recommended for employment by a friend of the college.
10/17/14	Communicated back and forth via telephone texting with prospective donor; joined Dr. Hurst and two Foundation Trustees in representing WSCC as Chamber of Commerce fund-raising event.
10/26/14	Prepared remarks to be presented at ceremony on October 28 th .
10/27/14	Continued with preparation of remarks to be presented on October 28 th .
10/28/14	Traveled to Sevier County Campus and presented "special comments" at ceremony whereby President McCamey and Vice Chancellor Nichols presented Chancellor's Award for Excellence in Philanthropy to Ms. Mary Ruth Cutshaw and her sister, the late Jessie Cates, who in 1999 established a \$2.4 million charitable remainder unitrust with the college's Foundation, with net proceeds to be used in support of Sevier County Campus.
11/7/14	Received and made calls relative to a friend of the college recommending an individual interested in employment opportunities at WSCC; spoke with Vice President for Business Affairs at college informing her of individual interested in available positions.
11/11/14	Delivered application and resume of an individual interested in employment opportunities at WSCC to the college's Vice President of Business Affairs and discussed the circumstances with her.
11/12/14	Had a lengthy discussion with a former Board of Regents member who wanted to talk about WSCC and certain aspects of economic and industrial development as related to the college. Also over a two day period, after discussing several college related matters with President McCamey, I composed a text which was sent to a gentlemen interested in exploring a collaborative project between the college and his development company.
11/17/14	Attended meeting of the WSCC Foundation Executive Committee.
11/30/14	On two different occasions, prepared and sent text to a friend in Sevierville/Gatlinburg who expressed an interest in donating some land to the college; worked with President McCamey in choosing several possible luncheon dates to forward to the friend whereby we could discuss the proposition.

Date	Activities/Accomplishments
12/02/14	Received call from friend of college interested in status of candidate for a vacant position at WSCC; contacted WSCC's Human Resource Office to determine status of the search process for the position; informed friend of the college of my findings.
12/10/14	Attended a Walters State sponsored reception in Greeneville held in support of the new campus being built. Interacted with college staff, friends of the college from throughout the community, and several past and potential financial supporters.
01/14/15	Represented college as a member of the Morristown Industrial Board and the Health, Education and Facilities Board at two meetings. Spoke with an Owner/President of a new business who was interested in affiliating with WSCC.
01/14/15	Received call from President McCamey and had a discussion concerning selected college matters and talked about strategies to be considered as appropriate.
01/15/14	Searched files for information requested from President McCamey; called President McCamey and reported to him on the information; discussed follow-up meeting.
01/22/15	Assembled information/reports relating to value of intercollegiate athletics and presented to Executive Director of President's Office for review and consideration by President McCamey.
02/03/15	Talked with Vice President Hurst about needs and challenges for the WSCC Foundation's fundraising activity.
02/05/15	Received call from WSCC Trustee/Architect requesting information referencing the state's initiative in creating manufacturing centers; called President McCamey to get his perspective on their question; called Trustee back and gave him the results of my conversations with President McCamey; talked with local banker getting his perspective on potential donors to the college Foundation.
02/07/15	Attended/participated in a ceremony honoring Coach Larry Sauceman as he was inducted into the TJCAA Hall of Fame during half-time at WSCC basketball game.
02/09/15	Attended/participated in the quarterly meeting of the WSCC Foundation Executive Committee Meeting.
02/27/15	Met with parents of a WSCC student who wanted to share the experience their son was having at the college. I was able to give them reassurance regarding his hopes and expectations in the future.
03/05/15	Represented WSCC as a member of the Morristown Industrial Board of Directors at an Industrial Board regular meeting.
03/07/15	Represented WSCC at the HC*EXCELL Annual Meeting; HC*EXCELL Foundation supports education in Hamblen County and many WSCC supporters were in attendance.
03/10/15	Talked with Vice President Mark Hurst about a call I had received from a WSCC Foundation Trustee/Executive Committee member requesting that the college participate in the Annual Meeting of the Boy Scouts local chapter whereby a former Foundation's President will be honored.
03/13/15	Spent time communicating back and forth (emails, phone calls, etc.) between the college and the Boy Scout organization firming up the college's commitment to support the Annual Boy Scout Breakfast.
03/19/15	Joined Vice President Mark Hurst and staff in hosting several scholarship donors from the community along with many students who were scholarship recipients at the college.

Date	Activities/Accomplishments
03/21/15	Joined Vice President Hurst and selected staff from the WSCC nursing faculty in representing the college at the Annual Morristown Hamblen Healthcare System Heart Gala which was held at Walters State's College Center. Spoke with many college supporters and potential supporters.
03/27/15	Attended a funeral of Gregory Kyle, a former long-time employee of Walters State.
04/06/15-	Prepared remarks for the Annual Boy Scout Breakfast at which I introduced a former President of the College's Foundation and who has served as a Trustee for the Foundation for over 30 years who will be receiving an award.
04/08/15	Joined President McCamey and staff in representing WSCC at the Annual Boy Scouts Breakfast at which a long time WSCC Foundation Trustee was being honored. Presented remarks recognizing the person being honored.
04/13/15	Received call from major supporter of WSCC, particularly the Sevier County Campus, requesting that I speak at an upcoming event whereby he will be the honoree. I agreed to speak and spent 30-40 minutes talking with him about the history of WSCC's Sevier County Campus. Subsequently, I learned that the date of the meeting was in conflict with a trip to the Cleveland Clinic. I suggested that maybe President McCamey could speak instead of me. He agreed.
04/13/15	Talked with President McCamey and staff (Dr. Hurst and Dr. Jackson) via teleconference discussing pros and cons of Boy Scout Council; a request to use Expo Center by a group wanting to host a reception for a local friend who had been made a three star general; and talked with Dr. Hurst about strategies for cultivating donors; talked with President McCamey's Director of the President's Office about President Emeritus Report.
04/14/15	Discussed with Dr. McCamey about his speaking at a Sevier County Event in my place.
04/15/15	Executed the Notice of Part-Time Employment and Agreement for President Emeritus for 2015-2016. Completed the President Emeritus Report for 2014-2015. Submitted documents to President McCamey.

**TENNESSEE BOARD OF REGENTS
OF
THE STATE UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF TENNESSEE**

**NOTICE OF PART-TIME EMPLOYMENT AND AGREEMENT
FOR PRESIDENT EMERITUS**

TO: Dr. Allen Edwards
9701 Stone Henge Lane
Knoxville, TN 37922

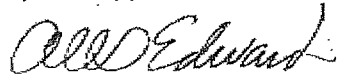
This is to confirm your part-time appointment to a position approved by the Tennessee Board of Regents as President Emeritus of Pellissippi State Community College for a period beginning July 1, 2015 at a monthly salary of \$2760.00, subject to the terms and conditions hereinafter set forth and our acceptance thereof:

1. This appointment is made subject to the laws of the State of Tennessee, the requirements and policies of the Tennessee Board of Regents and the requirements and policies of this institution/area school.
2. The term of this agreement is July 1, 2015 to June 30, 2016. It may be renewed on an annual basis following review of the emeritus work performed and approval by the Tennessee Board of Regents.
3. The above stated salary is contingent upon your successful completion of service for the full term of this agreement. The salary will accrue and will be payable monthly. In the event of failure to complete the specific terms of the appointment, salary will be prorated in accordance with the policies of the institution/area school.
4. This appointment and the above-stated salary are in consideration of your faithful performance to the best of your ability of the duties and responsibilities assigned to you as a part-time employee of this institution. These duties include:
 - ❖ Provide consultation and special assistance to the Pellissippi State President and TBR Chancellor.
 - ❖ Assist college President and staff with campus development, Foundation activity and fundraising.
 - ❖ Provide support in inter-institutional, governmental, legislative, and community relations.
 - ❖ Assist as needed with the completion of selected capital projects.
 - ❖ As requested, represent the President and the college at selected functions and professional meetings.
 - ❖ Provide assistance, consultation, and leadership for Tennessee Consortium for International Studies (TnCIS).

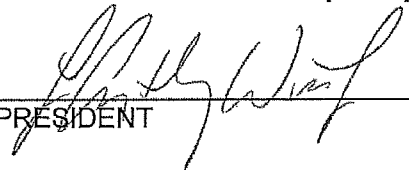
- ❖ Recruit students and provide advice to prospective students and their parents.
 - ❖ Promote higher education, the TBR, and PSCC on a continuous basis.
5. As a part-time employee, you are not eligible for employment benefits (retirement credit, state insurance plan, annual or sick leave, holiday pay, or longevity credit). Notwithstanding, social security will be deducted from your paycheck unless you are a member of a retirement system or are a rehired annuitant as specified in 26 CFR Part 31.
 6. This appointment does not include any assurance, obligation, or guarantee of subsequent employment.
 7. This agreement may be terminated without prior notice.
 8. By acceptance of this appointment, you agree to abide by the terms of the Drug-Free Workplace Act of 1988 as defined in published institution statements and policy. You also agree to notify the Office of Personnel of any criminal drug conviction for a violation occurring in the workplace no later than five (5) days after such conviction.
 9. You are required to notify the President should you become employed at another state agency/institution.
 10. The following special conditions shall govern this appointment:

The retired employee accepts employment for up to 120 days during a 12-month period. The number of hours actually worked will be provided to the institution upon request and will be no less than 165.6 hours.

I accept the appointment described above under the terms and conditions set forth.


 _____ DATE May 14, 2015
 APPOINTEE

An Equal Opportunity/Affirmative Action Employer


 _____ DATE 5/14/15
 PRESIDENT

_____ DATE _____
 CHANCELLOR

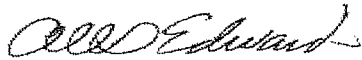
President Emeritus Report 2014-2015

During this fiscal year, I performed the following functions (attached) for

Pellissippi State Community College Institution(s).

(Please type your report and attach it to this work sheet)

I spent at least 529 hours performing the work but less than 120 days.

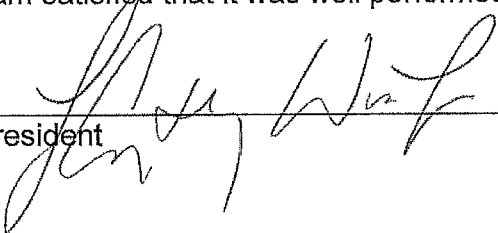


President Emeritus

May 14, 2015

Date

I have reviewed the work of Allen Edwards for 2014-2015 and
I am satisfied that it was well performed.



President

5/14/15

Date

Chancellor

Date



May 1, 2015

Dr. L. Anthony Wise, President
Pellissippi State Community College
Knoxville TN

Dear Dr. Wise

Thank you, once again, for the privilege to serve Pellissippi State as President Emeritus. I have continued to represent the College as well as I can at public and private events throughout the region and have contributed to the success of a number of international projects with which Pellissippi State has been engaged.

In addition to the major projects, I continue to serve on the board of Project GRAD as an emeritus representative of the College and continue as a member of the Rotary Club of Knoxville where I am also recognized as a representative of the College.

MAJOR PROJECTS

This year's major projects included a number of international efforts as Pellissippi State continues to lead the way in the USA as the premier community college for international studies.

1. The first major effort of the year was to represent the College and the Tennessee Consortium for International Studies as we toured Cuba with the purpose of establishing a study abroad experience for TBR students there. The tour included representative from TBR staff, community colleges, and universities. The tour has resulted in the first study abroad experience for TBR students to be held in May 2016.
2. A second major effort this year was in organizing a tour for our choir, Variations, in Portugal. I coordinated our efforts with TnCIS for travel details and with various Portuguese Rotary Clubs, schools, and churches in identifying and setting up venues for concerts during our tour. It was a memorable tour and our choir was met by enthusiastic audiences at every stop.
3. The third major effort was **in applying for and being awarded a visit by a Humphrey Fellow during April 2015**. The week-long visit by the Fellow was especially rewarding for me and my wife as we invited the Fellow into our home to stay during his time in Knoxville. The Fellow, Serge Michel, is from Haiti and he made presentations on the Pellissippi Campus and at two different Rotary Clubs while he was visiting. He also represented Haiti at his country's exhibit during our Festival of Cultures event on campus.

CONTINUING EFFORTS

I am fortunate to continue to be invited to attend numerous events on behalf of the institution and enjoy representing the College at many of these events.

At the campus level, I try to spend at least two, and usually four hours a day, four days a week on campus where I can interact with and encourage students. I continue to take courses at the College where I make many student contacts.

I often interact with members of the staff of the Tennessee Consortium for International Studies and when asked, give opinions, advice, and encouragement to the work of that important organization.

I have attached a brief log of my time spent on activities for the college during the past year.

Sincerely,

A handwritten signature in cursive script that reads "Allen Edwards".

Allen Edwards
President Emeritus

President Emeritus Report for Dr. Allen Edwards
 Pellissippi State Community College July
 2014-15 Activities/Accomplishments and Time Log for ~~August~~

Date	Hours	Activities/Accomplishments
07/01/14	3	Preparations for Choir trip to Croatia
07/07/14	5	Preparations, meetings, research for trip to Croatia
07/08/14	5	Preparations, meetings, research for trip to Croatia
07/09/14	5	Preparations, meetings, research for trip to Croatia

President Emeritus Report for Dr. Allen Edwards
Pellissippi State Community College
2014-15 Activities/Accomplishments and Time Log - August 2014

Date	Hours	Activities/Accomplishments
8-27-14	3	interview w/ community relations for 40th anniversary

President Emeritus Report for Dr. Allen Edwards
 Pellissippi State Community College
 2014-15 Activities/Accomplishments and Time Log for September

Date	Hours	Activities/Accomplishments
9-10-14	3	preparations for trip to Croatia
9-11-14	4	preparations for trip to Croatia
9-17-14	3	preparations for trip to Croatia
9-22-14	3	preparations for trip to Croatia
9-3-14	2	40th anniv. celebration - Hardin Valley Campus
9-5-14	2	" " " - Strawberry Plains "
9-18-14	2	dinner w/ Mark Bowden
9-25-14	4	TBR meeting - Pelliss. State
9-26-14	3	TBR meeting

President Emeritus Report for Dr. Allen Edwards
 Pellissippi State Community College
 2014-15 Activities/Accomplishments and Time Log for October

Date	Hours	Activities/Accomplishments
10/01/15	3	Office (related to choir trip to Portugal)
10/02/15	4	Office (related to choir trip to Portugal)
10/03/15	3	Office (related to choir trip to Portugal)
10/06/15	4	Office (related to Cuba trip)
10/07/15	2	Office (related to Portugal trip)
10/09/15	3	Office (related to Portugal trip, Cuba trip)
10/16/15	3	Preparations for Portugal, Cuba
10/17/15	2	Preparations for Portugal, Cuba
10/20/15	4	Meeting and prep for Cuba
10/21/15	6	Travel to Miami
10/22/15	12	Travel to Havana, tour Havana
10/23/15	12	Tour Havana, visit cultural sites
10/24/15	12	Tour Havana, visit cultural sites
10/25/15	12	Tour Havana, visit cultural sites

82 = 11 days

President Emeritus Report for Dr. Allen Edwards
 Pellissippi State Community College
 2014-15 Activities/Accomplishments and Time Log for October (second sheet)

Date	Hours	Activities/Accomplishments
10/26/14	12	Tour Havana and surrounding areas
10/27/14	12	Tour Havana, cultural sites
10/28/14	12	Tour Havana, cultural sites
10/29/14	12	Depart Havana, Arrive Knoxville as part of Cuba tour
10/30/14	3	Office follow-up from tour of Cuba
10/31/14	3	Office follow-up from tour of Cuba

15/16

President Emeritus Report for Dr. Allen Edwards
 Pellissippi State Community College
 2011-14-15 Activities/Accomplishments and Time Log for November

Date	Hours	Activities/Accomplishments
11-3-14	4	preparations for trip to Portugal
11-4-14	4	" " " "
11-5-14	4	" " " "
11-14-14	3	" " " "
11-17-14	3	" " " "
11-18-14	4	" " " "
11-20-14	3	" " " "
11-26-14	3	" " " "

President Emeritus Report for Dr. Allen Edwards
 Pellissippi State Community College
 2014-15 Activities/Accomplishments and Time Log ~ December 2014

Date	Hours	Activities/Accomplishments
12-1-14	3	preparations for trip to Portugal
12-3-14	3	"
12-4-14	3	"
12-10-14	3	"
12-11-14	4	"
12-18-14	2	"

President Emeritus Report for Dr. Allen Edwards
 Pellissippi State Community College
 2014-15 Activities/Accomplishments and Time Log - January 2015

Date	Hours	Activities/Accomplishments
1-7-15	3	preparations for trip to Portugal
1-16-15	3	"
1-19-15	3	"
1-20-15	3	"
1-21-15	3	"
1-23-15	4	"
1-27-15	3	"
1-28-15	3	"
1-29-15	4	"
1-30-15	3	"

President Emeritus Report for Dr. Allen Edwards
 Pellissippi State Community College
 2014-15 Activities/Accomplishments and Time Log *February 2015*

Date	Hours	Activities/Accomplishments
2-2-15	4	<i>preparations for trip to Portugal</i>
2-3-15	3	"
2-4-15	4	"
2-5-15	3	"
2-12-15	3	"
2-20-15	3	"
2-24-15	3	"
2-25-15	3	"
2-26-15	3	"
2-27-15	3	"
2-28-15	3	"

President Emeritus Report for Dr. Allen Edwards
 Pellissippi State Community College
 2014-15 Activities/Accomplishments and Time Log

Date	Hours	Activities/Accomplishments
03/03/15	4	Preparations for Choir Tour of Portugal
03/04/15	6	Preparations for Choir Tour of Portugal
03/05/15	7	Preparations for Choir Tour of Portugal
03/06/15	12	Travel with Choir to Portugal
03/07/15	12	Managing Tour in Portugal
03/08/15	12	Managing Tour in Portugal
03/09/15	12	Managing Tour in Portugal
03/10/15	12	Managing Tour in Portugal
03/11/15	12	Managing Tour in Portugal
03/12/15	12	Managing Tour in Portugal
03/13/15	12	Managing Tour in Portugal
03/14/15	15	Travel with Choir from Portugal
03/17/15	7	Follow-up duties regarding choir trip to Portugal

03/18/15

6 Meeting with choir and music students to counsel and comfort

74 hrs. 19 days

President Emeritus Report for Dr. Allen Edwards
 Pellissippi State Community College
 2014-15 Activities/Accomplishments and Time Log for April 2015

Date	Hours	Activities/Accomplishments
04/01/15	4	Preparations, scheduling for visit by Humphrey Fellow
04/05/15	5	Transporting, feeding, entertaining Humphrey Fellow, Serge Michel
04/06/15	10	Transporting, feeding, entertaining Humphrey Fellow, Serge Michel
04/07/15	10	Transporting, feeding, entertaining Humphrey Fellow, Serge Michel
04/08/15	10	Transporting, feeding, entertaining Humphrey Fellow, Serge Michel
04/09/15	10	Transporting, feeding, entertaining Humphrey Fellow, Serge Michel
04/10/15	14	Transporting, feeding, entertaining Humphrey Fellow, Serge Michel
04/11/15	6	Transporting, feeding, entertaining Humphrey Fellow, Serge Michel
04/13/15	3	Office work (related to Humphrey Fellow visit)
04/16/15	2	Host duties at Ready for the World Café
04/17/15	4	Office work (related to Humphrey Fellow visit)
04/19/15	6	Preparation for and hosting BBQ for French Students
04/20/15	2	Office work (related to French BBQ)
04/21/15	2	Meeting with Variations Choir, counseling, comforting after visit by Sharon Brewer

President Emeritus Report for Dr. Allen Edwards
Pellissippi State Community College
2014-15 Activities/Accomplishments and Time Log for April 2015

Date	Hours	Activities/Accomplishments
04/22/15	4	Office (related to President Emeritus Reports)

92

2014-2015 President Emeritus Report – Allen G. Edward, Pellissippi State Community College

<u>Month</u>	<u>Hours</u>
July 2014	18
August 2014	03
September 2014	26
October 2014	136
November 2014	28
December 2014	18
January 2015	32
February 2015	35
March 2015	141
April 2015	<u>92</u>

Total Hours 529



MOTLOW COLLEGE

My Motlow. My Future.

President Emeritus

A. Frank Glass
218 Lakewood Drive
Tullahoma, TN 37388
(931) 455-6631

MEMORANDUM

TO: Mickey Sheen, Manager of Paralegal Services
FROM: Dr. A. Frank Glass
SUBJECT: President Emeritus Work
DATE: 4/27/15

I am responding in regard to work performed as President Emeritus of Motlow State Community College. During the fiscal year of 2014-15, I have assisted in fundraising and have been supportive of the MSCC Foundation. I worked with Jan Rogers and Dr. Apple on the Motlow College Gala. I contacted area business owners to enlist their support as an advocate of education and encouraged them to purchase tickets to support the initiative. I made phone calls and personal visits to area citizens, and I attended Foundation meetings and socials.

I worked to find sponsors, teams, and participated in golf tournaments that supported the Motlow College Foundation, this included multiple tournaments.

I talked to parents and students in our service area about the benefits of MSCC.

I attended the presidents' seminars; this includes all former presidents and current president, Dr. MaryLou Apple, which involved 2-3 meetings annually.

I supported Dr. Apple's initiative, The Motlow Ladies Philanthropic Association. I served as a Trustee of the Motlow College Foundation.

I served as a member of the Tullahoma Vision Scholarship Committee, I was involved in reviewing all applications, ranking all applicants, and meeting with the committee to select finalist.

I have committed to be the commencement speaker at both graduations at the college on May 9.

I continued to be involved in community activities and supported the mission of the college, Dr. Apple, and the faculty and staff.

President Emeritus Report 2014-2015

During this fiscal year, I performed the following functions (attached) for

Motlow State Community College Institution(s).

(Please type your report and attach it to this work sheet)

I spent at least 140 plus hours performing the work but less than 120 days.

A. Frank Glass
President Emeritus

4/29/15
Date

I have reviewed the work of Dr. A. Frank Glass for 2014-2015 and
I am satisfied that it was well performed.

Marylou Apple
President

4-29-15
Date

Chancellor

Date

**TENNESSEE BOARD OF REGENTS
OF
THE STATE UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF TENNESSEE**

**NOTICE OF PART-TIME EMPLOYMENT AND AGREEMENT
FOR PRESIDENT EMERITUS**

TO: Dr. A. Frank Glass
218 Lakewood Drive
Tullahoma, Tennessee 37388

This is to confirm your part-time appointment to a position approved by the Tennessee Board of Regents as President Emeritus of Motlow State Community College for a period beginning July 1, 2015 at a monthly salary of \$1,971.90, subject to the terms and conditions hereinafter set forth and our acceptance thereof:

1. This appointment is made subject to the laws of the State of Tennessee, the requirements and policies of the Tennessee Board of Regents and the requirements and policies of this institution/area school.
2. The term of this agreement is July 1, 2015 to June 30, 2016. It may be renewed on an annual basis following review of the emeritus work performed and approval by the Tennessee Board of Regents.
3. The above stated salary is contingent upon your successful completion of service for the full term of this agreement. The salary will accrue and will be payable monthly. In the event of failure to complete the specific terms of the appointment, salary will be prorated in accordance with the policies of the institution/area school.
4. This appointment and the above-stated salary are in consideration of your faithful performance to the best of your ability of the duties and responsibilities assigned to you as a part-time employee of this institution. These duties include:
 - ❖ Provide advice and counsel to the president of MSCC.
 - ❖ Assist with the MSCC foundation fund raising and alumni activities.
 - ❖ Be actively involved in community relations and other activities on behalf of MSCC.
 - ❖ Provide other services and/or support as may be requested by the president of MSCC, the Tennessee Board of Regents, and the Tennessee Higher Education Commission.
 - ❖ Attend professional meetings, such as AACCC, SACS, etc., as requested.
5. As a part-time employee, you are not eligible for employment benefits (retirement credit, state insurance plan, annual or sick leave, holiday pay, or longevity credit). Notwithstanding, social security will be deducted from your paycheck unless you are

a member of a retirement system or are a rehired annuitant as specified in 26 CFR Part 31.

- 6. This appointment does not include any assurance, obligation, or guarantee of subsequent employment.
- 7. This agreement may be terminated without prior notice.
- 8. By acceptance of this appointment, you agree to abide by the terms of the Drug-Free Workplace Act of 1988 as defined in published institution statements and policy. You also agree to notify the Office of Personnel of any criminal drug conviction for a violation occurring in the workplace no later than five (5) days after such conviction.
- 9. You are required to notify the President should you become employed at another state agency/institution.
- 10. The following special conditions shall govern this appointment.

The retired employee accepts employment for up to 100 days during a 12-month period. The number of hours actually worked will be provided to the institution upon request and will be no less than 118 hours.

I accept the appointment described above under the terms and conditions set forth.

A. Frank Deane _____ *4/29/15* _____
 APPOINTEE DATE

An Equal Opportunity/Affirmative Action Employer

Marylou Apple _____ *4-29-15* _____
 PRESIDENT DATE

 CHANCELLOR DATE

**TENNESSEE BOARD OF REGENTS
OF
THE STATE UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF TENNESSEE**

**NOTICE OF PART-TIME EMPLOYMENT AND AGREEMENT
FOR PRESIDENT EMERITUS**

TO: Dr. Rebecca Hawkins
1002 Claremont Drive
Columbia, Tennessee 38401

This is to confirm your part-time appointment to a position approved by the Tennessee Board of Regents as President Emeritus of Columbia State Community College for a period beginning July 1, 2015 at a monthly salary of \$2,532.00, subject to the terms and conditions hereinafter set forth and our acceptance thereof:

1. This appointment is made subject to the laws of the State of Tennessee, the requirements and policies of the Tennessee Board of Regents and the requirements and policies of this institution/area school.
2. The term of this agreement is July 1, 2015 to June 30, 2016. It may be renewed on an annual basis following review of the emeritus work performed and approval by the Tennessee Board of Regents.
3. The above stated salary is contingent upon your successful completion of service for the full term of this agreement. The salary will accrue and will be payable monthly. In the event of failure to complete the specific terms of the appointment, salary will be prorated in accordance with the policies of the institution/area school.
4. This appointment and the above-stated salary are in consideration of your faithful performance to the best of your ability of the duties and responsibilities assigned to you as a part-time employee of this institution. These duties include:
 - ❖ Attend and participate in college and foundation sponsored functions.
 - ❖ Assist the college foundation with fund raising activities and events.
 - ❖ Provide advice to perspective students and families.
 - ❖ Promote higher education, the TBR, and Columbia State on a continuous basis.
 - ❖ Finalize the close-out and completion activities for the documentary video "*A Red Letter Day in the Life of Maury County*" including distribution, possible production of one or two trailers, return of loaned memorabilia, etc. Complete plans for and host a "roll out" preview party for the documentary. Make contacts and seek invitations to give presentations for continuing to "roll out" the documentary video in various community venues during the college's 50th Anniversary Celebration year.

5. As a part-time employee, you are not eligible for employment benefits (retirement credit, state insurance plan, annual or sick leave, holiday pay, or longevity credit). Notwithstanding, social security will be deducted from your paycheck unless you are a member of a retirement system or are a rehired annuitant as specified in 26 CFR Part 31.
6. This appointment does not include any assurance, obligation, or guarantee of subsequent employment.
7. This agreement may be terminated without prior notice.
8. By acceptance of this appointment, you agree to abide by the terms of the Drug-Free Workplace Act of 1988 as defined in published institution statements and policy. You also agree to notify the Office of Personnel of any criminal drug conviction for a violation occurring in the workplace no later than five (5) days after such conviction.
9. You are required to notify the President should you become employed at another state agency/institution.
10. The following special conditions shall govern this appointment:

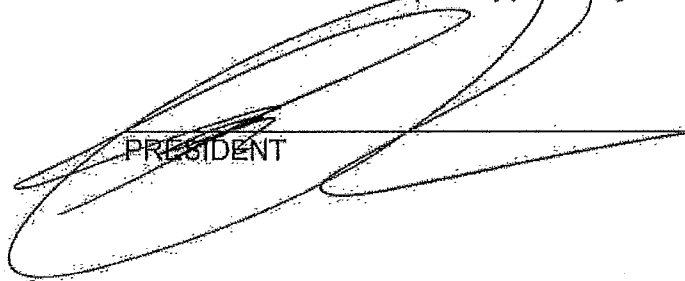
The retired employee accepts employment for up to 120 days during a 12-month period. The number of hours actually worked will be provided to the institution upon request and will be no less than 115 hours.

I accept the appointment described above under the terms and conditions set forth.


APPOINTEE

4/28/2015
DATE

An Equal Opportunity/Affirmative Action Employer


PRESIDENT

4/28/15
DATE

CHANCELLOR

DATE

**President Emeritus Report
2014-2015**

During this fiscal year, I performed the following functions (attached) for

Columbia State Community College Institution(s).

(Please type your report and attach it to this work sheet)

I spent at least 430 hours performing the work but less than 120 days.

D. Rebecca Austin
President Emeritus

4/30/2015
Date

I have reviewed the work of *D. Rebecca Austin* for 2014-2015 and
I am satisfied that it was well performed.

[Signature]
President

4/28/15
Date

Chancellor

Date

President Emeritus Report – 2014-2015

Review of Functions Performed:

1. Attend and participate in college- and foundation-sponsored functions.

Since my report in spring, 2014, I have attended/participated in or will prior to June 30, 2015, the following college- and foundation-sponsored functions:

- May 10 – Attended President’s Brunch Reception prior to Commencement honoring the commencement speaker and president’s leadership awardees/graduates.
- May 19 – Met with President Janet Smith to assess previous year’s President Emeritus duties/activities. We agreed on some changes to the duties in my president emeritus contract for 2014-2015. The 50th anniversary video documentary remained the focus of the duties.
- June 11 – Attended CSCC Foundation’s quarterly meeting/awards luncheon.
- August 22 – Attended artists’ reception in Pryor Art Gallery.
- Sept. 23 – Met with Bethany Lay and Molly Cochran regarding initial planning for a preview party upon completion of the 50th anniversary documentary/video, completion of my deferred gift for use in funding the event. A conversation was also held privately with Bethany Lay regarding a planned gift (legacy gift).
- Oct. 2 – Attended season opening performance of Performance Series.
- Nov. 5 – Met with Molly Cochran on documentary preview party plans.
- Nov. 6 – Attended performance of Performance Series and art gallery artist reception.
- Nov. 18 – Attended President’s Society/donor recognition dinner.
- Dec. 4 – Attended performance of Performance Series and artist reception.
- Dec. 10 – Attended CSCC Foundation’s quarterly meeting.
- Dec. 16 – Attended retirement reception for Lauren Hall.
- Jan. 23 – Met with Molly Cochran on preview party plans.
- Jan. 30 – Attended annual Legislators/Community Leaders breakfast.
- Feb. 12 – Attended performance of Performance Series and artist reception.
- Mar. 11 – Attended CSCC Foundation’s quarterly meeting.
- Mar. 12 – Attended performance of Performance Series.

- Mar. 24 – Attended Relay for Life Fundraiser luncheon as guest of the Columbia State team; made monetary gift on behalf of CS's team.
- April 23 – Attended annual spring performance of Commercial Entertainment Program's students.
- May 9 - Attended President's Brunch Reception prior to Commencement honoring the commencement speaker and president's leadership awardees/graduates.

2. Assist the college foundation with fund raising activities and events.

- I continued to support the Boosters' Club with an annual membership contribution. I have also made gifts to memorial scholarship funds and for other causes.
- Upon Bethany Lay's request, I documented my planned gift as found in my estate plans.
- I attended the President's Society Donor Recognition Dinner and was recognized in various categories of giving.
- In January, I attended the 18th Annual Legislators and Community Leaders' Breakfast.
- I met with Molly Cochran upon several occasions for planning the preview party (scheduled for August 11) for the 50th Anniversary documentary video, "A Red Letter Day in the Life of Maury County." Made a gift to the foundation for 2014-2015 of \$10,000 to support costs of the preview party and costs for completion of the documentary video. (Note: The \$10,000 will finalize my deferred gift to the 2006-2007 campaign completed prior to my retirement.)
- I continue to support the college and foundation's annual musical performance series. I provide financial support by continuing to make a platinum level patrons' leadership gift. I also encourage community friends to buy season and individual performance tickets.

3. Provide advice to perspective students and families.

I continue my residency in Columbia and Maury County. I have a great deal of visibility in the community through the civic organizations, a book club society, my church, and committees on which I serve. People often seek from me advice and college contact information for their various questions on student admissions, financial assistance, and various degree and certificate programs and noncredit offerings. I answer those questions I have current information on but most often connect them with the appropriate people at the college.

The young mother I assisted and financially supported in January, 2014, into her first semester of nursing continues to excel. We keep in touch with each other –

she enjoys reporting her successes and progress. She should complete her nursing degree in December, 2015.

This spring, I have been connecting Read Ridley, director of the Film Production Technology Program at the Franklin campus, with a student at Zion Academy. She has film making as her career goal and has plans to enter the college's program to begin her postsecondary education and training. Read is willing to host this friend's daughter to shadow his student film crew one day during their shoots at the Columbia campus. Read and his students are producing a video for use when the college hosts the TBR Board in June.

4. Promote higher education, the TBR, and Columbia State on a continuous basis.

I continue my active engagement and volunteer work with community organizations and groups. As a result, I am in contact with a lot of community people whom I've known for years. I am also in a position to meet other community residents along with newcomers to our community. I am usually identified with Columbia State – that allows me to serve as an ambassador for the college, TBR, and higher education.

During the winter and spring, I provided advice and assisted the coach for Women's Track and Field at Columbia Central High School to:

1) connect with the appropriate individuals at Columbia State for permission to install "field" components at the college's track. CHS does not have a track or field practice facilities. The team has used the college's track since we refurbished it in the mid-2000's, but there are no "field" practice facilities; and

2) raise the necessary funds for purchasing and installing the "field" components and equipment – almost \$20,000. (I also helped financially support the project.)

The Track and Field athletes (men and women), along with their coaches, are very appreciative of getting to use the college's track and now being able to set up "field" practice components. The college's physical plant and athletic departments have been very supportive and cooperative throughout the project. Community friendships and relationships such as these, especially where youth are involved, will likely turn into students seeking to enter Columbia State in the future. The project has received a good deal of publicity in which the college is always mentioned – positive visibility and publicity for the college. The project should also enhance the college's athletic and sports facilities.

I continue to have people inquire about the latest information concerning Tennessee Promise which the General Assembly enacted a year ago. Through the college and other sources, I try to stay abreast of the latest statistics and program information in order to provide updates and answer questions.

Again for a second year, I am serving as Chairman of the Maury Regional Health Care Foundation Board. In this position, I am in consistent contact with Maury Regional's CEO and other top administrators. Through these relationships I can stay abreast of the latest in community health care issues and needs. The Foundation has many ties to the community as we seek donations and sort out ways to financially support community healthcare needs through the medical center. My affiliation with Columbia State often leads to discussions on the role of the college in providing trained and skilled health care nurses and technicians.

5. Complete the research and development of a video/DVD publication, "The Red Letter Day in the Life of Maury County," documenting startup of Tennessee's community colleges and selection of Maury County/Columbia for the first community college in June, 1965; Columbia State's first academic year in downtown Columbia locations in 1966-67; and dedication of the new Columbia State Community College campus by Lady Bird and President Lyndon Johnson in March, 1967.

As predicted in spring 2014, the documentary video is on track for completion by June 30, 2015. Once production of the documentary is complete, the college staff and I will determine if there may be one or two segments which can be extracted for 10-12 minute trailers. These could be useful in speaking presentations and other venues.

The documentary will be useful to Columbia State with its 50th anniversary celebration during 2015-2016. As described in detail in last year's President Emeritus report, the documentary tells the story of the startup of Tennessee's community colleges; Columbia State's startup as Tennessee's first community college including the first year of classes in downtown Columbia locations; and the March 15, 1967, dedication of the new college campus by Lady Bird and President Lyndon B. Johnson.

The story is told through the memories and reflections of "people who were there," including community leaders and citizens, first faculty, staff, and students. Their memories and reflections are integrated with "B-roll" newspaper clippings, photo images, and memorabilia.

Following is a summary of the progress on the project during 2014-2015:

- **Recorded interviews were completed in August, 2014 – the majority of the interviews being completed by April 30, 2014. Consent forms and other documentary information have been obtained from all recorded interviewees. Other reflections and stories have continued to be collected in informal conversations throughout the year.**
- **As documentary producer during June and into mid-July, 2014, I wrote the first draft script for the documentary, pulling on research I previously conducted in various archives; information I found in mid-1960's newspaper stories, journal articles and memoirs; and from recorded and non-recorded interviews with community residents and leaders, faculty, staff, and students.**
- **Worked with Bob Trybalski, college media coordinator and documentary project director, and refined the script through two more drafts.**
- **Throughout the time of research, recorded interviews, and script development, I have collected "B-roll" newspaper story clippings, photos, memorabilia, etc. Bill Williams, project videographer, has digitized the "B-roll" artifacts.**
- **Worked with Anne Scott, Columbia State librarian/archivist, who has done endless hours of research and digging, helping collect "B-roll" artifacts. Anne has conducted research on-line and also spent time at the Tennessee State Library and Archives.**
- **Anne Scott and I have also worked with the LBJ Library and Archives in Austin, TX. We have electronically obtained invaluable audio recordings, photo images, and other documentation.**
- **I have searched out individuals, businesses, and organizations all over Columbia, finding photo images of downtown Columbia in the mid-60's, getting them to the college to be digitized, returning them to the owners, and properly following up with "thank you's."**
- **I have developed the personal identifiers/credits to be used in the documentary for those interviewed.**
- **I made the arrangements with the City of Columbia, with the owner of a mid-60's service station building, and owners of mid-60's vintage cars, to film an opening segment for the documentary. Anne Scott helped with securing actors and costumes and Bob Trybalski and Bill Williams filmed the segment on a Saturday morning in March.**
- **Voices for narration and other speaking roles have been identified and have been or are in the midst of being recorded.**
- **Right now, Bob Trybalski and Bill Williams are editing the documentary while I am developing a list of credits.**
- **With Molly Cochran, I have selected the evening of August 11, 2015, for a preview party to "roll out" the documentary. Included among the invitees will be individuals interviewed, first year students who can be found, those who have loaned "B-roll" artifacts, those who have assisted with**

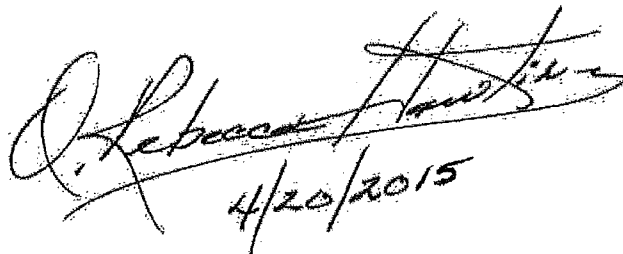
documentary production in other ways, and selected college and TBR officials. A theme has been selected, menu is being planned, invitation is being designed, and I am in the midst of creating the guest list. (Note: The preview party is being financially underwritten with my gift for the documentary video costs and party costs.)

- I am working with Rusty Summerville, director of the Pryor Art Gallery, to identify and invite canvas artists and craft artisans for an art gallery exhibit during August. This will provide an interesting and visually pleasing exhibit of artwork by artists and artisans associated with Columbia State in its early years.

“A Red Letter Day in the Life of Maury County” is being anxiously anticipated by the community and the college. The documentary is the first compilation of the startup history of Columbia State and Tennessee’s community colleges as officially documented and unofficially remembered in the stories of those “who were there.” The unofficial stories have been tucked away for years in people’s memories and in their attics, desks, and chests of drawers. Those memories and memorabilia coupled together with newspaper and journal stories, official and unofficial photo images, and archival information make a rich and proud story of a very important time in the history of Columbia, Maury County, South Central Middle Tennessee, and the State of Tennessee.

I anticipate that the community will embrace the documentary just as they do “their” community college. As importantly, the video story will hopefully become an important artifact for Columbia State’s and Tennessee Board of Regents’ archives as well as the archives of Maury County, other college service area counties, the Tennessee State Library and Archives, and the LBJ Library and Archives.

I am pleased, as Columbia State president emeritus, to have the opportunity to produce “A Red Letter Day in the Life of Maury County.”


4/20/2015

**TENNESSEE BOARD OF REGENTS
OF
THE STATE UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF TENNESSEE**

**NOTICE OF PART-TIME EMPLOYMENT AND AGREEMENT
FOR PRESIDENT EMERITUS**

TO: Dr. Carl Hite
314 Settlers View Rd.
Townsend, TN 37882

This is to confirm your part-time appointment to a position approved by the Tennessee Board of Regents as President Emeritus of Cleveland State Community College for a period beginning July 1, 2015 at a monthly salary of \$ 2612.08, subject to the terms and conditions hereinafter set forth and our acceptance thereof:

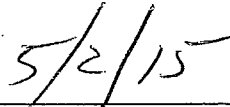
1. This appointment is made subject to the laws of the State of Tennessee, the requirements and policies of the Tennessee Board of Regents and the requirements and policies of this institution/area school.
2. The term of this agreement is July 1, 2015 to June 30, 2016. It may be renewed on an annual basis following review of the emeritus work performed and approval by the Tennessee Board of Regents.
3. The above stated salary is contingent upon your successful completion of service for the full term of this agreement. The salary will accrue and will be payable monthly. In the event of failure to complete the specific terms of the appointment, salary will be prorated in accordance with the policies of the institution/area school.
4. This appointment and the above-stated salary are in consideration of your faithful performance to the best of your ability of the duties and responsibilities assigned to you as a part-time employee of this institution. These duties include:
 - ❖ Orientation, consultation and advisement to the Chancellor of the Tennessee Board of Regents.
 - ❖ Consultation for Cleveland State.
 - ❖ Attend selected Cleveland State campus and off-campus activities, including athletic events, alumni events, etc.
 - ❖ Attend professional meetings, such as AASCU, SACS, etc., as requested or by mutual agreement.
 - ❖ Provide other services and/or support as may be requested by the Tennessee Board of Regents, or the Tennessee Higher Education Commission.
 - ❖ Conduct research that focuses on looking at future trends, both here and worldwide, that will impact higher education in Tennessee in the coming years. The trends identified will allow the TBR institutions to be ahead of the curve when it comes to

addressing and meeting the needs of their students. A variety of resources will be used to identify these trends.

5. As a part-time employee, you are not eligible for employment benefits (retirement credit, state insurance plan, annual or sick leave, holiday pay, or longevity credit). Notwithstanding, social security will be deducted from your paycheck unless you are a member of a retirement system or are a rehired annuitant as specified in 26 CFR Part 31.
6. This appointment does not include any assurance, obligation, or guarantee of subsequent employment.
7. This agreement may be terminated without prior notice.
8. By acceptance of this appointment, you agree to abide by the terms of the Drug-Free Workplace Act of 1988 as defined in published institution statements and policy. You also agree to notify the Office of Personnel of any criminal drug conviction for a violation occurring in the workplace no later than five (5) days after such conviction.
9. You are required to notify the President should you become employed at another state agency/institution.
10. The following special conditions shall govern this appointment:

The retired employee accepts employment for up to 120 days during a 12-month period. The number of hours actually worked will be provided to the institution upon request and will be no less than 157 hours.

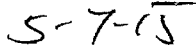
I accept the appointment described above under the terms and conditions set forth.



APPOINTEE

DATE

An Equal Opportunity/Affirmative Action Employer



PRESIDENT

DATE

CHANCELLOR

DATE


**President Emeritus Report
2014-2015**

During this fiscal year, I performed the following functions (attached) for

CLEVELAND STATE C.C. Institution(s).

(Please type your report and attach it to this work sheet)

I spent at least 157 hours performing the work but less than 120 days.

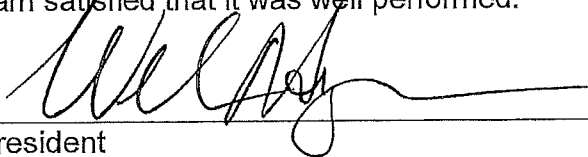


President Emeritus

5/2/15

Date

I have reviewed the work of Carl Hite for 2014-2015 and I am satisfied that it was well performed.



President

5-7-15

Date

Chancellor

Date

President Emeritus Report

2014-2015

1. Represented CLSCC at the National Alliance of Community and Technical Colleges (NACTC) Winter Meeting in Tampa, Florida in February of 2015
2. Serve on the Executive Board of the NACTC, attending meetings as well as participating in conference calls during the course of the year
3. Met in Knoxville at PSCC with a representative from the World Futures Society and a consultant who is focusing on colleges of the future. Looked at and discussed trends impacting higher education in the future, both from inside and outside higher education.
4. Presented a summary of future trends impacting higher education to the TN Community College Presidents and TBR Staff in Nashville, February 2015.
5. Attended presentation by Dr. William Seymour on the CLSCC Community Strategic Plan for CLSCC
6. Attended and participated in the Futures Assembly in Orlando, Florida. Served as a judge in the Bellwether Award Competition in the Academic Category
7. Spoke to a graduate class on community colleges about careers in higher education in community colleges
8. Presented to two graduate classes at the University of Florida about CLSCC's Legacy Award winning program in developmental math
9. Performed research using libraries, discussions, and the internet to look at trends impacting higher education. Examples of sources used include information from newspapers, electronic newsletters and organizations such as Education Dive: Higher Education, Chronicle of Higher Education, Faculty Focus, ECS, Higher Ed Topics, Executive Watch, Inside HE, The Hechinger Report, University Business, World Futures Society, TED Talks, National Center for Academic Transformation, Reinventing High Education, Higher Education Hot Topics, Higher Education Administration, Christensen Institute, Education Week, Healthcare DIVE, Retail DIVE, Brookings Brief, Med Ed Update, CCRC, Harvard Business School, Governing Daily, and Edutopia News. Books included Jack Uldrich's *Foresight 2020* and *How We Got to Now* by Steven Johnson.

**TENNESSEE BOARD OF REGENTS
OF
THE STATE UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF TENNESSEE**

**NOTICE OF PART-TIME EMPLOYMENT AND AGREEMENT
FOR PRESIDENT EMERITUS**

TO: Dr. Sherry Hoppe
8909 Rostis Lane
Chattanooga, TN 37421

This is to confirm your part-time appointment to a position approved by the Tennessee Board of Regents as President Emeritus of Austin Peay State University for a period beginning July 1, 2015 at a monthly salary of \$3,367.18 subject to the terms and conditions hereinafter set forth and our acceptance thereof:

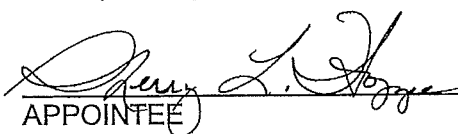
1. This appointment is made subject to the laws of the State of Tennessee, the requirements and policies of the Tennessee Board of Regents and the requirements and policies of this institution/area school.
2. The term of this agreement is July 1, 2015 to June 30, 2016. It may be renewed on an annual basis following review of the emeritus work performed and approval by the Tennessee Board of Regents.
3. The above stated salary is contingent upon your successful completion of service for the full term of this agreement. The salary will accrue and will be payable monthly. In the event of failure to complete the specific terms of the appointment, salary will be prorated in accordance with the policies of the institution/area school.
4. This appointment and the above-stated salary are in consideration of your faithful performance to the best of your ability of the duties and responsibilities assigned to you as a part-time employee of this institution. These duties include:
 - ❖ Provide advice and counsel to the president of Austin Peay State University (APSU).
 - ❖ Assist with fundraising at APSU.
 - ❖ Visit with alumni who are contributors or have the potential to make significant contributions.
 - ❖ Attend selected APSU campus and off-campus activities, including athletic events, alumni events, etc.
 - ❖ Provide consultation and/or assist with relationship building with alumni, donors, and community leaders as requested.
 - ❖ Attend professional meetings, such as AASCU, SACS, etc., as requested or by mutual agreement.

❖ Provide other services and/or support as may be requested by the president of APSU, the Tennessee Board of Regents, or the Tennessee Higher Education Commission.

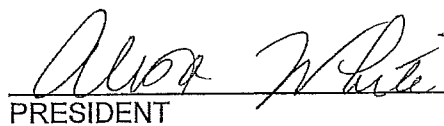
5. As a part-time employee, you are not eligible for employment benefits (retirement credit, state insurance plan, annual or sick leave, holiday pay, or longevity credit). Notwithstanding, social security will be deducted from your paycheck unless you are a member of a retirement system or are a rehired annuitant as specified in 26 CFR Part 31.
6. This appointment does not include any assurance, obligation, or guarantee of subsequent employment.
7. This agreement may be terminated without prior notice.
8. By acceptance of this appointment, you agree to abide by the terms of the Drug-Free Workplace Act of 1988 as defined in published institution statements and policy. You also agree to notify the Office of Personnel of any criminal drug conviction for a violation occurring in the workplace no later than five (5) days after such conviction.
9. You are required to notify the President should you become employed at another state agency/institution.
10. The following special conditions shall govern this appointment:

The retired employee accepts employment for up to 120 days during a 12-month period. The number of hours actually worked will be provided to the institution upon request and will be no less than 193.8 hours.

I accept the appointment described above under the terms and conditions set forth.

 _____ DATE 4/15/2015

An Equal Opportunity/Affirmative Action Employer

 _____ DATE 4-20-15

CHANCELLOR DATE _____

President Emeritus Report 2014-2015

During this fiscal year, I performed the following functions (attached) for

Austin Peay State University Institution(s).

(Please type your report and attach it to this work sheet)

I spent at least 193.8 hours performing the work but less than 120 days.

Sherry L. Hogge 4/15/2015
President Emeritus Date

I have reviewed the work of Dr. Sherry Hogge for 2014-2015 and I am satisfied that it was well performed.

Allen White 4-20-15
President Date

Chancellor Date

SHERRY L. HOPPE

President Emeritus Report Austin Peay State University 2014-2015

Provided advice and counsel to the president of Austin Peay State University (APSU)

Provided advice and counsel to the Executive Director of Advancement at APSU

Provided advice and counsel to other APSU staff

Participated in three multi-day, out-of-state alumni/development trips

Attended visitations and/or funeral for individuals connected with APSU

Assisted with planning for President's Emerging Leaders Program reunion

Attended 11 on-campus APSU events with opportunities to discuss APSU with alumni, donors, and athletic supporters

Attended three off-campus APSU events

Communicated with sympathy notes and gift books to five APSU alumni/donors

Responded to questions from applicants for APSU graduate program and employment opportunities

Provided letters of reference as requested

Served as guest speaker for UTC higher education doctoral class regarding leadership, providing an opportunity to provide information about APSU programs

Weekly, read campus updates on "The Gov Says" and "InnerAction" to stay current on APSU happenings and progress as background for discussion of APSU with alumni, community members, prospective students, etc.

**TENNESSEE BOARD OF REGENTS
OF
THE STATE UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF TENNESSEE**

**NOTICE OF PART-TIME EMPLOYMENT AND AGREEMENT
FOR PRESIDENT EMERITUS**

TO: Dr. Sam Ingram
2435 Tomahawk
Murfreesboro, TN 37129-6201

This is to confirm your part-time appointment to a position approved by the Tennessee Board of Regents as President Emeritus of Middle Tennessee State University for a period beginning July 1, 2015 at a monthly salary of \$1,496.42 subject to the terms and conditions hereinafter set forth and our acceptance thereof:

1. This appointment is made subject to the laws of the State of Tennessee, the requirements and policies of the Tennessee Board of Regents and the requirements and policies of this institution/area school.
2. The term of this agreement is July 1, 2015 to June 30, 2016. It may be renewed on an annual basis following review of the emeritus work performed and approval by the Tennessee Board of Regents.
3. The above stated salary is contingent upon your successful completion of service for the full term of this agreement. The salary will accrue and will be payable monthly. In the event of failure to complete the specific terms of the appointment, salary will be prorated in accordance with the policies of the institution/area school.
4. This appointment and the above-stated salary are in consideration of your faithful performance to the best of your ability of the duties and responsibilities assigned to you as a part-time employee of this institution. These duties include:
 - ❖ Legislative relations, state and local
 - ❖ Relations with community colleges
 - ❖ Work with alumni
 - ❖ Foundation Board Member
 - ❖ Assist college President and staff with campus development, Foundation activity and fundraising.
 - ❖ Provide support in inter-institutional, governmental, legislative, and community relations.
 - ❖ Assist as needed with the completion of selected capital projects.

- ❖ As requested, represent the President and the college at selected functions and professional meetings.
 - ❖ Recruit students and provide advice to prospective students and their parents.
 - ❖ Promote higher education, the TBR, and MTSU on a continuous basis.
5. As a part-time employee, you are not eligible for employment benefits (retirement credit, state insurance plan, annual or sick leave, holiday pay, or longevity credit). Notwithstanding, social security will be deducted from your paycheck unless you are a member of a retirement system or are a rehired annuitant as specified in 26 CFR Part 31.
 6. This appointment does not include any assurance, obligation, or guarantee of subsequent employment.
 7. This agreement may be terminated without prior notice.
 8. By acceptance of this appointment, you agree to abide by the terms of the Drug-Free Workplace Act of 1988 as defined in published institution statements and policy. You also agree to notify the Office of Personnel of any criminal drug conviction for a violation occurring in the workplace no later than five (5) days after such conviction.
 9. You are required to notify the President should you become employed at another state agency/institution.
 10. The following special conditions shall govern this appointment:

The retired employee accepts employment for up to 120 days during a 12-month period. The number of hours actually worked will be provided to the institution upon request and will be no less than 89.8 hours.

I accept the appointment described above under the terms and conditions set forth.

Laura H. Ingram 5-21-15
 APPOINTEE DATE

An Equal Opportunity/Affirmative Action Employer

Shirley A. Taylor 5/22/2015
 PRESIDENT DATE

 CHANCELLOR DATE

President Emeritus Report 2014-2015

During this fiscal year, I performed the following functions (attached) for

Middle Tennessee State University Institution(s).

(Please type your report and attach it to this work sheet)

I spent at least 90 hours performing the work but less than 120 days.

Sam H. Ingram
President Emeritus

5-21-15
Date

I have reviewed the work of Dr. Sam H. Ingram for 2014-2015 and I am satisfied that it was well performed.

Steve J. Byrd
President

5/22/2015
Date

Chancellor

Date

TO: President Sidney A. McPhee

FROM: Dr. Sam Ingram

DATE: May 13, 2015

SUBJECT: President Emeritus Report

The recent incentive by Governor Bill Haslam to provide free tuition to all Tennessee high school graduates has presented new and welcome challenges to both two-year and senior institutions in the state. Obviously, one of these is determining new enrollment patterns. The more critical element is the provision of essential personal and institutional support required for the success of this new venture.

Community colleges are desperately trying to improve current student programs and services while at the same time meeting the needs of a new, more dependent group of students. Administration and staff at both the community colleges and universities are committed to the success of this innovative and exciting effort.

MTSU is continuing what is expected to be a successful fund raising campaign by the Foundation. Alumni support increases each year. The university is committed to the addition of new programs and services each year in order to carry out its mission. I have considered it a pleasure to be involved in a minor way with this vibrant and exciting university.



Dr. Sam H. Ingram, President Emeritus

5-20-15
Date

Middle Tennessee State University

**TENNESSEE BOARD OF REGENTS
OF
THE STATE UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF TENNESSEE**

**NOTICE OF PART-TIME EMPLOYMENT AND AGREEMENT
FOR PRESIDENT EMERITUS**

TO: Dr. William Locke
2800 Anderson Bend Road
Russellville, TN 37860

This is to confirm your part-time appointment to a position approved by the Tennessee Board of Regents as President Emeritus of Northeast State Community College for a period beginning July 1, 2015 at a monthly salary of \$2,531.50, subject to the terms and conditions hereinafter set forth and our acceptance thereof:

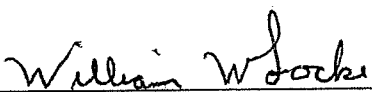
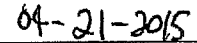
1. This appointment is made subject to the laws of the State of Tennessee, the requirements and policies of the Tennessee Board of Regents and the requirements and policies of this institution/area school.
2. The term of this agreement is July 1, 2015 to June 30, 2016. It may be renewed on an annual basis following review of the emeritus work performed and approval by the Tennessee Board of Regents.
3. The above stated salary is contingent upon your successful completion of service for the full term of this agreement. The salary will accrue and will be payable monthly. In the event of failure to complete the specific terms of the appointment, salary will be prorated in accordance with the policies of the institution/area school.
4. This appointment and the above-stated salary are in consideration of your faithful performance to the best of your ability of the duties and responsibilities assigned to you as a part-time employee of this institution. These duties include:
 - Participate with the Northeast State Community College video production staff in the development of a video which supports the college's capital campaign for the Technical Education Complex and the development of a second video which will be used to promote the college's 50th anniversary which occurs in the 2016 year.
 - Serve to maintain and build positive relationships between the college and governmental, business/industrial, and community organizations.
 - Promote the value of higher education, the Tennessee Board of Regents, and Regent's institutions located in northeast Tennessee.
 - Serve as a consultant to the Kingsport Chamber of Commerce on matters concerning education and workforce development.
 - Support initiatives of the Northeast State Community College Foundation.

- Assist in, upon the request of local officials, the recruitment of business/industry desiring to expand an existing business or locate a new business within the region.

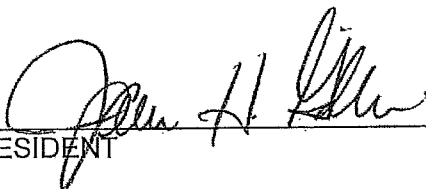

5. As a part-time employee, you are not eligible for employment benefits (retirement credit, state insurance plan, annual or sick leave, holiday pay, or longevity credit). Notwithstanding, social security will be deducted from your paycheck unless you are a member of a retirement system or are a rehired annuitant as specified in 26 CFR Part 31.
6. This appointment does not include any assurance, obligation, or guarantee of subsequent employment.
7. This agreement may be terminated without prior notice.
8. By acceptance of this appointment, you agree to abide by the terms of the Drug-Free Workplace Act of 1988 as defined in published institution statements and policy. You also agree to notify the Office of Personnel of any criminal drug conviction for a violation occurring in the workplace no later than five (5) days after such conviction.
9. You are required to notify the President should you become employed at another state agency/institution.
10. The following special conditions shall govern this appointment:

The retired employee accepts employment for up to 120 days during a 12-month period. The number of hours actually worked will be provided to the institution upon request and will be no less than 152 hours.

I accept the appointment described above under the terms and conditions set forth.


APPOINTEE _____  _____
DATE

An Equal Opportunity/Affirmative Action Employer


PRESIDENT _____  _____
DATE

CHANCELLOR _____
DATE

President Emeritus Report 2014-2015

During this fiscal year, I performed the following functions (attached) for

Northeast State Community College Institution(s).

(Please type your report and attach it to this work sheet)

See attachment entitled "Functions Performed by William W. Locke as President Emeritus of Northeast State Community College during the 2014-2015 Year"

I spent at least 152 hours performing the work but less than 120 days.

William W. Locke 04-21-2015
President Emeritus Date

I have reviewed the work of William W. Locke for 2014-2015 and I am satisfied that it was well performed.

James H. [Signature] 4-28-15
President Date

Chancellor Date

Functions Performed by William W. Locke as President Emeritus of
Northeast State Community College During the 2014-2015 Year

- Served as a board member of the Alliance for Business and Training which has a significant relationship with the college in the area of workforce development training.
- Maintained and established positive relationships between the college and governmental/business/industrial and community organizations
- Participated in selected meetings of educators, elected officials, and business leaders to discuss public school/higher education partnership opportunities
- Met with and advised parents and their children and other adult learners about making a Tennessee Board of Regents institution as their first choice for attending a college and referred these individuals to appropriate personnel at the respective Regent's institutions
- Participated with representatives of the Kingsport Chamber of Commerce and the City of Kingsport in making presentations to representatives of organizations seeking to learn more about the City of Kingsport's higher education initiatives
- Participated with local officials in meeting with representatives of organizations which expressed an interest in expanding and/or locating a new business/industry in Sullivan County
- Served as a consultant to the Kingsport Chamber of Commerce on matters affecting education and workforce development within the region
- Conducted office hours at the higher education office provided by and located in the Kingsport Chamber of Commerce
- Supported initiatives of the Northeast State Community College Foundation and the Walters State Community College Foundation
- Served as an advisory board member of the Sullivan County Tennessee Promise program
- Attended a luncheon hosted by the college president at which video and other material was developed for use in the college's capital budget program for the technical education complex and the college's 50th anniversary celebration

**TENNESSEE BOARD OF REGENTS
OF
THE STATE UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF TENNESSEE**

**NOTICE OF PART-TIME EMPLOYMENT AND AGREEMENT
FOR PRESIDENT EMERITUS**

TO: Dr. Walter Nelms
80 Quiet Dale Drive
Jackson, Tennessee 38305

This is to confirm your part-time appointment to a position approved by the Tennessee Board of Regents as President Emeritus of Jackson State Community College for a period beginning July 1, 2015 at a monthly salary of \$1,648.00 subject to the terms and conditions hereinafter set forth and our acceptance thereof:

1. This appointment is made subject to the laws of the State of Tennessee, the requirements and policies of the Tennessee Board of Regents and the requirements and policies of this institution/area school.
2. The term of this agreement is July 1, 2015 to June 30, 2016. It may be renewed on an annual basis following review of the emeritus work performed and approval by the Tennessee Board of Regents.
3. The above stated salary is contingent upon your successful completion of service for the full term of this agreement. The salary will accrue and will be payable monthly. In the event of failure to complete the specific terms of the appointment, salary will be prorated in accordance with the policies of the institution/area school.
4. This appointment and the above-stated salary are in consideration of your faithful performance to the best of your ability of the duties and responsibilities assigned to you as a part-time employee of this institution. These duties include:
 - ❖ Participate in graduation exercises by attending in academic regalia and being seated on the stage with other invited dignitaries.
 - ❖ Represent and support JSCC throughout the service area of the college, including but not limited to serving as liaison with civic community and area leaders.
 - ❖ Accompany the current college President on fund raising calls to community and area leaders.
 - ❖ Provide advice and counsel to the current college President.
 - ❖ Represent Jackson State by his presence and participation in other ceremonial functions, including but not limited to receptions, public activities, and academic celebrations as requested.
 - ❖ Act as a college ambassador at college events throughout the year as requested.

- ❖ Provide assistance to the Director of Institutional Advancement to support capital and scholarship campaign activities and planned giving events as appropriate.
- 5. As a part-time employee, you are not eligible for employment benefits (retirement credit, state insurance plan, annual or sick leave, holiday pay, or longevity credit). Notwithstanding, social security will be deducted from your paycheck unless you are a member of a retirement system or are a rehired annuitant as specified in 26 CFR Part 31.
- 6. This appointment does not include any assurance, obligation, or guarantee of subsequent employment.
- 7. This agreement may be terminated without prior notice.
- 8. By acceptance of this appointment, you agree to abide by the terms of the Drug-Free Workplace Act of 1988 as defined in published institution statements and policy. You also agree to notify the Office of Personnel of any criminal drug conviction for a violation occurring in the workplace no later than five (5) days after such conviction.
- 9. You are required to notify the President should you become employed at another state agency/institution.
- 10. The following special conditions shall govern this appointment:

The retired employee accepts employment for up to 120 days during a 12-month period. The number of hours actually worked will be provided to the institution upon request and will be no less than 98.9 hours.

I accept the appointment described above under the terms and conditions set forth.

Robert W. Helms
APPOINTEE

April 20, 2015
DATE

An Equal Opportunity/Affirmative Action Employer

Bruce Blandy
PRESIDENT

4-22-15
DATE

CHANCELLOR

DATE

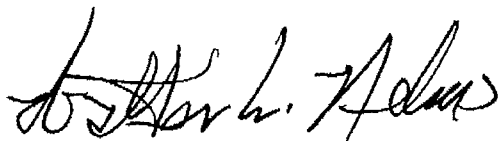
REPORT OF ACTIVITIES FOR 2014-2015

In fulfillment of the agreement for the part-time employment with Jackson State Community College (JSCC) for the year 2014-2015, I performed in much the same way as I have in past years.

- A. Because of recent surgery, I did not sit on stage or participate actively in graduation exercises. I did attend the service and was recognized by President Blanding. I will continue to attend graduation whenever physically possible.
- B. I served as a representative of and for JSCC with individuals and groups with whom I have activities. Frequently, I talk with potential students about the various academic programs of the institution, with individuals and groups concerning the advantages of attending a community college, with individuals and groups about JSCC in particular, and soliciting support for the institution and the Tennessee Board of Regents System. As President Emeritus, I believe one of my primary responsibilities is to support higher education in every way I have opportunity.
- C. I serve on the Jackson State Community College Foundation Board. In addition to attending regular meetings of the Board, I urge individuals to financially support JSCC and the JSCC Foundation. I personally contribute to the Foundation on an annual basis.
- D. I have, when asked, provided advice, counsel and historical data to the President and members of the faculty and staff. I believe I maintain a healthy and supportive relationship with Dr. Blanding and the College community.
- E. I regularly attend College functions during the year.
- F. I have supported the activities of the Director of Institutional Advancement to enhance capital and scholarship activities.

I am as supportive of JSCC as I can possibly be. Although many of the key players within the service community of the College have changed since my retirement in 1997, I communicate the value and needs of the institution in a positive manner wherever and whenever I have the opportunity. I serve the College in many ways and whenever I can be effective. I believe I have fulfilled my agreement with the Board and with Jackson State Community College.

Sincerely,



Dr. Walter L. Nelms,
President Emeritus, Jackson State Community College

President Emeritus Report 2014-2015

During this fiscal year, I performed the following functions (attached) for

Jackson State Community College Institution(s).

(Please type your report and attach it to this work sheet)

I spent at least 100+ hours performing the work but less than 120 days.

Walter H. Nelms
President Emeritus

April 20, 2015
Date

I have reviewed the work of DR. WALTER NELMS for 2014-2015 and I am satisfied that it was well performed.

Bruce Blandy
President

4-22-15
Date

Chancellor

Date

**TENNESSEE BOARD OF REGENTS
OF
THE STATE UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF TENNESSEE**

**NOTICE OF PART-TIME EMPLOYMENT AND AGREEMENT
FOR PRESIDENT EMERITUS**

TO: Dr. Wade Powers
1287 Dobbins Pike
Gallatin, Tennessee 37066

This is to confirm your part-time appointment to a position approved by the Tennessee Board of Regents as President Emeritus of Northeast State Community College for a period beginning July 1, 2015 at a monthly salary of \$1,496.67 subject to the terms and conditions hereinafter set forth and our acceptance thereof:

1. This appointment is made subject to the laws of the State of Tennessee, the requirements and policies of the Tennessee Board of Regents and the requirements and policies of this institution/area school.
2. The term of this agreement is July 1, 2015 to June 30, 2016. It may be renewed on an annual basis following review of the emeritus work performed and approval by the Tennessee Board of Regents.
3. The above stated salary is contingent upon your successful completion of service for the full term of this agreement. The salary will accrue and will be payable monthly. In the event of failure to complete the specific terms of the appointment, salary will be prorated in accordance with the policies of the institution/area school.
4. This appointment and the above-stated salary are in consideration of your faithful performance to the best of your ability of the duties and responsibilities assigned to you as a part-time employee of this institution. These duties include:
 - For Northeast State Community College:
 - Review/select archived videos created during your tenure, and develop scripts and videos (with assistance from NeSCC video production staff) to archive/record documentation of work completed related to time served as president at NeState, for the previous year President Emeritus work, in digital/video format in preparation of our 50th anniversary celebration (2016).
 - Review Capital Campaign marketing materials for Technical Education Complex.
 - Develop video supporting the Capital Campaign for the Technical Education Complex; (with assistance from NeSCC video production staff).
 - For Volunteer State Community College (VSCC), Dr. Powers will work with the president by offering advice and counseling regarding the Foundation, with particular emphasis on institutional fund raising. He will also work with the college's alumni relations program.
 - Serve as a consultant on institutional effectiveness at VSCC.

- Provide support for both NSCC and VSCC on special projects during the course of the year.
5. As a part-time employee, you are not eligible for employment benefits (retirement credit, state insurance plan, annual or sick leave, holiday pay, or longevity credit). Notwithstanding, social security will be deducted from your paycheck unless you are a member of a retirement system or are a rehired annuitant as specified in 26 CFR Part 31.
 6. This appointment does not include any assurance, obligation, or guarantee of subsequent employment.
 7. This agreement may be terminated without prior notice.
 8. By acceptance of this appointment, you agree to abide by the terms of the Drug-Free Workplace Act of 1988 as defined in published institution statements and policy. You also agree to notify the Office of Personnel of any criminal drug conviction for a violation occurring in the workplace no later than five (5) days after such conviction.
 9. You are required to notify the President should you become employed at another state agency/institution.
 10. The following special conditions shall govern this appointment:

The retired employee accepts employment for up to 120 days during a 12-month period. The number of hours actually worked will be provided to the institution upon request and will be no less than 89.8 hours.

I accept the appointment described above under the terms and conditions set forth.

R. Wade Powers
APPOINTEE

April 24, 2015
DATE

John H. Galt
PRESIDENT

An Equal Opportunity/Affirmative Action Employer

APR 28 2015
DATE

Scott F. Fisher
PRESIDENT

5/5/10
DATE

CHANCELLOR

DATE

**PRESIDENT EMERITUS REPORT
2014 – 2015**

During this fiscal year I have performed the following functions for Northeast State Community College.

Advised the President concerning the Northeast State Foundation, as requested.
Served as a member of the President's Trust.
Reviewed major College publications as requested. .
Provided consultation on any matters for which the President considered the need for additional input.
Worked with the media staff in making videos that could be utilized in observation of the 50th Anniversary of the College and possibly for a video to be used for the Capital Campaign.
Reviewed videos made during my tenure as President to determine future usage.
Reviewed material to be used for the Capital Campaign

During this fiscal year I have performed the following functions for Volunteer State Community College.

Served as a member of the Foundation Board of Trustees.
Served as a member of the Executive Committee of the Foundation.
Served as a member of the Past Chairs of the Foundation.
Served as a member of the Nominating Committee of the Foundation.
Attended the Foundation functions and meetings.
Served as a consultant on Institutional Effectiveness as requested.

I spent at least 91 Hours performing this work but less than 120 days.

R. Wade Powers _____
President Emeritus Date April 24, 2015

I have reviewed the work of Dr. R. Wade Powers for 2014 – 2015 and am satisfied that it was well performed.

Allen H. Ga _____
Northeast State President Date APR 28 2015

Greg Johnson _____
Volunteer State President Date 5/5/15

Chancellor Date _____

**TENNESSEE BOARD OF REGENTS
OF
THE STATE UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF TENNESSEE**

**NOTICE OF PART-TIME EMPLOYMENT AND AGREEMENT
FOR PRESIDENT EMERITUS**

TO: Dr. Shirley Raines
117 Dansworth Ln.
Oak Ridge, TN 37830

This is to confirm your part-time appointment to a position approved by the Tennessee Board of Regents as President Emeritus of The University of Memphis for a period beginning July 1, 2015 at a monthly salary of \$ 5,660.16, subject to the terms and conditions hereinafter set forth and our acceptance thereof:

1. This appointment is made subject to the laws of the State of Tennessee, the requirements and policies of the Tennessee Board of Regents and the requirements and policies of this institution/area school.
2. The term of this agreement is July 1, 2015 to June 30, 2016. It may be renewed on an annual basis following review of the emeritus work performed and approval by the Tennessee Board of Regents.
3. The above stated salary is contingent upon your successful completion of service for the full term of this agreement. The salary will accrue and will be payable monthly. In the event of failure to complete the specific terms of the appointment, salary will be prorated in accordance with the policies of the institution/area school.
4. This appointment and the above-stated salary are in consideration of your faithful performance to the best of your ability of the duties and responsibilities assigned to you as a part-time employee of this institution. These duties include:
 - ❖ Orientation, consultation and advisement to the current University of Memphis president.
 - ❖ Fund raising for University of Memphis as needed.
 - ❖ Institution-community relations and activities for University of Memphis, as requested.
 - ❖ Consultation for University of Memphis
 - ❖ Visit with alumni who are contributors or have the potential to make significant contributions.
 - ❖ Attend selected UoM campus and off-campus activities, including athletic events, alumni events, etc.

- ❖ Provide other services and/or support as may be requested by the president of UoM, the Tennessee Board of Regents, or the Tennessee Higher Education Commission.
- 5. As a part-time employee, you are not eligible for employment benefits (retirement credit, state insurance plan, annual or sick leave, holiday pay, or longevity credit). Notwithstanding, social security will be deducted from your paycheck unless you are a member of a retirement system or are a rehired annuitant as specified in 26 CFR Part 31.
- 6. This appointment does not include any assurance, obligation, or guarantee of subsequent employment.
- 7. This agreement may be terminated without prior notice.
- 8. By acceptance of this appointment, you agree to abide by the terms of the Drug-Free Workplace Act of 1988 as defined in published institution statements and policy. You also agree to notify the Office of Personnel of any criminal drug conviction for a violation occurring in the workplace no later than five (5) days after such conviction.
- 9. You are required to notify the President should you become employed at another state agency/institution.
- 10. The following special conditions shall govern this appointment:

The retired employee accepts employment for up to 120 days during a 12-month period. The number of hours actually worked will be provided to the institution upon request and will be no less than 340 hours.

I accept the appointment described above under the terms and conditions set forth.

Stanley C. Rames April 21, 2015
 APPOINTEE DATE

An Equal Opportunity/Affirmative Action Employer

[Signature] 4/25/15
 PRESIDENT DATE

 CHANCELLOR DATE

**President Emeritus Report
2014-2015**

During this fiscal year, I performed the following functions (attached) for

University of Memphis Institution(s).

(Please type your report and attach it to this work sheet)

I spent at least 340 hours performing the work but less than 120 days.

Stirley C. Rames
President Emeritus

April 21, 2015
Date

I have reviewed the work of Dr. Shirley Rames for 2014-2015 and I am satisfied that it was well performed.

[Signature]
President

4/25/15
Date

Chancellor

Date

Shirley Carol Raines (sraines)

To: Michael David Rudd (mdrudd); john.morgan@tbr.edu; mary.moody@tbr.edu
Cc: Jeanine Hornish Rakow (jhrakow)
Subject: FW: Summary Report - Duties of Shirley C. Raines, president emeritus, University of Memphis

TO: M. David Rudd, President of the University of Memphis
John Morgan, Chancellor of the Tennessee Board of Regents

FROM: Shirley C. Raines, President Emeritus, University of Memphis

DATE: April 21, 2015

RE: SUMMARY REPORT – Duties as president emeritus

As requested in a Memorandum of April 7, 2015, from Mary G. Moody, Office of General Counsel for the Tennessee Board of Regents, I am providing a President Emeritus Report for 2014-2015. This is the report which is to be attached to the work sheet. The bolded items were the duties as indicated on the contract for 2014-2015.

Orientation, consultation and advisement to the current University of Memphis president

Comments: Over the course of the year and in three previous reports, I communicated with President M. David Rudd via e-mail of my activities in support of the University. When requested, I provided limited personnel advice as he assembled his leadership team. I also sent communications related to higher education issues in general and THEC activities, specifically. These communications were ones I thought would be of special interest to President Rudd or to initiatives at the University of Memphis.

Fundraising for the University of Memphis as needed

Comments: This year's major accomplishment was the gift from the Ayers Foundation of 1M for the University of Memphis Lambuth Campus. I remain in contact with the Ayers Foundation at their request and remain available at the request of President Rudd or Associate Vice President Bobby Prince for any fundraising activities with individuals or groups. In consultation with Chancellor Morgan, I became a member of the Roane State Community College Foundation Board and have assisted in their fundraising and strategic planning for the Foundation. In June, I am slated to conduct a day long retreat for the Board of Directors of the RSCC Foundation. None of these initiatives are in conflict with the fundraising activities of the University of Memphis.

Institution-community relations and activities for University of Memphis, as requested

Comments: I did not have any specific requests for institution-community relations and activities for the University of Memphis, directly from the campus. However, in my community activities, I have spoken on higher education issues at two civic meetings in Oak Ridge and am scheduled for a third on April 30. At community meetings where legislators are present, I seek to reinforce the importance of the higher education objectives in general. I am supportive of President Rudd's initiatives and called attention specifically to the Veterans' Center and to the Year of Service. In presentations, I am supportive of TBR's, THEC's and Governor Haslam's completion efforts and for the "Drive to 55." I was often asked to discuss the various roles that community colleges, undergraduate and graduate education play in reaching these goals. I referred ORNL, ORAU and DOE announcements of internships, post-docs and positions back to the University of Memphis and appropriate offices of Provost Weddle-West, Interim Vice President for Research Andy Meyers, and deans

of colleges, based on the content of the announcements. I maintained a community relationship through service on the Emory Valley Center Board with Board President, Dr. John Eschenberg, who is a Federal Project Director for ORNL.

Visit with alumni who are contributors or have the potential to make significant contributions

Comments: As indicated above, I remain in contact with the Ayers Foundation, at Jim Ayers' request. When in the Memphis area, I communicated with alumni on an informal basis and I will continue to keep Bobby Prince from the Development Office informed when interests arise. I remain available upon request for these contacts. Upon the death of former provost Ralph Faudree, I made contacts with his family and friends and provided advice to selected donors about appropriate gifts in his honor.

Attend selected UofM campus and off-campus activities, including athletic events, alumni events, etc.

Comments: I remain available to attend events upon the request of President Rudd or other administrators. I am appreciative of the invitation and acknowledgement of attendance for the Investiture of President Rudd on April 17.

Provide other services and/or support as may be requested by the president of UofM, the Tennessee Board of Regents, or the Tennessee Higher Education Commission.

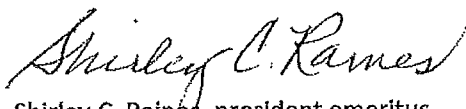
Comments: As indicated in previous reports, I attend the THEC quarterly meetings. At the request of former Executive Director Richard Rhoda, I participated in Commission discussions on college completion. At the request of Interim Executive Director Russ Deaton, I reviewed periodic updates of THEC staff activities and Commission initiatives. In addition, I have been asked to review data and national reports, such as the Lumina Foundation. As indicated earlier, in consultation with Chancellor Morgan, I serve on the Roane State Foundation Board of Directors.

Additional Comments:

I am not certain under which categories to list these activities. I have been a keynote speaker and trainer for regional conferences, such as SECA – the Southern Early Childhood Association, and at international conferences, such as the International Association of Laboratory Schools Conference in Chicago on April 24. In these presentations, my affiliation with the University of Memphis as president emeritus is the title used. In addition, in an interview recently published for the Chronicle of Philanthropy, my interview was based on experiences at the University of Memphis. As alumni and former employees request references, I provide them. In consultation with two relatively new presidents to the TBR system, I advised on community outreach and state engagement with professional organizations. Neither was in conflict with initiatives at the University of Memphis, but hopefully were helpful to them in their separate communities.

I remain available to both President M. David Rudd, Chancellor John Morgan and Interim Executive Director of THEC Russell Deaton to assist in any ways they requests. I consider it a privilege to serve as president emeritus. If there are other duties I can perform, please do not hesitate to contact me.

Respectfully submitted,



Shirley C. Raines, president emeritus
University of Memphis

Sent by email and paper copy mailed on April 21, 2015

**TENNESSEE BOARD OF REGENTS
OF
THE STATE UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF TENNESSEE**

**NOTICE OF PART-TIME EMPLOYMENT AND AGREEMENT
FOR PRESIDENT EMERITUS**

TO: Dr. Paul Stanton
1411 Walnut Grove Road
Jonesborough, TN 37659

This is to confirm your part-time appointment to a position approved by the Tennessee Board of Regents as President Emeritus of East Tennessee State University for a period beginning July 1, 2015 at a monthly salary of \$ 4,600.67, subject to the terms and conditions hereinafter set forth and our acceptance thereof:

1. This appointment is made subject to the laws of the State of Tennessee, the requirements and policies of the Tennessee Board of Regents and the requirements and policies of this institution/area school.
2. The term of this agreement is July 1, 2015 to June 30, 2016. It may be renewed on an annual basis following review of the emeritus work performed and approval by the Tennessee Board of Regents.
3. The above stated salary is contingent upon your successful completion of service for the full term of this agreement. The salary will accrue and will be payable monthly. In the event of failure to complete the specific terms of the appointment, salary will be prorated in accordance with the policies of the institution/area school.
4. This appointment and the above-stated salary are in consideration of your faithful performance to the best of your ability of the duties and responsibilities assigned to you as a part-time employee of this institution. These duties include:
 - ❖ Orientation, consultation and advisement to Dr. Brian Noland.
 - ❖ Fund raising for East Tennessee State University as needed.
 - ❖ Institution-community relations and activities for East Tennessee State University.
 - ❖ Consultation for East Tennessee State University
5. As a part-time employee, you are not eligible for employment benefits (retirement credit, state insurance plan, annual or sick leave, holiday pay, or longevity credit). Notwithstanding, social security will be deducted from your paycheck unless you are a member of a retirement system or are a rehired annuitant as specified in 26 CFR Part 31,
6. This appointment does not include any assurance, obligation, or guarantee of subsequent employment.
7. This agreement may be terminated without prior notice.

President Emeritus Report 2014-2015

During this fiscal year, I performed the following functions (attached) for

East Tennessee State University Institution(s).

(Please type your report and attach it to this work sheet)

I spent at least 300 hours performing the work but less than 120 days.

Paul E Stanton, Jr. 4/23/15
President Emeritus Date

I have reviewed the work of Paul E. Stanton, Jr. for 2014-2015 and I am satisfied that it was well performed.

Don Nolund 5/1/15
President Date

Chancellor Date

During this fiscal year, I have performed the following functions:

- Orientation, consultation and advisement to Dr. Brian Noland
- Fund raising for East Tennessee State University particularly related to the Fine Arts Initiative
- Institution-community relations and other activities for East Tennessee State University
- Consultation for East Tennessee State University as prescribed by Dr. Noland

**TENNESSEE BOARD OF REGENTS
OF
THE STATE UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF TENNESSEE**

**NOTICE OF PART-TIME EMPLOYMENT AND AGREEMENT
FOR PRESIDENT EMERITUS**

TO: Dr. Charles Temple
2826 Bay Hill Woods
Collierville, TN 38017

This is to confirm your part-time appointment to a position approved by the Tennessee Board of Regents as President Emeritus of Southwest Tennessee Community College for a period beginning July 1, 2015 at a monthly salary of \$ 1,683.00 subject to the terms and conditions hereinafter set forth and our acceptance thereof:

1. This appointment is made subject to the laws of the State of Tennessee, the requirements and policies of the Tennessee Board of Regents and the requirements and policies of this institution/area school.
2. The term of this agreement is July 1, 2015 to June 30, 2016. It may be renewed on an annual basis following review of the emeritus work performed and approval by the Tennessee Board of Regents.
3. The above stated salary is contingent upon your successful completion of service for the full term of this agreement. The salary will accrue and will be payable monthly. In the event of failure to complete the specific terms of the appointment, salary will be prorated in accordance with the policies of the institution/area school.
4. This appointment and the above-stated salary are in consideration of your faithful performance to the best of your ability of the duties and responsibilities assigned to you as a part-time employee of this institution. These duties include:
 - ❖ Recruit students and provide advice to prospective students and their parents
 - ❖ Consult with president
 - ❖ Provide services in the area of faculty/staff development
 - ❖ Assist college President and staff in Foundation activity and fundraising for scholarships.
 - ❖ Provide support in inter-institutional, governmental, legislative, and community relations.
 - ❖ As requested, represent the President and the college at selected functions and professional meetings.
 - ❖ Promote higher education, the TBR, and Southwest State Community College on a continuous basis.

President Emeritus Report 2014-2015

During this fiscal year, I performed the following functions (attached) for

Southwest Tennessee Community College Institution(s).

(Please type your report and attach it to this work sheet)

I spent at least 120 hours performing the work but less than 120 days.

Charles M. Temple May 4, 2015
President Emeritus Date

I have reviewed the work of Charles M. Temple for 2014-2015 and I am satisfied that it was well performed.

[Signature] 5/8/15
President Date

Chancellor Date

Charles M. Temple
2826 Bayhill Woods Cove
Collierville, Tennessee 38017
May 4, 2015

Southwest continues to be a major factor in this area as the College continues to respond to the educational needs of the community it serves. The "Enrich Program" has shown great promise and will continue to have a very significant impact on the success of our future students. As the use of cohorts has been determined to be one of the best predictors of student persistence, they were implemented across the College for all incoming freshmen beginning fall 2014. I have met with Dr. Essex to discuss the possibility of a new program for the College to provide transportation for high school graduates from selected schools to attend Southwest. In addition, I have also met with a representative of Tipton County Schools to discuss ways in which Southwest and the school system can work together to provide services that will encourage more of their graduates to enroll at Southwest.

Recruiting students for the College continues to be a high priority for me as I interact with potential students and their parents. Maximizing the use of the new Maxine Smith campus has been a focus of my efforts, especially students who are graduating from nearby high schools and want to stay closer to home for financial and/or family reasons. I continue to recruit and recommend part-time faculty and staff and provide assistance to current employees who are seeking professional development.

Finally, I continue my support of the fundraising efforts for the Office of Institutional Advancement through various avenues, including my leadership role in establishing the Walter K. Singleton Scholarship and my support of the William W. and Jimmie W. Farris Endowed Scholarship and the Maxine and Vasco Smith Endowed Scholarship.

It continues to be an honor and pleasure for me to serve as a representative of Southwest Tennessee Community College as I move in and about Memphis and the surrounding area. The Governor's leadership in establishing Tennessee Promise will position Southwest to provide for the educational needs of an even greater number of its citizens. Dr. Essex has continued to provide excellent leadership in moving the College forward as we seek to develop programs that are responsive to the educational needs of Tennesseans in our service area.

**TENNESSEE BOARD OF REGENTS
OF
THE STATE UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF TENNESSEE**

**NOTICE OF PART-TIME EMPLOYMENT AND AGREEMENT
FOR PRESIDENT EMERITUS**

TO: Dr. Angelo Volpe
734 Loweland Road
Cookeville, Tennessee 38501

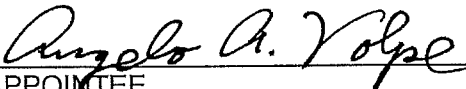
This is to confirm your part-time appointment to a position approved by the Tennessee Board of Regents as President Emeritus of Tennessee Technological University for a period beginning July 1, 2015 at a monthly salary of \$2,378.33 subject to the terms and conditions hereinafter set forth and our acceptance thereof:

1. This appointment is made subject to the laws of the State of Tennessee, the requirements and policies of the Tennessee Board of Regents and the requirements and policies of this institution/area school.
2. The term of this agreement is July 1, 2015 to June 30, 2016. It may be renewed on an annual basis following review of the emeritus work performed and approval by the Tennessee Board of Regents.
3. The above stated salary is contingent upon your successful completion of service for the full term of this agreement. The salary will accrue and will be payable monthly. In the event of failure to complete the specific terms of the appointment, salary will be prorated in accordance with the policies of the institution/area school.
4. This appointment and the above-stated salary are in consideration of your faithful performance to the best of your ability of the duties and responsibilities assigned to you as a part-time employee of this institution. These duties include:
 - ❖ Fund raising for Tennessee Technological University (TTU)
 - ❖ Institution-community relations and activities for TTU
 - ❖ Consultation for Tennessee Technological University
 - ❖ Consultation for the Tennessee Board of Regents (TBR)
 - ❖ Consultation for the Tennessee Higher Education Commission (THEC)
5. As a part-time employee, you are not eligible for employment benefits (retirement credit, state insurance plan, annual or sick leave, holiday pay, or longevity credit). Notwithstanding, social security will be deducted from your paycheck unless you are a member of a retirement system or are a rehired annuitant as specified in 26 CFR Part 31.


- 6. This appointment does not include any assurance, obligation, or guarantee of subsequent employment.
- 7. This agreement may be terminated without prior notice.
- 8. By acceptance of this appointment, you agree to abide by the terms of the Drug-Free Workplace Act of 1988 as defined in published institution statements and policy. You also agree to notify the Office of Personnel of any criminal drug conviction for a violation occurring in the workplace no later than five (5) days after such conviction.
- 9. You are required to notify the President should you become employed at another state agency/institution.
- 10. The following special conditions shall govern this appointment:

The retired employee accepts employment for up to 120 days during a 12-month period. The number of hours actually worked will be provided to the institution upon request and will be no less than 142.7 hours.

I accept the appointment described above under the terms and conditions set forth.

 APPOINTEE	<hr style="width: 100%;"/> <p style="margin: 0;">5/5/15 DATE</p>
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An Equal Opportunity/Affirmative Action Employer

 PRESIDENT	<hr style="width: 100%;"/> <p style="margin: 0;">5/5/2015 DATE</p>
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<hr style="width: 100%;"/>	<hr style="width: 100%;"/> <p style="margin: 0;">DATE</p>
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President Emeritus Report 2014-2015

During this fiscal year, I performed the following functions (attached) for

Tennessee Technological University Institution(s).

(Please type your report and attach it to this work sheet)

I spent at least 187 hours performing the work but less than 120 days.

Angelo A. Volpe 5/5/15/
President Emeritus Date

I have reviewed the work of Dr. Angelo Volpe for 2014-2015 and I am satisfied that it was well performed.

Reith 5/5/2015
President Date

Chancellor Date

**Report of President Emeritus Dr. Angelo A. Volpe
Tennessee Technological University**

Functions Performed for 2014-2015

7/01/14 – 6/30/15 20 hours	Phone calls and meetings with TTU President's Office, THEC Office, Rich Rhoda, Russ Deaton, David Wright and other members of the THEC Board of Elders
7/07/14 2 hours	Attend meeting of the Board of Bryan Symphony Orchestra at TTU. I have become a board member this year.
8/17/14 4 hours	Dinner Meeting with the Luxembuorg Ambassador to Russia and his family to discuss political and educational matters at the home of Grover Niemeier
10/18/14 – 10/22/14 55 hours	Prepare for and attend Annual Meeting of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., as Tennessee Tech's representative
11/03/14 0.5 hours	De-briefing session with President re: AASCU meeting
11/03/14 2 hours	Meeting of Board of Directors for the Bryan Symphony Orchestra
11/04/14 1.5 hours	Prepare write-ups for Rob Schabert's feature on <i>My Cookeville</i>
11/07/14 2 hours	Attend Tennessee Tech Sports Hall of Fame Dinner
11/08/14 1.5 hours	Attend PDK Debate Team Breakfast
11/08/14 0.5 hours	Attend Homecoming Reception for Past SGA Presidents
11/14/14 3.5 hours	Attend Annual Business Meeting and Awards Luncheon of TTU College of Business Board of Trustees
11/18/14 1.5 hours	Business lunch with the interim dean of the College of Business
11/20/14 9 hours	Attend workshop and Fall Quarterly meeting of THEC
11/24/14 3 hours	Luncheon meeting with APSU President
11/25/14 12/08/14 3 hours	Attend two separate meetings of the Tech Centennial Challenge Committee
12/02/14 1.5 hours	Attend quarterly luncheon meeting of the TTU Retirees Association

12/03/14 3.5 hours	Volunteered at three Bryan Symphony Orchestra educational concerts for 1200 4th graders from Putnam and Warren Counties
12/08/14 1 hour	Meeting with TTU faculty member re: career planning
12/12/14 1 hour	Attend ribbon cutting of eagle sculpture in the College of Business
12/14/14 1 hour	Consulted with and composed a scholarship letter of recommendation for prospective TTU student
1/05/15 1.5 hours	Attend meeting of the Board of Directors of the Bryan Symphony Orchestra at TTU
1/08/15 6 hours	Attend Nashville reception and retirement dinner for Dr. Rich Rhoda, retiring executive director of THEC
1/23/14 1.5 hours	Lunch meeting with newly appointed dean of the College of Business
2/02/15 1.5 hours	Luncheon meeting of Bryan Symphony Orchestra Fund-Raising Committee at TTU
2/02/15 2 hours	Board of Directors meeting of the Bryan Symphony Orchestra at TTU
2/26/15 3.5 hours	Attend 2015 Engineers Week and Awards Banquet
2/27/15 1 hour	Attend Welcome Reception for New Deans; participate as server at the TTU Women's Club Annual Chili Supper and Auction
2/27/15 1.5 hours	Lunch and tour of Library Innovation and Discovery Learning Institution (IDLI) with Library faculty member
3/02/15 1.5 hours	Meeting of the Bryan Symphony Orchestra Board of Directors
3/09/15 1.5 hours	Business lunch with TTU faculty member to discuss career goals and objectives
3/10/15 1.5 hours	Lunch meeting with TTU Tech Support member to discuss computer capabilities and needs
3/12/15 1.5 hours	Business lunch meeting of the Fund-Raising Committee of the Bryan Symphony Orchestra at TTU
3/16/15 2 hours	Attend annual Stonecipher Lecture on Science and Society
3/23/15 9 hours	Attend/participate as TTU representative in inauguration and related activities of Dr. Alisa White as Tenth President of Austin Peay State University
3/27/15 4 hours	Attend Charter Day Ceremony, Centennial lunch, and portion of TBR meeting (in which Dr. Rich Rhoda was honored)

Work Report Summary for President Emeritus Dr. Angelo A. Volpe Tennessee Technological University	
Total for 2014-2015 fiscal year—July 1, 2014, through April 21, 2015	156.5 hours
Projected emeriti activities for the remainder of fiscal year—April 21 through June 30, 2015	30.0 hours
Grand Total for 2014-2015	186.5 hours

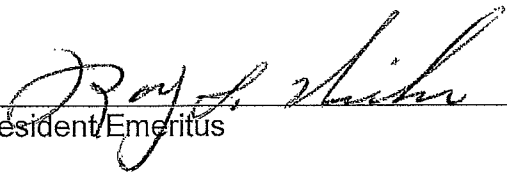
**President Emeritus Report
2014-2015**

During this fiscal year, I performed the following functions (attached) for

East Tennessee State University Institution(s).

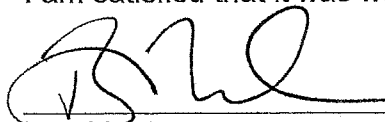
(Please type your report and attach it to this work sheet)

I spent at least 100 hours performing the work but less than 120 days.


President Emeritus

4/15/15
Date

I have reviewed the work of Dr. Roy Nides for 2014-2015 and
I am satisfied that it was well performed.


President

4-17-15
Date

Chancellor

Date

ROY S. NICKS EMERTIUS REPORT 2014-2015

Activities 2014-2015

I consulted with Dr. Noland throughout the year concerning various administrative and policy decisions at East Tennessee State University.

I continued to consult with the chair of the Committee 125 concerning the long range vision for the University.

I attended various events relating to promotion of the University including:

Homecoming;

President's Leadership Breakfast, and

College of Medicine 40th Anniversary Celebration.

I continued to work with the graduate students in the College of Education on the Nicks Lecture series for students faculty and guests.

I attended the quarterly work sessions and meetings of the Tennessee Higher Education Commission.



TENNESSEE BOARD OF REGENTS

MEETING:	Personnel and Compensation Committee
SUBJECT:	2015-16 Tenure and Promotion Recommendations
DATE:	June 18, 2015
PRESENTER:	Vice Chancellor Tristan Denley
ACTION REQUIRED:	Voice Vote
STAFF'S RECOMMENDATION:	Approval

BACKGROUND INFORMATION:

The Committee on Personnel is asked to act on recommendations for the granting of tenure and promotion to eligible faculty members at the universities and community colleges. The recommendations are made within the requirements of TBR policies on tenure and promotion.

The presidents have submitted these recommendations and supporting materials and have certified that approved campus policies and procedures were followed in each case. TBR staff review indicates that the institutions have been consistent in their application of Board and institutional personnel policies pertinent in these decisions. In each case where the recommendation of an exception is made, the staff recommends approval. Lists of faculty members recommended and summary tables are attached.

Tenure

Tables 1 and 2 summarize the impact of tenure recommendations at each institution. Observations summarizing the information in the tables include the following:

A total of 145 faculty members are recommended for tenure. Of that number, 73 (50.3%) are university faculty and 72 (49.7%) are community college faculty. The number of tenure recommendations from universities decreases by 57 from 2014-15; the number of recommendations from community colleges increases by 15 from 2014-15.

(1) The effect of 2015-16 tenure recommendations on the percentage of faculty who are tenured is shown in Tables 1 and 2. At universities the percentage of faculty tenured in 2015-16 will range from 55.0 % at UoM to 69.5% at TTU. The percentage of tenured faculty declines at MTSU and TSU; slight increases occur at APSU, ETSU and TTU. The percentage is unchanged at UoM.

(2) At community colleges, the percentage of tenured faculty in 2015-16 will range from 28.3% at NASCC to 70.0 % at RSCC. The percentage of tenured faculty increases at CLSCC, DSCC, JSCC, MSCC, PSCC and VSCC. The percentage declines at ChSCC, CoSCC, NaSCC, NeSCC, RSCC, STCC and WSCC.

(3) Approval of the tenure recommendations entails three exceptions at ETSU.

Promotion

Tables 3 and 4 provide the following summary data:

A total of 296 faculty members are recommended for promotion in 2015-16. Of that number, 146 are university faculty and 150 are community college faculty. The number of promotion recommendations from universities decreases by fifty-one (51) from 2014-15; the number of promotions from community colleges decreases by seven (7) from 2014-15.

(1) The percentage of total university faculty recommended for promotion in 2015-16 ranges from 1.4% at TTU to 10.0% at APSU. As indicated in Table 3, the impact of these recommendations on faculty rank distribution is minimal.

(2) The percentage of total community college faculty recommended for promotion in 2015-16 ranges from 3.0% at JSCC and 18.0% at DSCC. As indicated in Table 4, the impact of these recommendations on faculty rank distribution is relatively minor.

(3) Recommended promotions includes one exception at TTU.

Table 1: Universities Number and Percentage of Tenure Recommendations								
Institution	Number of Recommendations				Percent of Total Faculty Tenured			
	2012	2013	2014	2015	2012	2013	2014	2015
APSU	9	22	21	7	60.0	61.0	60.0	64.0
ETSU	37	23	26	21	54.0	54.0	54.0	55.5
MTSU	22	30	34	10	59.4	61.4	63.2	62.8
TSU	12	14	15	10	75.1	70.8	71.7	61.4
TTU	11	9	7	6	76.6	71.1	69.2	69.5
UOM	27	27	27	19	63.0	55.0	55.0	55.0
Total	118	125	130	73				

Table 2: Community Colleges Number and Percentage of Tenure Recommendations								
Institution	Number of Recommendations				Percent of Total Faculty Tenured			
	2012	2013	2014	2015	2012	2013	2014	2015
CHSCC	8	5	8	7	66.0	61.0	64.0	55.0
CLSCC	3	3	3	9	49.3	52.8	56.2	60.5
COSCC	3	2	6	4	59.0	56.0	62.0	59.0
DSCC	2	5	1	3	48.0	48.0	55.0	58.0
JSCC	3	2	1	8	63.0	66.0	62.0	66.0
MSCC	4	4	7	3	61.0	61.0	63.0	64.3
NASCC	0	0	1	0	36.6	34.5	30.2	28.3
NESCC	2	6	6	5	38.0	39.0	46.0	44.0
PSCC	12	7	6	15	65.0	66.0	63.0	65.0
RSCC	9	5	4	7	70.0	67.0	71.0	70.0
STCC	4	9	11	2	58.8	69.8	61.5	50.5
VSCC	1	5	0	6	59.2	61.7	54.2	55.5
WSCC	7	5	3	3	44.8	43.9	43.8	42.5
Total	58	58	57	72				

FACULTY TENURE RECOMMENDATIONS FOR 2015-2016

AUSTIN PEAY STATE UNIVERSITY

<u>Name</u>	<u>Department/Division</u>	<u>Academic Rank</u>
Davis, Mary Fran	Social Work	Instructor
Johansen, Rebecca	Biology	Associate Professor
Kovalskyy, Andriy	Physics & Astronomy	Associate Professor
Rogers, Michelle	Biology	Instructor
Semler, Jane	Allied Health Sciences	Associate Professor
Smyth, Ellen	Mathematics & Statistics	Instructor
Zimmerman, Kathy	Nursing	Associate Professor

FACULTY TENURE RECOMMENDATIONS FOR 2015-2016

EAST TENNESSEE STATE UNIVERSITY

<u>Name</u>	<u>Department/Division</u>	<u>Academic Rank</u>
Atkins, Kelly	Management and Marketing	Assistant Professor
*Byrd, Rebekah	Counseling and Human Services	Assistant Professor
Cherry, Donna	Social Work	Assistant Professor
Cintron-Arias, Ariel	Mathematics and Statistics	Assistant Professor
Diffenderfer, Sandra	Nursing Graduate Programs	Assistant Professor
Epps, Susan	Allied Health Leadership	Associate Professor
Galyon Keramidas, Cathy	Teaching and Learning	Assistant Professor
*Geiken, Rosemary	Teaching and Learning	Assistant Professor
Hammonds, Evelyn	University School	Instructor
Harley-McClaskey, Deborah	Teaching and Learning	Assistant Professor
Hong, Jin	Surveying	Assistant Professor
Huffaker, Roland	Obstetrics and Gynecology	Assistant Professor
	Kinesiology, Sport and Recreation	
Lhotsky, Gary	Management	Assistant Professor
Kruppa, Michael	Biomedical Sciences	Assistant Professor
Mamudu, Hadii	Health Services Management and Policy	Assistant Professor
*Mims, Pamela	Teaching and Learning	Assistant Professor
Nyarambi, Arnold	Teaching and Learning	Assistant Professor
Ross, Allyson	University School	Instructor
Sharp, Lynda	Teaching and Learning	Assistant Professor
Tai, Chih-Che	Curriculum and Instruction	Assistant Professor
Taylor, Teresa	Counseling and Human Services	Instructor

* Exceptions

FACULTY TENURE RECOMMENDATIONS FOR 2015-2016

MIDDLE TENNESSEE STATE UNIVERSITY

<u>Name</u>	<u>Department/Division</u>	<u>Academic Rank</u>
Chusuei, Charles	Chemistry	Associate Professor
Cochrane, Laura	Art	Assistant Professor
Doyle, Mark	History	Assistant Professor
Dunlap, John	Health & Human Performance	Assistant Professor
Huang, Rongjin	Mathematical Sciences	Associate Professor
Jurkanin, Thomas	Criminal Justice Administration	Assistant Professor
Merchant, John	Recording Industry	Assistant Professor
Stevens, Michelle	Educational Leadership	Assistant Professor
Strayer, Jeremy	Mathematical Sciences	Assistant Professor
Wu, Qiang	Mathematical Sciences	Assistant Professor

FACULTY TENURE RECOMMENDATIONS FOR 2015-2016

TENNESSEE STATE UNIVERSITY

<u>Name</u>	<u>Department/Division</u>	<u>Academic Rank</u>
Badamdorj, Dorjsuren	Mathematical Sciences	Associate Professor
Brock, Valerie	Cardio-Respiratory Care	Assistant Professor
Chimba, Deo	Architectural & Civil Engineering	Associate Professor
Hampton, Robert	Sociology, Social Work, & Urban Professions	Professor
Jara, Patricio	Mathematical Sciences	Associate Professor
Lin, Show-Mei	Teaching and Learning	Assistant Professor
Murillo, Cynthia	Language, Literature, and Philosophy	Associate Professor
Richie, Melissa	Communications	Associate Professor
Shetty, Sachin	Electrical & Computer Engineering	Associate Professor
Tang, Qi	Communications	Associate Professor

FACULTY TENURE RECOMMENDATIONS FOR 2015-2016

TENNESSEE TECHNOLOGICAL UNIVERSITY

<u>Name</u>	<u>Department/Division</u>	<u>Academic Rank</u>
Chitiyo, George	Curriculum and Instruction	Associate Professor
Duvall, Judy	Nursing	Assistant Professor
Loftis, Mark	Counseling and Psychology	Assistant Professor
Manginelli, Delia	Library	Assistant Professor
Phillips, Michael	Exercise Science, Physical Education and Wellness	Associate Professor
Winkle, Kimberly	Art	Associate Professor

FACULTY TENURE RECOMMENDATIONS FOR 2015-2016

THE UNIVERSITY OF MEMPHIS

<u>Name</u>	<u>Department/Division</u>	<u>Academic Rank</u>
Brown, Sarah	Theatre and Dance	Associate Professor
Detraz, Nicole	Political Science	Associate Professor
Goldsmith, Joy	Communication	Associate Professor
Groenedyk, Eric	Political Science	Associate Professor
James, Wesley	Sociology	Associate Professor
Jia, Chunrong	School of Public Health	Associate Professor
Jones, Donna R	School of Law	Associate Professor
Levina, Marina	Communication	Associate Professor
Miles, John	English	Associate Professor
Peksen, Dursun	Political Science	Associate Professor
Roan, Esra	Biomedical Engineering	Associate Professor
Silkes, Carol	School of Hospitality & Resort Mgmt	Associate Professor
Stewart, Craig	Communication	Associate Professor
Thompson, Nicole	Instruction & Curriculum Leadership	Associate Professor
Tucker, Terrence	English	Associate Professor
Varga, Somogy	Philosophy	Associate Professor
Wilson, Jodi	School of Law	Associate Professor
Yu, Xinhua	School of Public Health	Associate Professor
Zheng, Bentuo	Mathematical Sciences	Associate Professor

FACULTY TENURE RECOMMENDATIONS FOR 2015-2016

CHATTANOOGA STATE COMMUNITY COLLEGE

<u>Name</u>	<u>Department/Division</u>	<u>Academic Rank</u>
Emos, Ebenezer	Math & Sciences	Assistant Professor
Harrington, Anna	Humanities and Fine Arts	Assistant Professor
Pugh, Michael	Math & Sciences	Associate Professor
Schmurr, Catherine	Math & Sciences	Assistant Professor
Wan, Wei	Engineering	Assistant Professor
Willis, Christopher	Information Technologies	Associate Professor
Zhang, Jianfeng	Math & Sciences	Associate Professor

FACULTY TENURE RECOMMENDATIONS FOR 2015-2016

CLEVELAND STATE COMMUNITY COLLEGE

<u>Name</u>	<u>Department/Division</u>	<u>Academic Rank</u>
Augustine, Molly	Science and Mathematics	Assistant Professor
Carter, Devette	Health and Wellness	Assistant Professor
Daniel, Loetta May	Business and Technology	Assistant Professor
Hasting, Jayne	Humanities and Social Science	Associate Professor
Moseley, Elizabeth	Humanities and Social Science	Assistant Professor
Norwood, Verrill	Science and Mathematics	Assistant Professor
Puckett, David Paul	Science and Mathematics	Assistant Professor
Saez, Megan	Business and Technology	Assistant Professor
Shearer, Jennifer	Health and Wellness	Assistant Professor

FACULTY TENURE RECOMMENDATIONS FOR 2015-2016

COLUMBIA STATE COMMUNITY COLLEGE

<u>Name</u>	<u>Department/Division</u>	<u>Academic Rank</u>
Dunkin, Marissa	Radiologic Technology	Assistant Professor
Everhart, Lisa	Nursing	Associate Professor
Flagel, Thomas	History	Assistant Professor
Krichbaum, Peri	Health and Physical Education	Assistant Professor

FACULTY TENURE RECOMMENDATIONS FOR 2015-2016

DYERSBURG STATE COMMUNITY COLLEGE

<u>Name</u>	<u>Department/Division</u>	<u>Academic Rank</u>
Bullard, Tammy	Nursing	Instructor
Johnson, Amy	Nursing	Assistant Professor
Watson, Jackie	Nursing	Assistant Professor

FACULTY TENURE RECOMMENDATIONS FOR 2015-2016

JACKSON STATE COMMUNITY COLLEGE

<u>Name</u>	<u>Department/Division</u>	<u>Academic Rank</u>
Boyd, Joy	Nursing	Associate Professor
Brewington, Barbara	Nursing	Associate Professor
Fortner, Emily	Social Sciences	Associate Professor
Gateley, Billie	Social Sciences	Associate Professor
Lackey, Abby	Liberal Arts	Associate Professor
Reaves, Jennifer	Math and Natural Sciences	Assistant Professor
Wake, Amy	Nursing	Associate Professor
Youngerman, Sara	Math and Natural Sciences	Associate Professor

FACULTY TENURE RECOMMENDATIONS FOR 2015-2016

MOTLOW STATE COMMUNITY COLLEGE

<u>Name</u>	<u>Department/Division</u>	<u>Academic Rank</u>
Bowlby, David	Social Sciences	Assistant Professor
Mitchell, Brian	Mathematics	Instructor
Orgtega, George	Business and Technology	Associate Professor

FACULTY TENURE RECOMMENDATIONS FOR 2015-2016

NASHVILLE STATE COMMUNITY COLLEGE

<u>Name</u>	<u>Department/Division</u>	<u>Academic Rank</u>
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None		
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FACULTY TENURE RECOMMENDATIONS FOR 2015-2016

NORTHEAST STATE COMMUNITY COLLEGE

<u>Name</u>	<u>Department/Division</u>	<u>Academic Rank</u>
Anderson, Rai Lynn	Accounting	Associate Professor
Dickson, Dr. Louise B.	English	Associate Professor
Shepherd, Nona M.	English	Associate Professor
Strain, Catherine B.	English	Associate Professor
Thacker, Derrick W.	Mathematics	Associate Professor

FACULTY TENURE RECOMMENDATIONS FOR 2015-2016

PELLISSIPPI STATE COMMUNITY COLLEGE

<u>Name</u>	<u>Department/Division</u>	<u>Academic Rank</u>
Brickey, Jennifer	Art/Liberal Arts	Assistant Professor
Casey, Emily	Mathematics	Assistant Professor
Eslick, Kurt	Photography/Engr & Media Tech	Associate Professor
Fey, David	Mathematics	Assistant Professor
Hamric, Jacob	History/Liberal Arts	Assistant Professor
Lavalle, Amy	Administrative Prof Tech/Bus & Comp Tech	Assistant Professor
Lloyd, Robert	English	Assistant Professor
Lovette, Katie	Video Production Tech/Engr & Media Tech	Assistant Professor
Minic, Michael	Mathematics	Associate Professor
Moody, Terenia	Early Childhood Ed/Natural & Behavioral Sciences	Assistant Professor
Murphy, James	English	Assistant Professor
Pharr, Barbara	English	Assistant Professor
Rieth, Herbert	Art/Liberal Arts	Assistant Professor
Sherman, Margaret	Nursing	Associate Professor
Toon, Kellie	Speech/Liberal Arts	Assistant Professor

FACULTY TENURE RECOMMENDATIONS FOR 2015-2016

ROANE STATE COMMUNITY COLLEGE

<u>Name</u>	<u>Department/Division</u>	<u>Academic Rank</u>
Blevins, David	Allied Health Sciences	Assistant Professor
Daniel, Jala	Math Science	Assistant Professor
Farmer, Mike	Social Science, Business & Education	Assistant Professor
Gill, Melinda	Allied Health Sciences	Assistant Professor
Hall, Julie	Allied Health Sciences	Associate Professor
Manis, Teresa	Allied Health Sciences	Assistant Professor
Palmer, Alma Ruth	Nursing	Assistant Professor

FACULTY TENURE RECOMMENDATIONS FOR 2015-2016

SOUTHWEST TENNESSEE COMMUNITY COLLEGE

<u>Name</u>	<u>Department/Division</u>	<u>Academic Rank</u>
McGrory, Joan	Business and Legal Studies	Associate Professor
Walker, Robert J.	Social and Behavioral Sciences	Associate Professor

FACULTY TENURE RECOMMENDATIONS FOR 2015-2016

VOLUNTEER STATE COMMUNITY COLLEGE

<u>Name</u>	<u>Department/Division</u>	<u>Academic Rank</u>
Allen, Jana	Medical Terminology	Associate Professor
Bowling, Valerie	Health Information Technology	Assistant Professor
Cook, Kevin	Criminal Justice	Assistant Professor
Cornish, Alisha	Ophthalmic Technology	Assistant Professor
Davis, Robert	EMT and Paramedic	Assistant Professor
Peterson, Lynn	Music	Assistant Professor

FACULTY TENURE RECOMMENDATIONS FOR 2015-2016

WALTERS STATE COMMUNITY COLLEGE

<u>Name</u>	<u>Department/Division</u>	<u>Academic Rank</u>
Gracia, Cesar	Criminal Justice/Public Safety	Associate Professor
Hensley, Doug	Chemistry/Natural Science	Professor
Mitrik, Michelle	Foreign Language/Humanities	Associate Professor

FACULTY PROMOTION RECOMMENDATIONS FOR 2015-2016

AUSTIN PEAY STATE UNIVERSITY

<u>Name</u>	<u>Department/Division</u>	<u>Proposed Rank</u>	<u>Current Rank</u>
Ameigh, Rex	Allied Health Sciences	Professor	Associate
Assad, Dorothy Ann	Mathematics & Statistics	Professor	Associate
Brooks, Trevor	Sociology	Associate	Assistant
Brown, Pennye	Accounting, Finance,	Assistant	Instructor
Buchanan, Deborah	Psychology	Associate	Assistant
Dunkle, Kallina	Geosciences	Associate	Assistant
Ellison, Debbie	Nursing	Professor	Associate
Estes, Dwayne	Biology	Professor	Associate
Foster, Korre	Music	Associate	Assistant
Ghosh, Indranil	Mathematics & Statistics	Associate	Assistant
Gomez, Melissa	Health & Human Performance	Associate	Assistant
Gray, Pam	Communication	Professor	Associate
Hiatt, Leslie	Chemistry	Associate	Assistant
Hickson, Shondell	Nursing	Associate	Assistant
Jones, Matthew	Mathematics & Statistics	Professor	Associate
Lebkuecher, Amy	Allied Health Sciences	Professor	Associate
Lynch-Alexander,	Educational Specialties	Assistant	Instructor
Meisch, Karen	Biology	Professor	Associate
Moore, Greg	Health & Human Performance	Professor	Associate
Morris, Anthony	Art	Associate	Assistant
Ntatin, Ben	Mathematics & Statistics	Professor	Associate
Nyonna, Dong	Accounting, Finance,	Professor	Associate
Orr, Patty	Nursing	Professor	Associate
Rands, David	History & Philosophy	Associate	Assistant
Reed, Robin	Chemistry	Professor	Associate
Rennerfeldt, Noel	Theatre & Dance	Associate	Assistant
Rice, Mary Eve	Nursing	Associate	Assistant
Sahi, Ramanjit	Mathematics & Statistics	Professor	Associate
Said, Hassan	Accounting, Finance,	Professor	Associate
Sanders, Anthony	Teaching & Learning	Associate	Assistant
Smithers, Tamara	Art	Associate	Assistant
Steele, David	Sociology	Professor	Associate
Sudbrink, Don	Agriculture	Professor	Associate
Zhu, Na	Engineering Technology	Associate	Assistant

FACULTY PROMOTION RECOMMENDATIONS FOR 2015-2016

EAST TENNESSEE STATE UNIVERSITY

<u>Name</u>	<u>Department/Division</u>	<u>Proposed Rank</u>	<u>Current Rank</u>
Bird, Martha	Psychiatry	Professor	Associate
Bossaer, John	Pharmacy Practice	Associate	Assistant
Bossaer, Larissa	Pharmacy Practice	Associate	Assistant
Burke, Samuel	Computing	Associate	Assistant
	Counseling and Human		
	Services	Associate	Assistant
Byrd, Rebekah	Social Work	Associate	Assistant
Cherry, Donna	Social Work	Associate	Assistant
Cintron-Arias, Ariel	Mathematics and Statistics	Associate	Assistant
Crofts, Thomas	Literature and Language	Professor	Associate
Diffenderfer, Sandra	Nursing Graduate Programs	Associate	Assistant
Franklin, Jay	Sociology and Anthropology	Professor	Associate
Galyon Keramidas, Cathy	Teaching and Learning	Associate	Assistant
Geiken, Rosemary	Teaching and Learning	Associate	Assistant
Gerard, Mira	Art and Design	Professor	Associate
Green, Joe	Philosophy and Humanities	Professor	Associate
Harley-McClaskey, Deborah	Teaching and Learning	Associate	Assistant
Hixson, Constance	Family Practice Kingsport	Associate	Assistant
Huffaker, Roland	Obstetrics and Gynecology	Associate	Assistant
Jaishankar, Devapiran	Internal Medicine	Professor	Associate
Kortum, Richard	Philosophy and Humanities	Professor	Associate
Koterbay, Scott	Art and Design	Professor	Associate
Kruppa, Michael	Biomedical Sciences	Associate	Assistant
MacMillan, Patrick	Internal Medicine	Associate	Assistant
	Health Services Management		
	and Policy	Associate	Assistant
Mamudu, Hadii	Teaching and Learning	Associate	Assistant
Mims, Pamela	Teaching and Learning	Associate	Assistant
Mink, Patty	Art and Design	Professor	Associate
Mitchell, Lorianne	Management and Marketing	Associate	Assistant
Moore, Jason	Family Practice Bristol	Professor	Associate
Moser, Michele	Psychiatry	Professor	Associate
	Kinesiology, Sport and		
	Recreation Management	Professor	Associate
Mozen, Diana	Recreation Management	Professor	Associate
Mwinyelle, Jerome	Literature and Language	Associate	Assistant
Nyarambi, Arnold	Teaching and Learning	Associate	Assistant
Price, Kellie	Computing	Associate	Assistant
	Audiology and Speech Lang		
Proctor-Williams, Kerry	Pathology	Professor	Associate

Ramsey, Michael	Exercise and Sport Sciences Educational Leadership Policy	Professor	Associate
Renner, Jasmine	Analysis	Professor	Associate
Rice, Judith	Nursing Graduate Programs	Associate	Assistant
Roach, Jeffrey	Computing	Associate	Assistant
Schetzina, Karen	Pediatrics	Professor	Associate
Schrift, Melissa	Sociology and Anthropology	Professor	Associate
Sharp, Lynda	Teaching and Learning	Associate	Assistant
Tai, Chih-Che	Curriculum and Instruction	Associate	Assistant
Teixeira, Otto	Pediatrics	Professor	Associate

FACULTY PROMOTION RECOMMENDATIONS FOR 2015-2016

MIDDLE TENNESSEE STATE UNIVERSITY

<u>Name</u>	<u>Department/Division</u>	<u>Proposed Rank</u>	<u>Current Rank</u>
Akins, Joseph	Recording Industry	Professor	Associate
Apigian, Charles	Computer Information Systems	Professor	Associate
Beeby, James	History	Professor	Associate
Bratten, Clare	Electronic Media Communication	Professor	Associate
Carter, Jessica	Agribusiness/Agriscience	Professor	Associate
Cochrane, Laura	Art	Associate	Assistant
Crabtree, William	Recording Industry	Professor	Associate
Craig-Unkefer, Lesley	Elementary & Special Education	Professor	Associate
Doyle, Mark	History	Associate	Assistant
Dunlap, John	Health & Human Performance	Associate	Assistant
Fisher, Lawanna	University Studies	Professor	Associate
Jurkanin, Thomas	Criminal Justice Administration	Associate	Assistant
Merchant, John	Recording Industry	Associate	Assistant
Mpoyi, Richard	Management/Marketing	Professor	Associate
Peres, Tanya	Sociology/Anthropology	Professor	Associate
Petersen, Karen	Political Science	Professor	Associate
Renfroe, Alicia	English	Professor	Associate
Snead, Donald	Education Leadership	Professor	Associate
Stevens, Michelle	Education Leadership	Associate	Assistant
Strayer, Jeremy	Mathematical Sciences	Associate	Assistant
Thomas, Shelley	Foreign Languages & Literatures	Professor	Associate
Wu, Qiang	Mathematical Sciences	Associate	Assistant

FACULTY PROMOTION RECOMMENDATIONS FOR 2015-2016

TENNESSEE STATE UNIVERSITY

<u>Name</u>	<u>Department/Division</u>	<u>Proposed Rank</u>	<u>Current Rank</u>
Badamdorj, Dorjsuren	Mathematical Sciences	Associate	Assistant
Chimba, Deo	Architectural & Civil Engineering	Associate	Assistant
Jara, Patricio	Mathematical Sciences	Associate	Assistant
Jones, Timothy	Human Performance and Sport Sciences	Associate	Assistant
Kilonzo-Nthenge, Agnes	Family & Consumer Sciences	Associate	Assistant
Murillo, Cynthia	Language, Literature, and Philosophy	Associate	Assistant
Painter, Roger	Architectural & Civil Engineering	Professor	Associate
Richie, Melissa	Communications	Associate	Assistant
Robinson, John	Biological Sciences	Professor	Associate
Scales, Josie	Sociology, Social Work, & Urban Professions	Professor	Associate
Shetty, Sachin	Electrical & Computer Engineering	Associate	Assistant
Tang, Qi	Communications	Associate	Assistant

FACULTY PROMOTION RECOMMENDATIONS FOR 2015-2016

TENNESSEE TECHNOLOGICAL UNIVERSITY

<u>Name</u>	<u>Department/Division</u>	<u>Proposed Rank</u>	<u>Current Rank</u>
Anthony, Holly	Curriculum and Instruction	Professor	Associate
Manginelli, Delia	Library	Associate	Assistant
Shank, Jennifer	Music	Professor	Associate
Wilson, Brenda	Communication	Professor	Associate

FACULTY PROMOTION RECOMMENDATIONS FOR 2015-2016

THE UNIVERSITY OF MEMPHIS

<u>Name</u>	<u>Department/Division</u>	<u>Proposed Rank</u>	<u>Current Rank</u>
Brown, Sarah	Theatre and Dance	Associate	Assistant
Detraz, Nicole	Political Science	Associate	Assistant
Fleming, Belinda	School of Nursing	Clinical Associate	Clinical Assistant
Goldsmith, Joy	Communication	Associate	Assistant
Groenendyk, Eric	Political Science	Associate	Assistant
Hayden, Joseph	Journalism	Professor	Associate
Hoffman, Joy	School of Nursing	Clinical Associate	Clinical Assistant
Howell-Moroney, Michael	Public and Nonprofit Administration	Professor	Associate
James, Wesley	Sociology	Associate	Assistant
Jia, Chunrong	School of Public Health	Associate	Assistant
Jones, Donna R	School of Law	Associate	Assistant
Krishnan, Balaji	Marketing and Supply Chain	Professor	Associate
Kumar, Santosh	Computer Science	Professor	Associate
Leake, Craig	Communication	Professor	Associate
Levina, Marina	Communication	Associate	Assistant
Miles, John	English	Associate	Assistant
Moore, Larry	Accountancy	Professor	Associate
Pace, Diane	School of Nursing	Clinical Professor	Clinical Associate
Roan, Esra	Biomedical Engineering	Associate	Assistant
Rus, Vasile	Computer Science	Professor	Associate
Schaffzin, Katherine	School of Law	Professor	Associate
Schilling, Brian	Health and Sport Sciences	Professor	Associate
Silkes, Carol	School of Hospitality and Resort Mgmt	Associate	Assistant
Sims, Kay	School of Nursing	Clinical Associate	Clinical Assistant
Skalli, Omar	Biological Sciences	Professor	Associate
Stewart, Craig	Communication	Associate	Assistant
Thompson, Nicole	Instruction and Curriculum Leadership	Associate	Assistant
Tucker, Terrence	English	Associate	Assistant
Varga, Somogy	Philosophy	Associate	Assistant
Wilson, Jodi	School of Law	Associate	Assistant
Yu, Xinhua	School of Public Health	Associate	Assistant
Zheng, Bentuo	Mathematics	Associate	Assistant

FACULTY PROMOTION RECOMMENDATIONS FOR 2015-
2016 CHATTANOOGA STATE COMMUNITY COLLEGE

<u>Name</u>	<u>Department/Division</u>	<u>Proposed Rank</u>	<u>Current Rank</u>
Davidson, Brittany	Humanities & Fine Arts	Assistant Professor	Instructor Assistant
Fetters, Mary Allison	Humanities & Fine Arts Math	Associate Professor	Professor
Gunsaru, Bornface	& Sciences	Associate Professor	Assistant Professor
Hancock, Jody	Nursing & Allied Health	Professor Associate	Associate Professor
Holland, Lindsay	Social and Behavioral	Professor Associate	Assistant Professor
Lux, Erica	Sciences Humanities & Fine	Professor Associate	Assistant Professor
McGregor, Leigh	Arts Business & Info	Professor Associate	Assistant Professor
McGriff, Alisha	Technologies Social and	Professor Associate	Assistant Professor
Moffitt, Caitlin	Behavioral Sciences	Professor Assistant	Assistant Professor
Nicodemi, Ann	Engineering	Professor Associate	Instructor
Ontog, Jennifer	Humanities & Fine Arts	Professor Associate	Assistant Professor
Palmer, Mark Ray,	Humanities & Fine Arts	Professor	Assistant Professor
Paul	Engineering	Professor	Associate Professor
Royer, April	Business & Info Technologies	Professor	Associate Professor
Smith, Jacqueline	Math & Sciences Engineering	Associate Professor	Assistant Professor
Thompson, Katheryn	Humanities & Fine Arts	Professor	Associate Professor
Tucker, Joshua	Humanities & Fine Arts	Assistant Professor	Instructor
Weiss, Stanley	Humanities & Fine Arts	Assistant Professor	Instructor
"Buck"			

FACULTY PROMOTION RECOMMENDATIONS FOR 2015-2016

CLEVELAND STATE COMMUNITY COLLEGE

<u>Name</u>	<u>Department/Division</u>	<u>Proposed Rank</u>	<u>Current Rank</u>
Augustine, Molly	Science and Mathematics	Associate Professor	Assistant Professor
Carter, Devette	Health and Wellness	Associate Professor	Assistant Professor
Daniel, Loetta May	Business and Technology	Associate Professor	Assistant Professor
Eble, Jennifer	Humanities and Social Science	Assistant Professor	Instructor
Gerber, Brian	Humanities and Social Science	Assistant Professor	Instructor
McLeod, Mark	Humanities and Social Science	Associate Professor	Assistant Professor
Moseley, Elizabeth	Humanities and Social Science	Associate Professor	Assistant Professor
Norwood, Verrill	Science and Mathematics	Associate Professor	Assistant Professor
Patterson, Candice	Business and Technology	Assistant Professor	Instructor
Puckett, David Paul	Science and Mathematics	Associate Professor	Assistant Professor
Saez, Megan	Business and Technology	Associate Professor	Assistant Professor
Ware, Michael Shannen	Health and Wellness	Assistant Professor	Instructor

FACULTY PROMOTION RECOMMENDATIONS FOR 2015-2016

COLUMBIA STATE COMMUNITY COLLEGE

<u>Name</u>	<u>Department/Division</u>	<u>Proposed Rank</u>	<u>Current Rank</u>
Cauthen, David	Emergency Medical Technology	Associate Professor	Assistant Professor
Devers, Daniel	Computer Information Systems	Associate Professor	Assistant Professor
Flagel, Thomas	History	Associate Professor	Assistant Professor
Hobbs, Curtis Dale	Mathematics	Assistant Professor	Instructor
Jackson, DeMarcus	Psychology	Associate Professor	Assistant Professor
Janakiraman, Deepa	Computer Information Systems	Assistant Professor	Instructor
McCullough, Eric	Emergency Medical Technology	Assistant Professor	Instructor
Murray, Marilee	Mathematics	Assistant Professor	Instructor
Poole, Jon Allene	Nursing	Associate Professor	Assistant Professor
Sutherland, Cara	Mathematics	Assistant Professor	Instructor
Westley, Judith	English	Assistant Professor	Instructor
York, Wendy	Business Information Technology	Associate Professor	Assistant Professor

FACULTY PROMOTION RECOMMENDATIONS FOR 2015-2016

DYERSBURG STATE COMMUNITY COLLEGE

<u>Name</u>	<u>Department/Division</u>	<u>Proposed Rank</u>	<u>Current Rank</u>
Bullard, Tammy	Nursing	Assistant Professor	Instructor
Hamilton, Christine	Nursing	Assistant Professor	Instructor
Harpole, Sherry	Early Childhood Education	Assistant Professor	Instructor
Hines, Tammy	Nursing	Assistant Professor	Instructor
Johnson, Amy	Nursing	Associate Professor	Assistant Professor
Leonard, Brandi	English	Professor	Associate Professor
Reynolds, Devalyn	Math	Associate Professor	Assistant Professor
Watson, Jackie	Nursing	Associate Professor	Assistant Professor
Watson, Kimberly	English	Assistant Professor	Instructor
Williams, Deanne	Math	Assistant Professor	Instructor

FACULTY PROMOTION RECOMMENDATIONS FOR 2015-2016

JACKSON STATE COMMUNITY COLLEGE

<u>Name</u>	<u>Department/Division</u>	<u>Proposed Rank</u>	<u>Current Rank</u>
Britt, Joshua	Math and Natural Sciences	Associate Professor	Assistant Professor
Hickey, Nancy	Social Sciences	Associate Professor	Assistant Professor
Walker, Jennifer	Nursing	Associate Professor	Assistant Professor

FACULTY PROMOTION RECOMMENDATIONS FOR 2015-2016

MOTLOW COMMUNITY COLLEGE

<u>Name</u>	<u>Department/Division</u>	<u>Proposed Rank</u>	<u>Current Rank</u>
Bethea, David	Humanities	Assistant Professor	Instructor
Bowlby, David	Social Sciences	Associate Professor	Assistant Professor
Bridge, Kristin	Natural Science	Associate Professor	Assistant Professor
Cook, Scott	Social Sciences	Professor	Associate Professor
Fitch, Elizabeth	Natural Science	Associate Professor	Assistant Professor
Fitch, Kevin	Natural Science	Associate Professor	Assistant Professor
Hart, John	Languages	Associate Professor	Assistant Professor
Hartman, Michael	Languages	Associate Professor	Assistant Professor
Mayo, Lisa	Natural Science	Associate Professor	Assistant Professor
Mitchell, Brian	Mathematics	Assistant Professor	Instructor
Simpson, Cathy	Nursing	Associate Professor	Assistant Professor
Stringfield, Jay	Languages	Associate Professor	Assistant Professor
Sweeton, Nathan	Languages	Associate Professor	Assistant Professor

FACULTY PROMOTION RECOMMENDATIONS FOR 2015-2016

NASHVILLE STATE COMMUNITY COLLEGE

<u>Name</u>	<u>Department/Division</u>	<u>Proposed Rank</u>	<u>Current Rank</u>
Bates, Michael R.	Computer Networking	Associate Professor	Assistant Professor
Bunt, Leo Cary	Business	Assistant Professor	Instructor
Burridge, Laura	English	Assistant Professor	Instructor
Coffelt, Rhonda Lane	Biology	Associate Professor	Assistant Professor
Cooper-Wilbanks,	Psychology	Assistant Professor	Instructor
Green, James Jeffrey	Biology	Associate Professor	Assistant Professor
Guthrie, Teresa S.	Biology	Assistant Professor	Instructor
Rabb, Jessica Wynn	Biology	Associate Professor	Assistant Professor
Scott, Wanda L.	Computer Networking	Assistant Professor	Instructor
Wilson-Patton, Mary Elizabeth	English as a Second Language	Assistant Professor	Instructor

FACULTY PROMOTION RECOMMENDATIONS FOR 2015-2016

NORTHEAST STATE COMMUNITY COLLEGE

<u>Name</u>	<u>Department/Division</u>	<u>Proposed Rank</u>	<u>Current Rank</u>
Cleveland, Dr. J. Perry	Chemistry	Professor	Associate Professor
Cookson, Jon	Welding	Assistant Professor	Instructor
Eades, Tracy	Office Administration	Associate Professor	Assistant Professor
Ferris, Erin	Sociology	Assistant Professor	Instructor
Hale, Temp	English	Associate Professor	Assistant Professor
Hensley, Dr. Christal	Art	Associate Professor	Assistant Professor
Lewenczuk, Jan	Mathematics	Assistant Professor	Instructor
McNabb, Cindy	Mathematics	Associate Professor	Assistant Professor
Phillips, Dr. Miriam	Speech	Assistant Professor	Instructor
	Medical Laboratory		
Spangler, Rose Marie	Technology	Assistant Professor	Instructor

FACULTY PROMOTION RECOMMENDATIONS FOR 2015-2016

PELLISSIPPI STATE COMMUNITY COLLEGE

<u>Name</u>	<u>Department/Division</u>	<u>Proposed Rank</u>	<u>Current Rank</u>
Bagwell, Lora	Reading/English	Assistant Professor	Instructor
Bejnood, Morvarid	Biology/Natural & Behavioral Sciences	Assistant Professor	Instructor
Bolling, Tammie	Administrative Prof Tech/Bus & Comp Tech	Associate Professor	Assistant Professor
Etheridge, Suzanne	Mathematics	Associate Professor	Assistant Professor
Gibson, Terry	Mathematics	Associate Professor	Assistant Professor
Glatt, April	Biology/Natural & Behavioral Sciences	Assistant Professor	Instructor
Glazener, Rachel	Chemistry/Natural & Behavioral Sciences	Assistant Professor	Instructor
Hardy, Claude	Theater/Liberal Arts	Associate Professor	Assistant Professor
Herington, Morella	Nursing	Associate Professor	Assistant Professor
Jansen, Margaret	Mathematics	Assistant Professor	Instructor
Klett, Lynn	Mechanical Engr Tech/Engr & Media Tech	Assistant Professor	Instructor
Knowling, Holly	Hospitality/Business & Computer Tech	Assistant Professor	Instructor
Kronk, Ann	Biology/Natural & Behavioral Sciences	Professor	Associate Professor
Lambert, Casey	English	Assistant Professor	Instructor
Lighter, Sally	Business/Business & Computer Tech	Associate Professor	Assistant Professor
Mueller, Donald	Spanish/Liberal Arts	Associate Professor	Assistant Professor
Puretskiy, Andrey	Comp Science & Info Tech/Bus & Comp Tech	Assistant Professor	Instructor
Russell, Jeffrey	English	Assistant Professor	Instructor
Schroeder, Heather	English	Assistant Professor	Instructor
Sherman, Margaret	Nursing	Professor	Associate Professor
Sichler, Judith	Anthropology/Natural & Behavioral Sciences	Assistant Professor	Instructor
Smith, John	Mathematics	Associate Professor	Assistant Professor
Speck, Heidi	Philosophy/Liberal Arts	Assistant Professor	Instructor
Stein, Allison	History/Liberal Arts	Assistant Professor	Instructor

FACULTY PROMOTION RECOMMENDATIONS FOR 2015-2016

ROANE STATE COMMUNITY COLLEGE

<u>Name</u>	<u>Department/Division</u>	<u>Proposed Rank</u>	<u>Current Rank</u>
Blevins, David	Allied Health Sciences	Associate Professor	Assistant Professor
Insko, April	Allied Health Sciences	Assistant Professor	Instructor
Palmer, Alma Ruth	Nursing	Associate Professor	Assistant Professor
Rahmanian, Saeed	Math Science	Professor	Associate Professor
Ward, Diane	Social Science, Business & Edu	Professor	Associate Professor

FACULTY PROMOTION RECOMMENDATIONS FOR 2015-2016

SOUTHWEST TENNESSEE COMMUNITY COLLEGE

<u>Name</u>	<u>Department/Division</u>	<u>Proposed Rank</u>	<u>Current Rank</u>
Huffman, David	Languages and Literature	Assistant Professor	Instructor
McGrory, Joan	Business and Legal Studies	Associate Professor	Assistant Professor
Washington, Nathan	Business and Legal Studies	Associate Professor	Assistant Professor
Waters, Twyla J.	Business and Legal Studies	Professor	Associate Professor
Whitt, Jason	Mathematics	Professor	Associate Professor
Wilson, Jerome W.	Languages and Literature	Assistant Professor	Instructor
Yarbrough, Raydine	Languages and Literature	Associate Professor	Assistant Professor

FACULTY PROMOTION RECOMMENDATIONS FOR 2015-2016

VOLUNTEER STATE COMMUNITY COLLEGE

<u>Name</u>	<u>Department/Division</u>	<u>Proposed Rank</u>	<u>Current Rank</u>
Bishir, Steve	Entertainment Media Industry	Assistant Professor	Instructor
Bowling, Valerie	Health Information Technology	Associate Professor	Assistant Professor
Carroll, Jennifer	Diagnostic Medical Sonography	Assistant Professor	Instructor
Cook, Kevin	Criminal Justice	Associate Professor	Assistant Professor
Cornish, Alisha	Ophthalmic Technology	Associate Professor	Assistant Professor
Fox, Melissa Tyndal	Communication	Assistant Professor	Instructor
Gorgie, Jean	Reading	Assistant Professor	Instructor
Graves, Benjamin	Music	Assistant Professor	Instructor
Hearn, Phillip	Computer Information Systems	Assistant Professor	Instructor
Hite, Joshua	English	Assistant Professor	Instructor
Johnson, Peter	History	Assistant Professor	Instructor
McKinney, Justin M	History	Assistant Professor	Instructor
Moore, Deborah	English	Assistant Professor	Instructor
Neal, Angela	Psychology	Assistant Professor	Instructor
Peterson, Lynn	Music	Associate Professor	Assistant Professor
Shriver, Kendal Joy	Health and Exercise Physiology	Assistant Professor	Instructor
Topping, Carol	Psychology	Professor	Associate Professor

FACULTY PROMOTION RECOMMENDATIONS FOR 2015-2016

WALTERS STATE COMMUNITY COLLEGE

<u>Name</u>	<u>Department/Division</u>	<u>Proposed Rank</u>	<u>Current Rank</u>
Bryant, Chad	Criminal Justice/Public Safety	Assistant Professor	Instructor
Dixon, Jason	Sociology/Behavioral and Social Science	Associate Professor	Assistant Professor
Grass, Greg	Biology/Natural Science	Associate Professor	Assistant Professor
Holder, Timothy	History/Behavioral and Social Science	Professor	Associate Professor
Moore, Lorelei	Nursing/Health Programs	Associate Professor	Assistant Professor
Nelson, Miriam	Mathematics/Mathematics	Associate Professor	Assistant Professor
Parman-Ryans, Jaime	Biology/Natural Science	Associate Professor	Assistant Professor
Rich, Kristin	Biology/Natural Science	Associate Professor	Assistant Professor
Rouse, Viki	English/Humanities	Professor	Associate Professor



TENNESSEE BOARD OF REGENTS

MEETING:	Committee on Personnel and Compensation
SUBJECT:	Promotion and Tenure at the Tennessee Colleges of Applied Technology
DATE:	June 18, 2015
PRESENTER:	Vice Chancellor James D. King
ACTION REQUIRED:	Voice Vote
STAFF'S RECOMMENDATION:	Approval

BACKGROUND INFORMATION:

The Committee will be asked to act on recommendations for granting promotion and tenure to eligible faculty members. A list of the faculty being recommended for promotion and tenure is shown as Attachment A-1 and B-1 respectively.

The recommendations and supporting documents were submitted by the TCAT directors and were certified by them as having been processed through the approved institutional procedures. They have been reviewed by the Board's staff and are endorsed for favorable consideration by the Personnel Committee.

A summary of the tabulations regarding promotion and tenure recommendations for each center has been prepared by the staff. The forty-six (46) faculty receiving promotions represent 9.2% of the TCAT instructional staff. The one (1) faculty receiving tenure represents 0.2% of the TCAT instructional staff. Tabulation tables for promotion and tenure are shown as Attachments A-2 and B-2. Other observations of interest are listed below.

PROMOTIONS:

The forty-six (46) promotions are divided into these categories: twenty-six (26) to Instructor (the second rank); thirteen (13) to Senior Instructor (the third rank); and seven (7) to Master Instructor (the highest rank).

TENURE:

With approval of these instructional staff, the total tenured faculty for the TCATs is 27%.

**TENNESSEE COLLEGES OF APPLIED TECHNOLOGY
PROMOTION RECOMMENDATIONS
2015-2016**

College	Name	Proposed Rank
Athens	Timothy Wilson	Senior Instructor
Chattanooga	Nancy Draper	Instructor
Chattanooga	Houston Graham	Instructor
Chattanooga	David Burgess	Instructor
Chattanooga	Sam O'Rear	Instructor
Covington	Patricia Avent	Master Instructor
Covington	Curtis McLemore	Instructor
Crossville	Sharon Barnes	Senior Instructor
Crossville	Melissa Pelfry	Senior Instructor
Crossville	Gary Rogers	Instructor
Crossville	Bobby Wyatt	Senior Instructor
Crump	Chris Bell	Master Instructor
Crump	Paul Nolan	Instructor
Dickson	Katherine Sugg	Instructor
Dickson	Stephanie Murphy	Senior Instructor
Dickson	Connie Shaw	Master Instructor
Hartsville	Randall Ragland	Instructor
Jacksboro	Chandy Hensley	Senior Instructor
Jacksboro	Barbara Wallace	Senior Instructor
Jackson	Steve Adams	Senior Instructor

**TENNESSEE COLLEGES OF APPLIED TECHNOLOGY
PROMOTION RECOMMENDATIONS
2015-2016**

College	Name	Proposed Rank
Jackson	Tara Upton	Senior Instructor
Knoxville	Jill Butler	Instructor
Knoxville	Lorna Collett	Instructor
Knoxville	Karin Gamble	Instructor
Knoxville	Debra Hill	Instructor
Knoxville	Tara Lohman	Instructor
Knoxville	Michael Sledzinski	Instructor
Knoxville	Martha Woodall	Master Instructor
Livingston	Pauletta Brady	Senior Instructor
Livingston	Keith Farmer	Senior Instructor
Livingston	Jennifer Coffey	Senior Instructor
Memphis	Kenneth Pearson	Instructor
Morristown	Margaret Gilbert	Master Instructor
Morristown	Linda Pressnell	Master Instructor
Morristown	Resa Yount	Master Instructor
Murfreesboro	Charles Vaughn	Instructor
Murfreesboro	Mike Schoen	Instructor
Nashville	Eva Loring	Instructor
Nashville	Tanya Nelson	Instructor
Oneida	Jayne Roysden	Instructor

**TENNESSEE COLLEGES OF APPLIED TECHNOLOGY
PROMOTION RECOMMENDATIONS
2015-2016**

<u>College</u>	<u>Name</u>	<u>Proposed Rank</u>
Pulaski	Holly Nelson	Instructor
Pulaski	Amy Perry	Instructor
Ripley	Joanne Edley	Senior Instructor
Ripley	Tonya Medford	Instructor
Whiteville	Terry Anderson	Instructor
Whiteville	Joshua Mobley	Instructor

**Tennessee Colleges of Applied Technology
2015-2016 PROMOTION SUMMARY DATA**

CENTER	NUMBER RECOMMENDED	INSTRUCTOR 2013-2014	SENIOR INSTRUCTOR 2013-2014	MASTER INSTRUCTOR 2013-2014	TOTAL FACULTY 2013-2014
ATHENS	1	0	1	0	1
CHATTANOOGA	4	4	0	0	4
COVINGTON	2	1	0	1	2
CROSSVILLE	4	1	3	0	4
CRUMP	2	1	0	1	2
DICKSON	3	1	1	1	3
ELIZABETHTON	0	0	0	0	0
HARRIMAN	0	0	0	0	0
HARTSVILLE	1	1	0	0	1
HOHENWALD	0	0	0	0	0
JACKSBORO	2	0	2	0	2
JACKSON	2	0	2	0	2
KNOXVILLE	7	6	0	1	7
LIVINGSTON	3	0	3	0	3
MCKENZIE	0	0	0	0	0
MCMINNVILLE	0	0	0	0	0
MEMPHIS	1	1	0	0	1
MORRISTOWN	3	0	0	3	3
MURFREESBORO	2	2	0	0	2
NASHVILLE	2	2	0	0	2
NEWBERN	0	0	0	0	0
ONEIDA	1	1	0	0	1
PARIS	0	0	0	0	0
PULASKI	2	2	0	0	2
RIPLEY	2	1	1	0	2
SHELBYVILLE	0	0	0	0	0
WHITEVILLE	2	2	0	0	2
TOTAL	46	26	13	7	46

TOTAL FACULTY SYSTEMWIDE - 500
 % OF TOTAL FACULTY
 PROMOTED SYSTEMWIDE 9.2%

TENNESSEE COLLEGES OF APPLIED TECHNOLOGY
TENURE RECOMMENDATIONS
2015-2016

<u>CENTER</u>	<u>NAME</u>	<u>PROGRAM</u>	<u>PRESENT RANK</u>
Chattanooga	Michael Mercer	CIT	Instructor

**TENNESSEE COLLEGES OF APPLIED TECHNOLOGY
TENURE SUMMARY DATA
2015-2016**

CENTER	TOTAL FACULTY	NUMBER RECOMMENDED	TENURED FACULTY	PERCENT OF FACULTY TENURED
ATHENS	12	0	2	17%
CHATTANOOGA	35	1	6	17%
COVINGTON	9	0	3	33%
CROSSVILLE	19	0	8	42%
CRUMP	11	0	3	27%
DICKSON	27	0	0	0%
ELIZABETHTON	18	0	0	0%
HARRIMAN	12	0	2	17%
HARTSVILLE	21	0	2	10%
HOHENWALD	17	0	1	6%
JACKSBORO	9	0	5	56%
JACKSON	24	0	10	42%
KNOXVILLE	24	0	7	29%
LIVINGSTON	15	0	7	47%
MCKENZIE	9	0	5	56%
MCMINNVILLE	9	0	3	33%
MEMPHIS	37	0	13	35%
MORRISTOWN	31	0	21	68%
MURFREESBORO	24	0	2	8%
NASHVILLE	38	0	11	29%
NEWBERN	13	0	3	23%
ONEIDA	12	0	1	8%
PARIS	18	0	1	6%
PULASKI	18	0	7	39%
RIPLEY	8	0	2	25%
SHELBYVILLE	20	0	6	30%
WHITEVILLE	10	0	4	40%
TOTAL	500	1	135	27%

TOTAL FACULTY SYSTEMWIDE - 500
% OF TOTAL FACULTY RECOMMENDED
FOR TENURE SYSTEMWIDE 0.2%



TENNESSEE BOARD OF REGENTS

MEETING:	Personnel and Compensation Committee
SUBJECT:	Faculty Promotional Increases
DATE:	June 18, 2015
PRESENTER:	Vice Chancellor Dale Sims
ACTION REQUIRED:	Roll Call Vote
STAFF'S RECOMMENDATION:	Approval

BACKGROUND INFORMATION:

A total of 296 faculty members are recommended for promotion at the universities and community colleges. At the TCAT's 46 faculty members are recommended for promotion. The recommendations are made within the requirements of TBR policies on tenure and promotion.

The recommendations and supporting documents were submitted to the Board by the universities, community colleges, and Tennessee Colleges of Applied Technology and were certified by them as having been processed through the approved institutional procedures. TBR staff has verified the proposed ranks of the individuals submitted for promotion by the institutions and ensured a corresponding increase for those that were eligible was submitted, or an exception noted.

FACULTY PROMOTION 2015
UNIVERSITIES COMMUNITY COLLEGES

INSTITUTION	NAME	BEG. SALARY	INCREASE AMOUNT	ENDING SALARY	% OF INCREASE
APSU	AMEIGH,REX A	69,105	6,911	76,016	10%
APSU	ASSAD,DOROTHY ANN	62,241	6,224	68,465	10%
APSU	BROOKS,WILLIAM TREVOR	46,094	3,688	49,782	8%
APSU	BROWN,PENNYE K	71,035	3,552	74,587	5%
APSU	BUCHANAN,DEBORAH K	48,978	3,918	52,896	8%
APSU	DUNKLE,KALLINA MARIE	46,767	3,741	50,508	8%
APSU	ELLISON,DEBORAH L	62,760	6,276	69,036	10%
APSU	ESTES,LARRY D	62,407	6,241	68,648	10%
APSU	FOSTER,KORRE DANIEL	45,924	3,674	49,598	8%
APSU	GHOSH,INDRANIL	55,100	4,408	59,508	8%
APSU	GOMEZ,MELISSA ANNE	57,025	4,562	61,587	8%
APSU	GRAY,PAMELA J	68,560	6,856	75,416	10%
APSU	HIATT,LESLIE ANN	45,101	3,608	48,709	8%
APSU	HICKSON,SHONDELL VANESSA	52,263	4,181	56,444	8%
APSU	JONES,MATTHEW OTTIS	69,035	6,904	75,939	10%
APSU	LEBKUECHER,AMY FRESHLEY	68,840	6,884	75,724	10%
APSU	LYNCH,ERIN MICHELE	35,177	1,759	36,936	5%
APSU	MEISCH,KAREN ALLISON	54,526	5,453	59,979	10%
APSU	MOORE,GREGORY ALAN	83,467	8,347	91,814	10%
APSU	MORRIS,ANTHONY J	48,797	3,904	52,701	8%
APSU	NTATIN,BENSELAMONYUY	55,349	5,535	60,884	10%
APSU	NYONNA,DONG YAABO	88,468	8,847	97,315	10%
APSU	ORR,PATTY MONTGOMERY	76,927	7,693	84,620	10%
APSU	RANDS,DAVID C	45,340	3,627	48,967	8%
APSU	REED,ROBIN B	63,316	6,332	69,648	10%
APSU	RENNERFELDT,NOEL DEAN	49,317	3,945	53,262	8%
APSU	RICE,MARY EVE	52,363	4,189	56,552	8%
APSU	SAHI,RAMANJIT KAUR	54,328	5,433	59,761	10%
APSU	SAID,HASSAN A	98,329	9,833	108,162	10%
APSU	SANDERS,ANTHONY RAY	52,198	4,176	56,374	8%
APSU	SMITHERS,TAMARA MARIE	43,685	3,495	47,180	8%
APSU	STEELE,DAVID F	52,398	5,240	57,638	10%

FACULTY PROMOTION 2015
UNIVERSITIES COMMUNITY COLLEGES

INSTITUTION	NAME	BEG. SALARY	INCREASE AMOUNT	ENDING SALARY	% OF INCREASE
APSU	SUDBRINK,DONALD L	64,161	6,416	70,577	10%
APSU	ZHU,NA	61,720	4,938	66,658	8%
ETSU	BIRD,MARTHA A	175,490	17,549	193,039	10%
ETSU	HUFFAKER,ROLAND K	78,028	6,242	84,270	8%
ETSU	JAISHANKAR,DEVAPIRAN	125,011	12,501	137,512	10%
ETSU	KRUPPA,MICHAEL D	65,696	5,255	70,951	8%
ETSU	MACMILLAN,PATRICK J	100,726	8,058	108,784	8%
ETSU	MOSER,MICHELE R	92,129	9,212	101,341	10%
ETSU	SCHETZINA,KAREN E	160,156	16,015	176,171	10%
ETSU	TEIXEIRA,OTTO H	53,458	5,345	58,803	10%
ETSU	HIXSON,CONSTANCE T	52,495	4,199	56,694	8%
ETSU	MOORE,JASON B	166,363	16,636	182,999	10%
ETSU	BOSSAER,JOHN B	104,873	8,389	113,262	8%
ETSU	BOSSAER,LARISSA N	104,873	8,389	113,262	8%
ETSU	BURKE,SAMUEL J	64,030	5,122	69,152	8%
ETSU	BYRD,REBEKAH J	54,282	4,342	58,624	8%
ETSU	CHERRY,DONNA J	54,622	4,369	58,991	8%
ETSU	CINTRON-ARIAS,ARIEL	54,657	4,372	59,029	8%
ETSU	CROFTS,THOMAS H	50,200	5,020	55,220	10%
ETSU	DIFFENDERFER,SANDRA K	61,078	4,886	65,964	8%
ETSU	FRANKLIN,JAY D	53,957	5,395	59,352	10%
ETSU	GALYON KERAMIDAS,CATHY L	52,053	4,164	56,217	8%
ETSU	GEIKEN,ROSEMARY	54,414	4,353	58,767	8%
ETSU	GERARD,MIRA S	74,999	7,499	82,498	10%
ETSU	GREEN,JOE K	51,795	5,179	56,974	10%
ETSU	HARLEY-MCCLASKEY,DEBORAH K	55,591	4,447	60,038	8%
ETSU	KORTUM,RICHARD D	59,701	5,970	65,671	10%
ETSU	KOTERBAY,SCOTT M	66,992	6,699	73,691	10%
ETSU	MAMUDU,HADII M	91,223	7,297	98,520	8%
ETSU	MIMS,PAMELA J	54,282	4,342	58,624	8%
ETSU	MINK,PATTY A	49,669	4,966	54,635	10%
ETSU	MITCHELL,LORIANNE D	84,313	6,745	91,058	8%

FACULTY PROMOTION 2015
UNIVERSITIES COMMUNITY COLLEGES

INSTITUTION	NAME	BEG. SALARY	INCREASE AMOUNT	ENDING SALARY	% OF INCREASE
ETSU	MOZEN,DIANA M	55,215	5,521	60,736	10%
ETSU	MWINYELLE,JEROME B	47,760	3,820	51,580	8%
ETSU	NYARAMBI,ARNOLD	54,269	4,341	58,610	8%
ETSU	PRICE,KELLIE W	76,622	6,129	82,751	8%
ETSU	PROCTOR-WILLIAMS,KERRY E	74,110	7,410	81,520	10%
ETSU	RAMSEY,MICHAEL W	73,988	7,398	81,386	10%
ETSU	RENNER,JASMINE	60,774	6,077	66,851	10%
ETSU	RICE,JUDITH A	56,932	4,554	61,486	8%
ETSU	ROACH,JEFFREY W	75,327	6,026	81,353	8%
ETSU	SCHRIFT,MELISSA R	72,000	7,200	79,200	10%
ETSU	SHARP,LYNDA K	54,269	5,426	59,695	10%
ETSU	TAI,CHIH-CHE	69,105	5,528	74,633	8%
MTSU	AKINS,JOSEPH LOUIS	67,480	7,500	74,980	11%
MTSU	APIGIAN,CHARLES HAIRABED	114,420	7,500	121,920	7%
MTSU	BEEBY,JAMES MATTHEW	64,089	7,500	71,589	12%
MTSU	BRATTEN,LOLA CLARE	66,262	7,500	73,762	11%
MTSU	CARTER,JESSICA GENTRY	78,480	7,500	85,980	10%
MTSU	COCHRANE,LAURA ELLEN	47,686	6,000	53,686	13%
MTSU	CRABTREE,WILLIAM EARLE	62,704	7,500	70,204	12%
MTSU	CRAIG-UNKEFER,LESLEY ANN	63,224	7,500	70,724	12%
MTSU	DOYLE,MARK EDWARD	47,370	6,000	53,370	13%
MTSU	DUNLAP,JOHN RANDALL	56,840	6,000	62,840	11%
MTSU	FISHER,LAWANNA S	63,531	7,500	71,031	12%
MTSU	JURKANIN,THOMAS JOSEPH	57,866	6,000	63,866	10%
MTSU	MERCHANT,JOHN HOLT	59,000	6,000	65,000	10%
MTSU	MPOYL,RICHARD T	100,521	7,500	108,021	7%
MTSU	PERES LEMONS,TANYA MICHELLE	59,430	7,500	66,930	13%
MTSU	PETERSEN,KAREN KRISTINA	110,000	7,500	117,500	7%
MTSU	RENFROE,ALICIA M	56,088	7,500	63,588	13%
MTSU	SNEAD,DONALD	61,841	7,500	69,341	12%
MTSU	STEVENS,MICHELLE CAMILE	52,918	6,000	58,918	11%
MTSU	STRAYER,JEREMY F	65,544	6,000	71,544	9%

FACULTY PROMOTION 2015
UNIVERSITIES COMMUNITY COLLEGES

<u>INSTITUTION</u>	<u>NAME</u>	<u>BEG. SALARY</u>	<u>INCREASE AMOUNT</u>	<u>ENDING SALARY</u>	<u>% OF INCREASE</u>
MTSU	THOMAS,SHELLEY	62,921	7,500	70,421	12%
MTSU	WU,QIANG	66,584	6,000	72,584	9%
TSU	BADAMDORJ,DORJSUREN	50,364	3,525	53,889	7%
TSU	CHIMBA,DEO	69,653	4,876	74,529	7%
TSU	JARA,PATRICIO GABRIEL	50,364	3,525	53,889	7%
TSU	JONES,TIMOTHY PAUL	46,133	3,229	49,362	7%
TSU	KILONZO-NTHENGE, AGNES	75,960	5,317	81,277	7%
TSU	MURILLO,CYNTHIA	49,293	3,451	52,744	7%
TSU	PAINTER,ROGER D	83,065	8,307	91,372	10%
TSU	RICHIE,MELISSA	48,758	3,413	52,171	7%
TSU	ROBINSON,JOHN T	55,967	11,941	67,908	21%
TSU	SCALES,JOSIE A	55,098	9,481	64,579	17%
TSU	SHETTY,SACHIN	70,725	4,951	75,676	7%
TSU	TANG,QI	48,222	3,376	51,598	7%
TTU	ANTHONY,HOLLY PORTIA LOUISE G	60,523	7,500	68,023	12%
TTU	MANGINELLI,DELIA ANN	60,507	5,000	65,507	8%
TTU	WILSON,BRENDA C	58,697	7,500	66,197	13%
UOM	BROWN,SARAH	50,365	3,526	53,891	7%
UOM	DETRAZ,NICOLE	56,794	3,976	60,770	7%
UOM	FLEMING,BELINDA D	85,000	4,250	89,250	5%
UOM	GOLDSMITH,JOY VANICE	62,000	4,340	66,340	7%
UOM	GROENENDYK,ERIC	56,794	3,976	60,770	7%
UOM	HAYDEN,JOSEPH RAYMOND	58,880	6,000	64,880	10%
UOM	HOFFMAN,JOY ELLEN	67,000	3,350	70,350	5%
UOM	HOWELL-MORONEY,MICHAEL	101,500	7,105	108,605	7%
UOM	JAMES,WESLEY L	58,937	4,126	63,063	7%
UOM	JIA,CHUNRONG	68,582	4,801	73,383	7%
UOM	JONES,DONNA R	139,306	9,751	149,057	7%
UOM	KRISHNAN,BALAJI C	131,859	9,230	141,089	7%
UOM	KUMAR,SANTOSH	121,800	8,526	130,326	7%
UOM	LEAKE,CRAIG G	67,904	6,000	73,904	9%
UOM	LEVINA,MARINA	58,937	4,126	63,063	7%

FACULTY PROMOTION 2015
UNIVERSITIES COMMUNITY COLLEGES

<u>INSTITUTION</u>	<u>NAME</u>	<u>BEG. SALARY</u>	<u>INCREASE AMOUNT</u>	<u>ENDING SALARY</u>	<u>% OF INCREASE</u>
UOM	MILES,JOHN D	57,330	4,013	61,343	7%
UOM	MOORE,LARRY	57,969	6,000	63,969	10%
UOM	PACE,DIANE T	80,000	4,000	84,000	5%
UOM	PEKSEN,DURSUN	72,335	6,000	78,335	8%
UOM	ROAN,ESRA	81,154	5,681	86,835	7%
UOM	RUS,VASILE	89,439	6,261	95,700	7%
UOM	SCHAFFZIN,KATHARINE TRAYLOR	101,000	7,070	108,070	7%
UOM	SCHILLING,BRIAN K	73,193	6,000	79,193	8%
UOM	SILKES,CAROL	85,727	6,001	91,728	7%
UOM	SIMS,KAY	65,000	3,250	68,250	5%
UOM	SKALLI,OMAR	99,658	6,976	106,634	7%
UOM	STEWART,CRAIG O	61,937	4,336	66,273	7%
UOM	THOMPSON,NICOLE LEIGH	65,342	4,574	69,916	7%
UOM	TUCKER,TERRENCE THEODORE	59,378	4,156	63,534	7%
UOM	VARGA,SOMOGY	65,975	4,618	70,593	7%
UOM	WILSON,JODI L	94,000	6,580	100,580	7%
UOM	YU,XINHUA	80,369	5,626	85,995	7%
UOM	ZHENG,BENTUO	66,224	4,636	70,860	7%
CHSCC	DAVIDSON,BRITTNEY LYNN	42,476	1,274	43,750	3%
CHSCC	FETTERS,MARY ALLISON	45,038	5,223	50,261	12%
CHSCC	GUNSARU,BORNFACE	47,809	2,452	50,261	5%
CHSCC	HANCOCK,JODY LOVE	77,487	2,255	79,742	3%
CHSCC	HOLLAND,LINDSAY JACKSON	49,824	1,495	51,319	3%
CHSCC	LUX,ERICA L	44,716	5,545	50,261	12%
CHSCC	MCGREGOR,LEIGH M	50,279	1,508	51,787	3%
CHSCC	MCGRIFF,AISHA KAMILAH	49,438	1,483	50,921	3%
CHSCC	MOFFITT,CAITLIN BALTHROP	49,666	1,490	51,156	3%
CHSCC	NICODEMI,ANN NICOLE	42,915	21,502	64,417	50%
CHSCC	ONTOG,JENNIFER SMITH	44,554	5,707	50,261	13%
CHSCC	PALMER,MARK A	50,312	1,509	51,821	3%
CHSCC	RAY,PAUL A	52,578	5,562	58,140	11%
CHSCC	ROYER,APRIL CARTER	52,113	6,027	58,140	12%

FACULTY PROMOTIONS 2015
UNIVERSITIES AND COMMUNITY COLLEGES

<u>INSTITUTION</u>	<u>NAME</u>	<u>BEG. SALARY</u>	<u>INCREASE AMOUNT</u>	<u>ENDING SALARY</u>	<u>% OF INCREASE</u>
CHSCC	SMITH,JACQUELINE HOMER	51,246	1,537	52,783	3%
CHSCC	WEISS,STANLEY E	43,754	1,313	45,067	3%
CLSCC	AUGUSTINE,MOLLY	40,726	1,000	41,726	2%
CLSCC	CARTER,DEVETTE JOSEPHINE	37,844	1,000	38,844	3%
CLSCC	DANIEL,LOETTA MAY	40,726	1,000	41,726	2%
CLSCC	EBLE,JENNIFER B	40,124	500	40,624	1%
CLSCC	GERBER,BRIAN JAMES	40,728	500	41,228	1%
CLSCC	MCLEOD,MARK GARRET	42,657	1,000	43,657	2%
CLSCC	MOSELEY,ELIZABETH JEAN	42,166	1,000	43,166	2%
CLSCC	NORWOOD,VERRILL M	44,630	1,000	45,630	2%
CLSCC	PATTERSON,CANDICE HOWELL	40,728	500	41,228	1%
CLSCC	PUCKETT,DAVID PAUL	41,894	1,000	42,894	2%
CLSCC	SAEZ,MEGEN E	46,091	1,000	47,091	2%
CLSCC	WARE,MICHAEL SHANNEN	40,728	500	41,228	1%
COSCC	CAUTHEN,DAVID T	62,620	3,740	66,360	6%
COSCC	DEVERS,DANIEL GRANT	43,850	2,620	46,470	6%
COSCC	FLAGEL,THOMAS R	43,620	2,610	46,230	6%
COSCC	HOBBS,CURTIS DALE	40,870	1,880	42,750	5%
COSCC	JACKSON,DEMARCUS I	44,090	2,630	46,720	6%
COSCC	JANAKIRAMAN,DEEPA	41,190	1,890	43,080	5%
COSCC	MCCULLOUGH,ERIC J	53,580	2,460	56,040	5%
COSCC	MURRAY,MARILEE A	40,870	1,880	42,750	5%
COSCC	POOLE,JON ALLENE	43,760	2,610	46,370	6%
COSCC	SUTHERLAND,CARA NICOLE	41,500	2,900	44,400	7%
COSCC	WESTLEY,JUDITH ALLISON	40,870	1,880	42,750	5%
COSCC	YORK,WENDY A	43,620	2,610	46,230	6%
DSCC	BULLARD,TAMMY B	53,567	2,678	56,245	5%
DSCC	HAMILTON,CHRISTINE LEE	67,679	3,384	71,063	5%
DSCC	HARPOLE,SHERRY G	44,244	2,212	46,456	5%
DSCC	HINES,TAMMY M	65,325	3,266	68,591	5%
DSCC	JOHNSON,AMY	84,281	4,214	88,495	5%

FACULTY PROMOTION 2015
UNIVERSITIES COMMUNITY COLLEGES

<u>INSTITUTION</u>	<u>NAME</u>	<u>BEG. SALARY</u>	<u>INCREASE AMOUNT</u>	<u>ENDING SALARY</u>	<u>% OF INCREASE</u>
DSCC	LEONARD,BRANDI M	51,703	2,585	54,288	5%
DSCC	REYNOLDS,DEVALYN L	45,560	2,278	47,838	5%
DSCC	WATSON,JACLYN COBB	53,247	2,662	55,909	5%
DSCC	WATSON,KIMBERLY ANNE	43,436	2,172	45,608	5%
DSCC	WILLIAMS,DEANNE MICHELLE	45,012	2,251	47,263	5%
JSCC	BRITT,JOSHUA LEE	43,717	2,436	46,153	6%
JSCC	HICKEY,NANCY L	48,832	2,436	51,268	5%
JSCC	WALKER,JENNIFER L	52,270	2,436	54,706	5%
MSCC	BETHEA,DAVID ALLEN	40,471	2,024	42,495	5%
MSCC	BOWLBY,DAVID DEAN	46,226	2,311	48,537	5%
MSCC	BRIDGE,KRISTIN Y	40,594	2,030	42,624	5%
MSCC	FITCH,ELIZABETH ANN	40,898	2,045	42,943	5%
MSCC	FITCH,KEVIN CHRISTOPHER	40,746	2,037	42,783	5%
MSCC	HART,JOHN R	40,746	2,037	42,783	5%
MSCC	HARTMAN,MICHAEL O	40,898	2,045	42,943	5%
MSCC	MAYO,LISA LYNN	40,746	2,037	42,783	5%
MSCC	MITCHELL,BRIAN	40,152	2,008	42,160	5%
MSCC	SIMPSON,LINDA CATHERINE	45,631	2,282	47,913	5%
MSCC	STRINGFIELD,JAMES M	40,746	2,037	42,783	5%
MSCC	SWEETON,NATHAN K	40,898	2,045	42,943	5%
NASCC	BATES,MICHAEL RAY	54,286	1,660	55,946	3%
NASCC	BUNT,LEO CARY	51,660	1,357	53,017	3%
NASCC	BURRIDGE,LAURA MCINTOSH ORR	39,575	1,357	40,932	3%
NASCC	COFFELT,RHONDA LANE	47,598	1,660	49,258	3%
NASCC	COOPER-WILBANKS,ROBIN RENEE	44,404	1,357	45,761	3%
NASCC	GREEN,JAMES JEFFREY	42,703	1,660	44,363	4%
NASCC	GUTHRIE,TERESA S	42,115	1,357	43,472	3%
NASCC	RABB,JESSICA WYNN	46,776	1,660	48,436	4%
NASCC	SCOTT,WANDA L	47,383	1,357	48,740	3%
NASCC	WILSON-PATTON,MARY ELIZABETH	42,222	1,357	43,579	3%
NESCC	CLEVELAND,JAMES P.	54,704	1,600	56,304	3%
NESCC	COOKSON,JON JOSEPH	40,620	800	41,420	2%

FACULTY PROMOTION 2015
UNIVERSITIES COMMUNITY COLLEGES

<u>INSTITUTION</u>	<u>NAME</u>	<u>BEG. SALARY</u>	<u>INCREASE AMOUNT</u>	<u>ENDING SALARY</u>	<u>% OF INCREASE</u>
NESCC	EADES, TRACY M.	42,880	1,200	44,080	3%
NESCC	FERRIS, ERIN J	39,704	800	40,504	2%
NESCC	HALE, TEMPI H.	42,880	1,200	44,080	3%
NESCC	HENSLEY, CHRISTAL M.	45,024	1,200	46,224	3%
NESCC	LEWENCZUK, JANICE G	39,704	800	40,504	2%
NESCC	MCNABB, CINDY KOTSEOS	42,880	1,200	44,080	3%
NESCC	PHILLIPS, MIRIAM SEYELENE	41,704	800	42,504	2%
NESCC	SPANGLER, ROSE M.	63,047	800	63,847	1%
PSCC	BAGWELL, LORA LAWSON	40,000	2,320	42,320	6%
PSCC	BEJNOOD, MORVARID	41,910	2,530	44,440	6%
PSCC	BOLLING, TAMMIE L	47,010	3,330	50,340	7%
PSCC	ETHERIDGE, SUZANNE CHERRY	45,360	4,980	50,340	11%
PSCC	GIBSON, TERRY ODELL	45,360	4,980	50,340	11%
PSCC	GLATT, APRIL REBECCA	41,880	2,560	44,440	6%
PSCC	GLAZENER, RACHEL LOUISE	40,760	3,680	44,440	9%
PSCC	HARDY, CLAUDE EDWARD	44,550	3,390	47,940	8%
PSCC	HERINGTON, MORELLA MARIE	58,930	2,950	61,880	5%
PSCC	JANSEN, MARGARET HUNTER	40,760	3,680	44,440	9%
PSCC	KLETT, LYNN B	45,260	2,260	47,520	5%
PSCC	KNOWLING, HOLLY MARTIN	46,720	2,340	49,060	5%
PSCC	KRONK, ANN E	54,820	5,790	60,610	11%
PSCC	LAMBERT, CASEY ANN	40,000	2,320	42,320	6%
PSCC	LIGHTER, SALLY A	52,080	2,600	54,680	5%
PSCC	MUELLER, DONALD WAYNE	43,110	4,830	47,940	11%
PSCC	PURETSKIY, ANDREY	45,260	2,260	47,520	5%
PSCC	RUSSELL, JEFFREY ALAN	40,000	2,320	42,320	6%
PSCC	SCHROEDER, HEATHER LEE	40,000	2,320	42,320	6%
PSCC	SHERMAN, MARGARET ANN	71,540	3,580	75,120	5%
PSCC	SICHLER, JUDITH ANNE	41,880	2,560	44,440	6%
PSCC	SMITH, JOHN THOMAS	45,360	4,980	50,340	11%
PSCC	SPECK, HEIDI M	40,000	2,320	42,320	6%
PSCC	STEIN, ALLISON E	40,000	2,320	42,320	6%

FACULTY PROMOTION 2015
UNIVERSITIES COMMUNITY COLLEGES

<u>INSTITUTION</u>	<u>NAME</u>	<u>BEG. SALARY</u>	<u>INCREASE AMOUNT</u>	<u>ENDING SALARY</u>	<u>% OF INCREASE</u>
RSCC	BLEVINS,DAVID SCOTT	59,903	2,995	62,898	5%
RSCC	INSCO,APRIL MARIE	41,920	2,096	44,016	5%
RSCC	PALMER,ALMA RUTH	51,531	2,577	54,108	5%
RSCC	RAHMANIAN,M SAEED	56,668	2,833	59,501	5%
RSCC	WARD,DIANE	108,000	5,400	113,400	5%
STCC	HUFFMAN,DAVID LAMAR	31,224	3,744	34,968	12%
STCC	MCGRORY,JOAN SEROCK	44,256	2,220	46,476	5%
STCC	WASHINGTON,NATHAN C	37,992	2,436	40,428	6%
STCC	WATERS,TWYLA JOY	46,344	2,352	48,696	5%
STCC	WHITT,JASON Y	53,556	2,688	56,244	5%
STCC	WILSON,WILLIE J	32,208	2,760	34,968	9%
STCC	YARBROUGH,RAYDINE PRUITT	42,036	2,112	44,148	5%
VSCC	BISHIR,STEVE EARL	53,490	2,140	55,630	4%
VSCC	BOWLING,VALERIE D	66,257	2,650	68,907	4%
VSCC	CARROLL,JENNIFER RENEE	60,624	2,425	63,049	4%
VSCC	COOK,KEVIN MARCUS	64,980	2,599	67,579	4%
VSCC	CORNISH,ALISHA RENE	74,133	2,965	77,098	4%
VSCC	FOX,MELISSA RENEE TYNDALL	40,052	1,602	41,654	4%
VSCC	GORGIE,JEAN LYNN	40,653	1,626	42,279	4%
VSCC	GRAVES,BENJAMIN LAIN	40,052	1,602	41,654	4%
VSCC	HEARN,PHILLIP TURNER	44,949	1,798	46,747	4%
VSCC	HITE,JOSHUA ADAM	38,450	1,538	39,988	4%
VSCC	JOHNSON,PETER J	42,402	1,696	44,098	4%
VSCC	MCKINNEY,JUSTIN MERRITT	38,512	1,540	40,052	4%
VSCC	MOORE,DEBORAH E	41,669	1,667	43,336	4%
VSCC	NEAL,ANGELA RACQUEL	45,297	1,812	47,109	4%
VSCC	PETERSON,LYNN A	45,696	1,828	47,524	4%
VSCC	SHRIVER,KENDAL J	44,114	1,765	45,879	4%
VSCC	TOPPING,CAROL JEAN	54,773	2,191	56,964	4%
WSCC	BRYANT,AARIEN CHAD	51,311	5,963	57,274	12%
WSCC	DIXON,JASON OLIVER	43,186	2,706	45,892	6%
WSCC	GRASS,GREGORY MICHAEL	46,053	2,957	49,010	6%

FACULTY PROMOTION 2015
UNIVERSITIES COMMUNITY COLLEGES

<u>INSTITUTION</u>	<u>NAME</u>	<u>BEG. SALARY</u>	<u>INCREASE AMOUNT</u>	<u>ENDING SALARY</u>	<u>% OF INCREASE</u>
WCC	HOLDER,TIMOTHY DAVID	52,352	1,037	53,389	2%
WCC	MOORE,LORELEI SHULTZ	53,270	3,014	56,284	6%
WCC	NELSON,MIRIAM	43,103	2,768	45,871	6%
WCC	PARMAN-RYANS,JAIME LYN	45,728	2,936	48,664	6%
WCC	RICH,KRISTIN ASBURY	43,103	2,768	45,871	6%
WCC	ROUSE,VIKI DASHER	52,352	1,037	53,389	2%

FACULTY PROMOTIONS
TENNESSEE COLLEGES OF APPLIED TECHNOLOGY

<u>INSTITUTION</u>	<u>NAME</u>	<u>BEG. SALARY</u>	<u>INCREASE AMOUNT</u>	<u>ENDING SALARY</u>	<u>% OF INCREASE</u>
ATHENS	WILSON, TIMOTHY	55,000	0	55,000	0%
CHATTANOOGA	BURGESS, DAVID D	43,721	3,343	47,064	8%
CHATTANOOGA	DRAPER, NANCY	43,645	3,419	47,064	8%
CHATTANOOGA	GRAHAM, HOUSTON	43,721	3,343	47,064	8%
CHATTANOOGA	O'REAR, JOHN SAMUEL	43,721	3,343	47,064	8%
COVINGTON	AVENT, PATRICIA	51,104	5,110	56,214	10%
COVINGTON	MCLEMORE, CURTIS	52,000	5,200	57,200	10%
CROSSVILLE	BARNES, SHARON	50,098	1,005	51,103	2%
CROSSVILLE	PELFREY, MELISSA	48,379	2,724	51,103	6%
CROSSVILLE	RODGERS, GARY	43,206	3,858	47,064	9%
CROSSVILLE	WYATT, BOBBY	47,064	4,039	51,103	9%
CRUMP	BELL, CHRIST	51,104	2,500	53,604	5%
CRUMP	NOLAN, PAUL	44,206	2,500	46,706	6%
DICKSON	MURPHY, STEPHANIE	49,050	2,053	51,103	4%
DICKSON	SHAW, CONNIE M	51,103	5,523	56,626	11%
DICKSON	SUGG, KATHERINE A	43,696	3,368	47,064	8%
HARTSVILLE	RAGLAND, RANDALL L	43,206	4,564	47,770	11%
JACKSBORO	HENSLEY, CHANDY	47,064	4,236	51,300	9%
JACKSBORO	WALLACE, BARBARA	47,064	4,236	51,300	9%
JACKSON	ADAMS, STEVE	52,072	5,207	57,279	10%
JACKSON	UPTON, TARA	47,064	4,706	51,770	10%
KNOXVILLE	BUTLER, LESLIE JILL	43,570	3,500	47,070	8%
KNOXVILLE	COLLETT, LORNA SUE	43,700	3,370	47,070	8%
KNOXVILLE	GAMBLE, KARIN	43,940	3,130	47,070	7%
KNOXVILLE	HILL, DEBRA	43,700	3,370	47,070	8%
KNOXVILLE	LOHMAN, TARA	43,700	3,370	47,070	8%
KNOXVILLE	SLEDZINSKI, MICHAEL	48,220	1,450	49,670	3%
KNOXVILLE	WOODALL, MARTHA L	51,110	4,090	55,200	8%
LIVINGTON	BRADY, PAULETTA	47,064	4,039	51,103	9%
LIVINGTON	FARMER, KEITH	47,064	4,039	51,103	9%
LIVINGTON	COFFEY, JENNIFER	47,064	4,039	51,103	9%
MEMPH	PEARSON, KENNETH	48,384	1,452	49,836	3%

FACULTY PROMOTIONS
TENNESSEE COLLEGES OF APPLIED TECHNOLOGY

<u>INSTITUTION</u>	<u>NAME</u>	<u>BEG. SALARY</u>	<u>INCREASE AMOUNT</u>	<u>ENDING SALARY</u>	<u>% OF INCREASE</u>
MORRISTOWN	GILBERT,MARGARET	51,103	2,000	53,103	4%
MORRISTOWN	PRESSNELL,LINDA	56,884	1,000	57,884	2%
MORRISTOWN	YOUNT,RESA	55,361	2,500	57,861	5%
MURFREESBORO	SCHOEN,JAMES M	47,709	2,999	50,708	6%
MURFREESBORO	VAUGHN,CHARLES	49,938	5,000	54,938	10%
NASHVILLE	LORING,EVA	46,817	1,404	48,221	3%
NASHVILLE	NELSON,TANYA	46,167	1,385	47,552	3%
ONEIDA	ROYSDEN, JAYNE	43,200	3,888	47,088	9%
PULASKI	NELSON,HOLLY	39,390	1,200	40,590	3%
PULASKI	PERRY,AMY	38,570	1,200	39,770	3%
RIPLEY	EDLEY, JOANNE	38,570	1,200	39,770	3%
RIPLEY	MEDFORD, TONYA	43,206	4,320	47,526	10%
WHITEVILLE	ANDERSON, TERRY	48,688	4,869	53,557	10%
WHITEVILLE	MOBLEY, JOSHUA	46,638	4,663	51,301	10%



TENNESSEE BOARD OF REGENTS

MEETING: Personnel and Compensation Committee
SUBJECT: Institution Compensation Plans Proposal
DATE: June 18, 2015
PRESENTER: Vice Chancellor Dale Sims
ACTION REQUIRED: Roll Call Vote
STAFF'S RECOMMENDATION: Approval

BACKGROUND INFORMATION:

In accordance with TBR Guideline P-043 Compensation, the following institutions submitted new or revised compensation plan to the Central Office for review:

Institution	Summary of Changes
<u>Chattanooga State Community College</u>	New compensation framework to address changes in market with the scope including all employees; Clerical & Support, Administrative/Professional, Executive, and Faculty.
<u>East Tennessee State University</u>	Amendment to the existing compensation plan to include formatting changes and the inclusion of a paragraph detailing who is not included in the plan.
<u>Pellissippi State Community College</u>	Amendment to the existing compensation plan including: adjusting starting salary to coincide with their proposed minimum wage of the federal poverty limit for a family of four; and adding an indexing component to allow the plan to stay competitive and reflect market increases.
<u>Southwest TN Community College</u>	New compensation framework to address changes in market with the scope including all employees; Clerical & Support, Administrative/Professional, Executive, and Faculty.
<u>Tennessee Colleges of Applied Technology</u>	Amendment to the existing compensation plan to provide an indexing component to allow the plan to stay competitive and reflect market increases; add the TCAT-Chattanooga to the plan, and change TTCs to TCATs.
<u>Tennessee Tech University</u>	Amendment to the existing compensation plan including: adding two new pay grades, reducing the number of years

for employees in the administrative/professional and executive positions to reach the target pay; clarifying increase amounts for reclassifications of current employees; adding the ability to provide future merit increases with appropriate Board approval; and an indexing amount to allow the plan to stay competitive and reflect market increases.

University of Memphis

New compensation framework for faculty and amendment to the existing staff compensation plan to include incentive pay for Gift Officers, a compensation plan specific to Athletics, and a trainee wage for new hires within the Physical Plant during their probationary period.

The new or revised compensation plans were reviewed within the System Office by a committee of five (5) individuals from the following offices; Finance, Academic Affairs, TN Colleges of Applied Technology, and two (2) individuals from Human Resources. The Committee reviewed the proposed plans for methodology, market data being used, equity, consistency, completeness, and clarity. After review of the proposed plans, the Committee respectively recommends Board approval of the proposed revisions or new compensation plans.



TENNESSEE BOARD OF REGENTS

MEETING:	Personnel and Compensation Committee
SUBJECT:	System Wide Compensation Strategy
DATE:	June 18, 2015
PRESENTER:	Vice Chancellor Dale Sims
ACTION REQUIRED:	Roll Call Vote
STAFF'S RECOMMENDATION:	Approval

BACKGROUND INFORMATION:

The proposed System Compensation Strategy below incorporates the feedback received from the institution administrators. It attempts to address the collective compensation issues identified by the institutions while still giving some flexibility to the individual institutions. While an institution may use the 2% salary pool for any one or a combination of the following compensation strategies, all increases must be effective July 1, 2015.

- 1. Compensation Strategies.** A salary pool would be created up to 2% of salaries of all regular, full and part-time benefit eligible employees, restricted and unrestricted, on the payroll as of June 30, 2015. The strategies are not mutually exclusive and a combination of the provided strategies may be chosen staying within the 2% salary pool.
- A. Compensation Plan - Institutions would be authorized to provide salary adjustments consistent with their Board approved compensation plans.**
 - a. Compensation Plan-Not Fully Funded.**
 - i. Compensation Plan Level: Institutions would be authorized to use an amount equal or up to 2% of the Institution's salary pool to fund their compensation plan, without additional tuition or fee increases.
 - ii. Distribution: Funds would be distributed to employees in accordance with Board approved compensation plans.
 - iii. Timing: Institutions will submit a proposal that includes, but is not limited to, the date of payment, the amount of recurring funds encumbered by the proposed increase, the percentage of the compensation plan funded

by group, which groups if any are excluded from the increase, the type of increase (i.e. salary equity, living wage, etc.), the percentage of the salary pool used for the compensation plan, and whether it is effective retroactively. It is proposed that these adjustments be acted on by the Board during its September meeting.

b. Compensation Plan-Fully Funded.

- i. Market Adjustment Level: Institutions who have fully funded their compensation plans would adjust the salary ranges to address changes in market salaries, as prescribed in their compensation plan, up to or equal to 2%.
- ii. Distribution: Funds would be distributed to employees in accordance with Board approved compensation plans.
- iii. Timing: Institutions will submit a proposal that includes, but is not limited to, the date of payment, the amount of recurring funds encumbered by the proposed increase, the percentage of the compensation plan funded by group, which groups if any are excluded from the increase, the type of increase (i.e. salary equity, living wage, etc.) the percentage of the salary pool used for the compensation plan increase, and whether it is effective retroactively. It is proposed that these adjustments be acted on by the Board during its September meeting.

c. Compensation Plan – Equity Adjustments

- i. Equity Level: Institutions would be authorized to use an amount equal or up to 2% of the Institution’s salary pool to address equity issues and reclassifications consistent with their compensation plan.
- ii. Distribution: Funds would be distributed to employees in accordance with Board approved compensation plans.
- iii. Timing: Institutions will submit a proposal that includes, but is not limited to, the amount of recurring funds encumbered by the proposed increase, the percentage of the increase, the type of increase (i.e. salary equity, reclassification, etc.) the percentage of the salary pool used for the compensation plan increase, and whether it is effective retroactively. It is proposed that these adjustments be acted on by the Board during its September meeting.

B. Cost of Living Adjustment (COLA). A COLA salary pool would be created up to or equal to 2% of salaries of all regular, full and part-time employees, restricted and unrestricted, on the payroll as of June 30, 2015.

- i. COLA Level: This proposal envisions up to a 2% COLA salary pool.
- ii. Distribution: Each eligible employee would receive an increase up to or equal to 2% of their June 30, 2015 salary. A minimum payment could be established by the institution. The amount would be pro-rated for part-time employees.
- iii. Timing: Institutions will submit a proposal that includes, but is not limited to, the amount of recurring funds encumbered by the proposed increase, the percentage of the salary pool used for the COLA, and whether it is effective retroactively. It is proposed that these adjustments be acted on by the Board during its September meeting.

C. Faculty Promotions. A salary pool would be created up to or equal to 2% of salaries of all regular, full and part-time employees, restricted and unrestricted, on the payroll as of June 30, 2015 to address funding for faculty promotions, consistent with the institution's approved compensation plan.

- i. Faculty Promotion Level: This proposal envisions up to a 2% salary pool to fund faculty promotions.
- ii. Distribution: Each eligible faculty member would receive the amount due under the approved institution compensation plan for the promotion.
- iii. Timing: Institutions will submit a proposal that includes, but is not limited to, the amount of recurring funds encumbered by the proposed increase, the percentage of the salary pool used for the faculty promotion, and whether it is effective retroactively. It is proposed that these adjustments be acted on by the Board during its September meeting.

2. Institution or Local Funded Increases. Institutions would be authorized to provide salary adjustments consistent with those mentioned above using uncommitted local funds. These increases are not subject to the July 1, 2015 effective date. The institution will submit the effective date of payment with the proposal for review at the September Board Meeting.

- i. Level: Institutions would be authorized to use an amount equal to the Institution's ability to fund using uncommitted local funds.
- ii. Distribution: Funds would be distributed to employees in accordance with Board approved compensation plans.
- iii. Timing: Institutions will submit a proposal that includes, but is not limited to the date of payment, the amount of recurring funds encumbered by the proposed increase, the percentage of the compensation funded by group, which groups if any are excluded from the increase, and whether it

is effective retroactively. It is proposed that these adjustments be acted on by the Board during its September meeting.

3. Process.

- A. Each institution shall provide a summary of the planned implementation of any proposed compensation plan adjustments and/or cost of living adjustments and/or faculty promotions to April Preston no later than **August 14, 2015**.
- B. Proposed plans will include: itemized breakdown of how the 2% salary pool was spent, as well as any local funds; the percentage and dollar amount of the salary pool used for each type of increase; payment dates, including the amount and type of increase to be given effective July 1, 2105; the amount of recurring funds encumbered by the proposed increase; the percentage of the compensation plan funded by group; if applicable, which groups if any are excluded from the increase; the type of increase (i.e. salary equity, living wage, etc.); as well as justifications for any increases that exceed an individual employee 10% increase. This information will be provided for Board approval at the September Board meeting.
- C. Institutions will be authorized to implement the proposed plans as approved by the Board.



TENNESSEE BOARD OF REGENTS

MEETING:	Personnel and Compensation Committee
SUBJECT:	Executive Performance Incentive Plan
DATE:	June 18, 2015
PRESENTER:	Vice Chancellor Dale Sims
ACTION REQUIRED:	Roll Call Vote
STAFF'S RECOMMENDATION:	Approval

BACKGROUND INFORMATION:

At the June 2013 Meeting, the Board approved the implementation of an Executive Performance Incentive Compensation Plan for Presidents, Directors and the Chancellor. The Board approved the first payments to the plan at the December 2014 meeting. During the administration of the plan, the following proposed revisions were suggested:

- Add provision that the Chancellor has the authority to negate a metric-based incentive payment, if circumstances warrant it, with the approval of the Chair of the Committee.
- Revision to the Directors metric based outcome for expanded offerings – requiring a growth of at least 10,000 clock hours in expanded offerings in order to be eligible to earn the incentive points.
- Revision that the Chair of the Personnel and Compensation Committee will consult with the Vice Chair of the Board, prior to making the recommendation to the full Board, but need not also consult with the Chair of the Board.
- Revision for eligibility for the incentive payment that the employee must be in active status in one of the eligible positions on the day the metric based payments are approved by the Board.

As a procedural change, it is recommended that future incentive payments be acted upon at the March Board Meetings, due to the timing of the metric based outcomes availability. The metric information is available for Presidents in mid-November, and late January for Directors.

June 2013

The Tennessee Board of Regents (TBR) Executive Performance Incentive Plan

The base compensation plan for the Chancellor, presidents, and directors is centered on market analysis and establishes a target salary for each position. The target salaries are established at 90% of market average for comparable positions. The Executive Performance Incentive Plan is a means by which the individuals in the eligible positions are provided additional compensation based on exemplary performance by achieving identified incentive performance objectives.

I. Objectives of the Plan

- Motivate and reward achievement of strategic performance goals
- Reinforce TBR system values, mission, and strategic goals
- Promote accountability and excellence at the chief executive level
- Encourage retention of high performing chief executive officers

II. Participants in the Plan

Positions eligible for participation in the Executive Performance Incentive Plan will include:

- Presidents of TBR Universities
- Presidents of TBR Community Colleges
- Directors of TN Colleges of Applied Technology
- The Chancellor

A person newly hired or promoted into one of the eligible positions will begin participation in the Plan effective July 1 of the year following the date of hire or promotion. The incentive goals established herein will be used to determine any future incentive awarded to the new president or director. The new hire will not automatically be eligible for the departing president or director's incentive pay.

III. Provisions of the Plan

A. Incentive Period

The incentive period for each participant will be one year, from July 1 of the first full year through June 30. The Chancellor may extend or shorten the incentive period, individually, or collectively, at his/her discretion for all participants with the exception of his/her own incentive period. The Vice Chairman of the Board may extend or shorten the incentive period for the Chancellor.

B. Incentive Amount

An incentive amount will be established for each participant in accordance with the appropriate approved compensation plan, and approved by the Board. The incentive amount will equal ten percent (10%) of the market salary of each Participant's position as of July 1 of the incentive period.

The incentive amount will be divided into two parts:

June 2013

- A Metric Based Allowance, equal to 85% of total incentive amount; and
 - A Discretionary Allowance, equal to 15% of the total incentive amount.
- C. To be eligible for payment of the incentive amount, the Participant must be in active status in one of the eligible positions named above on the ~~last day of the incentive period~~ day the metric based payments are approved by the Board.
- D. If the Participant's employment with TBR terminates, either voluntarily or involuntarily, prior to the end of the incentive period, he/she will not receive any portion of the incentive amount except as follows:
- a. If the Participant voluntarily terminates employment for medical reasons duly documented by a medical provider, the Participant will receive a pro rata portion of the retention amount if the Board Compensation and Personnel Committee determines that the performance of the Participant with respect to the strategic performance goals was more than satisfactory during the completed portion of the incentive period.
 - b. If termination of employment is by reason of death of the Participant, a pro rata portion of the retention amount will be paid to the executor or administrator of his/her estate if the Board Committee determines that the performance of the Participant with respect to the strategic performance goals was more than satisfactory during the completed portion of the incentive period.
 - c. The pro rata portion to be paid will be calculated on a monthly basis.
 - d. To the extent possible, the pro rata portion will be paid to the employee or administrator of the estate within thirty (30) days of receipt of satisfactory documentation and availability of data upon which to calculate the incentive payment.
- E. The incentive payment is a one-time payment, and is not added to the employee's base salary.
- F. Funding for incentive payments under the Plan will be the responsibility of the respective school or system budgetary unit.
- F.G. The Chancellor has the authority to negate a metric-based incentive payment, if circumstances warrant it, with approval of the Chair of the Personnel and Compensation Committee.

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IV. Performance Incentive Amount Calculation

- A. Presidents and Chancellor. The metric based allowance for the Presidents and Chancellor will be based on the Tennessee Higher Education Commission (THEC) outcome formula. State funding for universities and community colleges is based on this formula which includes the following outcomes:

University Outcomes

Students Accumulating 24 hours
 Students Accumulating 48 hours
 Students Accumulating 72 hours
 Bachelors and Associates Degrees
 Masters/Ed Specialist Degrees
 Doctoral/Law Degrees
 Transfers Out with 12 hours
 Research and Service Expenditures
 Degrees per 100 FTE
 Six-Year Graduation Rate

Community College Outcomes

Students Accumulating 12 hours
 Students Accumulating 24 hours
 Students Accumulating 36 hours
 Dual Enrollment
 Associates Degrees
 Certificates
 Job Placements
 Transfers Out with 12 hours
 Remedial & Development Success
 Workforce Training (contact hours)
 Awards per 100 FTE

These outcomes were designed by THEC to facilitate achievement of the State’s overall strategic goals as articulated in the Complete College Tennessee Act (CCTA) and THEC’s master plan, the **“Public Agenda for Tennessee Higher Education”**. Each of these outcomes is assigned a “weight” for each institution in order to recognize the distinctive mission of that institution. To ensure the incentive plan is aligned with both the CCTA and THEC’s master plan, the principle focus will be the change in weighted formula outcomes at each institution.

- a. Annually, the percentage change in total weighted outcomes will be calculated for each institution and for the system as a whole. This calculation will be based on the weighted outcomes that form the basis for THEC funding recommendation for the next succeeding fiscal year (generally adopted by the Commission in November) compared to the prior year. The change in total weighted outcomes for the system will be calculated in a similar manner and used to calculate the Metric Based Allowance amount for the Chancellor.
- b. The Metric Based Allowance amount will be calculated using the percentage change in weighted outcomes calculated above as applied to the following matrix:

<u>Weighted Outcomes Growth of</u>					
0.00%	or	Less =	Payment of	0%	Of Metric Based Allowance
0.01%	to	1% =	Payment of	15%	Of Metric Based Allowance
1.01%	to	2% =	Payment of	30%	Of Metric Based Allowance
2.01%	to	3% =	Payment of	45%	Of Metric Based Allowance
3.01%	to	4% =	Payment of	60%	Of Metric Based Allowance
4.01%	to	5% =	Payment of	75%	Of Metric Based Allowance
5.01%	or	Greater =	Payment of	100%	Of Metric Based Allowance

- B. Directors. There are five (5) Metric Based Outcomes for Directors of Tennessee Colleges of Applied Technology (TCAT). The outcomes are weighted equally and within each Metric Area, a Director will earn points based on the level of institutional performance as outlined below. A Director may earn 2 points in each of the five Metric areas, with a total of 10 points possible.

The monetary value of a point is based on the approved Directors' compensation plan. The market average salary for the Director for each of the four levels of TCAT's is the beginning point for the point value calculation. The maximum incentive payment equals 10% of the average market salary. This amount is divided into two portions: a Discretionary Allowance (15% of the maximum amount); and a Metric Based Allowance (85% of the maximum amount). Since a maximum of ten metric based points are available, the Metric Based Allowance is divided by 10 to arrive at the value of each point. The table below summarizes this calculation, based on the current average market salary for Directors.

Center Size	Maximum Incentive (10% of Market)	Discretionary Allowance (15% of Max)	Metric Based Allowance (85% of Max)	Point Value (1/10 of Metric Based Allowance)
Level 4	\$13,083	\$1,963	\$11,121	\$1,112
Level 3	\$11,898	\$1,785	\$10,114	\$1,011
Level 2	\$10,813	\$1,622	\$9,191	\$919
Level 1	\$9,830	\$1,475	\$8,356	\$836

The Metric Based Allowance for Directors shall be based on the following outcomes:

1. **Completion Rate**– As the accrediting body for TCATs, the Council on Occupational Education's (COE) definition, collections, and computations will be used for this element. As defined by the COE, the completion rate is defined as the number of individuals who have demonstrated the competencies required for a program and have been awarded the appropriate credential divided by the number of eligible enrollments. Eligible enrollments are total enrollments less those in supplemental night programs, special industry training and incarcerated individuals, etc. The COE requires a 60% completion rate for accreditation.
 - a. A Director that demonstrates an 80% average completion rate of all programs will earn one (1) point. An 80% completion rate of all programs will earn a Director a second point.

NOTE: the program completion and placement rates will be calculated for each institution and for the system as a whole. This calculation will be identical to the definition provided by the Council on Occupational Education (COE).

2. **Placement Rate**- As the accrediting body for TCATs, the Council on Occupational Education's (COE) definition, collections, and computations will be used for this element. As defined by the COE, the placement rate is defined as the number of individuals who are: 1) employed in the field of education pursued or in a related field; or 2) have received the appropriate credential and entered the military or continued his/her education, divided by the number of individuals who have completed a certificate or diploma. The COE requires a 70% placement rate for accreditation.
 - a. A Director that demonstrates a 90% average placement rate of all programs will earn one (1) point. A 90% placement rate for all programs will earn the Director a second point.

3. Private Giving – Private giving is defined as all cash donations and contributions made annually to an institution by non-governmental agencies and organizations.
 - a. Annual private giving will be compared to a goal assigned to each TCAT. The private giving goals in the following table have been set to recognize the relative size and complexity of each TCAT and are consistent with the classification of institutions within the Directors’ compensation plan.
 - b. Directors achieving the Level 1 Incentive Threshold will earn one (1) point. If the Level 2 Threshold is achieved, then an additional point is earned (for a total of 2 possible points for this metric).

Center Size	Level 1 Incentive Threshold	Level 2 Incentive Threshold
Level 1	\$ 20,000	\$ 40,000
Level 2	\$ 30,000	\$ 60,000
Level 3	\$ 40,000	\$ 80,000
Level 4	\$ 50,000	\$ 100,000

4. Expanded Offerings – Expanded Offerings includes Special Industry Training; Sponsored Contract Training; Supplemental Evening Programs; Full-time programs offered at night (or weekends) on part-time basis; and on-line programs. Directors that grow this metric by 10,000 clock hours or 11.11 FTE or greater will be considered for Incentive Pay for the metric Expanded Offerings. Currently, THEC calculates a clock hour FTE as 900 clock hours. In addition, only a director that grows this metric by 4% or greater will be considered for Incentive Pay for the metric of Expanded Offerings.
 - a. Points awarded for Expanded Offerings will be based on the level of increase in clock-hour production for expanded offerings. A three year average of clock hours generated by all Expanded Offerings will be calculated for: (1) the year within the incentive period and the two preceding years; and (2) the three year period immediately preceding the incentive period. A percentage increase will then be calculated comparing the two averages.
 - b. A Director that grows this metric by 4.0% to 4.99% will be eligible to earn one (1) point. An increase of 5% or greater will earn the Director two (2) points.
5. Expanded Enrollment – Expanded enrollment includes activity that increases full-time or part-time enrollment including marketing, dual enrollment, community awareness or other activities which increase interest in certificate or diploma classes based on a three-year average.
 - a. The expanded enrollment will be calculated by full-time or part-time enrollment including marketing, dual enrollment, community awareness or other activities which increase interest in certificate or diploma classes based on a three-year average.
 - b. A Director that grows this metric by a 4.0% to 4.99% will be eligible to earn one (1) point. An increase of 5% or greater will earn the Director two (2) points.

C. Discretionary Amount

- a. Presidents and Directors. The Chancellor may recommend a discretionary incentive payment for a President regardless of whether the President qualifies for a Metric Based Allowance payment. In considering the award of a discretionary performance amount, the Chancellor may consider extraordinary service to the institution's community, collaborative efforts within the TBR System or between the TBR and UT Systems, and such other factors as are deemed relevant.
- b. Chancellor. The Chairman of the Committee on Compensation and Personnel, after consultation with the ~~Board Chairman and~~ Vice-Chairman, may recommend a discretionary incentive payment for the Chancellor regardless of whether the Chancellor qualifies for a Metric Based Allowance payment. In considering the award of a discretionary performance amount, the Committee Chairman may consider such factors as are deemed relevant.

D. Process

- a. Recommendations for incentive pay will be brought before the Compensation and Personnel Committee for review and approval. If approved by the Committee, the recommendations will be forwarded to the full Board for approval.

V. Amendment, Suspension, and Termination of the Plan

The Board reserves the right to amend, suspend, or terminate the Plan at any time without prior notice.

VI. General Provisions

- A. If a Participant receives an unsatisfactory rating in any annual performance review, his/her participation in the Plan will terminate automatically for the year in which the unsatisfactory rating is given, and the Participant will not be eligible for any portion of an incentive payment under the Plan. Following an annual (or bi-annual for the Chancellor) evaluation with no unsatisfactory ratings the approving authority will establish a new incentive period whereby the employee may participate in the Incentive Plan.
- B. Neither the Plan nor any payment under the Plan shall be construed to confer any right to continued employment with the Tennessee Board of Regents.
- C. All payments under the Plan are subject to all reporting, deductions, and withholdings required by applicable law or policy.
- D. To the extent any part of the Plan fails to comply with any applicable state or federal law or regulation, that part of the Plan shall not be effective.

June 2013

- E. The Plan will be reviewed by the Compensation and Personnel Committee at least every three years. Any proposed revisions will be brought before the full Board for consideration.



Tennessee Board of Regents
Committee on Academic Policies and Programs
June 18, 2015

AGENDA

1. APPROVAL OF NEW DEGREE PROGRAMS (Vice Chancellor Tristan Denley)

The committee will receive proposals for approval of two new degree programs.

East Tennessee State University

Certificates in Post-DNP Family Nurse Practitioner, Post-DNP Adult/Gerontological Nurse Practitioner, Post-DNP Psychiatric Mental Health Nurse Practitioner, and Post-DNP Executive Leadership in Nursing

East Tennessee State University proposes to offer four hybrid graduate certificates to allow further post-doctoral certifications in the changing field of nursing. The Post-DNP Family Nurse Practitioner certificate is a 38 SCH, the Post-DNP Adult/Gerontological Nurse Practitioner certificate is 40 SCH, the Post-DNP Psychiatric Mental Health Nurse Practitioner certificate is a 36 SCH, and Post-DNP Executive Leadership in Nursing certificate is 38 SCH. As with the ETSU DNP degree program, on-campus “intensives” will be held for one week each, three times per year, to provide course-related instruction and scholarship presentations. The intensives prepare students for the semester ahead, introduce them to their faculty and peers, and provide support for their learning.

Doctor of Education (Ed.D.) in Global Sport Leadership

East Tennessee State University proposes to offer a 68 SCH on-line entrepreneurial, interdisciplinary doctorate to help develop the next generation of leaders in the sport world. The proposed cohort degree integrates worldwide best practices and experiential learning in collaboration with highly successful and experienced sport executives with instruction by a talented and dynamic academic faculty. It supports the University’s agenda to enhance the current institutional educational programs with an emphasis on sport at the institution while supporting the state needs to increase degrees and workforce development.

Bachelor of Science (B.S.) in Pharmacy Studies

East Tennessee State University proposes to offer a 120 SCH degree to students entering the Bill Gatton College of Pharmacy (GCOP) Doctor of Pharmacy (PharmD) program without completing an undergraduate degree prior to admission while working toward their terminal degree. Admission to the GCOP requires 61 SCH of specified courses the majority of which are completed as part of the general education requirements and are not specific to a certain major. Thus, the majority of the students enter without an undergraduate degree in hand. The proposed degree would facilitate a mechanism where a student without an undergraduate degree would have a pathway to attaining one while simultaneously working on their professional degree. This is a growing trend in Colleges of Pharmacy nationally. The proposed program aligns well the completion agenda for the state and will provide a means to potentially attract more pharmacy students to ETSU and the Tennessee workforce.

2. REVISION TO STUDENT SCHOLARSHIPS, GRANTS, LOANS AND FINANCIAL AID PROGRAM POLICY: 3:04:01:00 (Vice Chancellor Tristan Denley)

The Board will consider approval of amendment to existing TBR Policy No. 3:04:01:00, Student Scholarships, Grants, Loans and Financial Aid Program. The revisions to the policy allow for greater flexibility for campuses to determine the type of service that a student may engage in for the scholarship for example service-learning, undergraduate research, study abroad, etc.

3. STRATEGIC PLANNING INDICATOR METRIC (Vice Chancellor Tristan Denley)

The Board will hear an update on current Academic Affairs Initiatives including the new online education portal and Ready2Teach Scholars.

4. ACADEMIC AFFAIRS INITIATIVES UPDATE (Vice Chancellor Tristan Denley)

The Board will hear an update on current Academic Affairs Initiatives including the new online education portal and Ready2Teach Scholars.

5. GRADUATION REPORT (Vice Chancellor Tristan Denley)

The preliminary graduation report provides graduation counts for 2014-15 by institution and award level for the Board Meeting in June. Reporting of graduations will not be finalized until July and will be reported at the September Board Meeting.



TENNESSEE BOARD OF REGENTS

MEETING:	Committee on Academic Policies and Programs
SUBJECT:	Approval of New Degree Programs
DATE:	June 18, 2015
PRESENTER:	Vice Chancellor Tristan Denley
ACTION REQUIRED:	Voice Vote
STAFF'S RECOMMENDATION:	Approval

BACKGROUND INFORMATION:

East Tennessee State University

Certificates in Post-DNP Family Nurse Practitioner, Post-DNP Adult/Gerontological Nurse Practitioner, Post-DNP Psychiatric Mental Health Nurse Practitioner, and Post-DNP Executive Leadership in Nursing

East Tennessee State University proposes to offer four hybrid graduate certificates to allow further post-doctoral certifications in the changing field of nursing. The Post-DNP Family Nurse Practitioner certificate is a 38 SCH, the Post-DNP Adult/Gerontological Nurse Practitioner certificate is 40 SCH, the Post-DNP Psychiatric Mental Health Nurse Practitioner certificate is a 36 SCH, and Post-DNP Executive Leadership in Nursing certificate is 38 SCH. As with the ETSU DNP degree program, on-campus “intensives” will be held for one week each, three times per year, to provide course-related instruction and scholarship presentations. The intensives prepare students for the semester ahead, introduce them to their faculty and peers, and provide support for their learning.

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ACADEMIC PROPOSAL SUMMARY

June 2015 TBR Quarterly Meeting

INSTITUTIONS: East Tennessee State University (ETSU)

PROPOSAL: Establish East Tennessee State University Graduate Certificates in Post-DNP Family Nurse Practitioner, Post-DNP Adult/Gerontological Nurse Practitioner, Post-DNP Psychiatric Mental Health Nurse Practitioner, and Post-DNP Executive Leadership in Nursing

EFFECTIVE DATE: Fall 2015

PURPOSE:

The proposed Post-DNP Family Nurse Practitioner (38 SCH), Post-DNP Adult/Gerontological Nurse (40 SCH) Practitioner, Post-DNP Psychiatric Mental Health Nurse Practitioner (36 SCH), and Post-DNP Executive Leadership in Nursing (38 SCH) certificates offer the opportunity for DNPs to gain further expertise in their field through the completion of additional specialized courses currently being offered at ETSU. The Post-DNP Graduate Certificates will be offered using the existing nurse practitioner and executive leadership course sequences (concentrations) in the ETSU DNP program, and using the existing online-blended delivery format. The Post-DNP Graduate Certificate programs will be available to individuals who have already earned the DNP with another concentration, or to students who are concurrently enrolled in a DNP program with a different declared concentration and who have completed the required pre-requisites. Students who complete a certificate program will be provided a Post-DNP Graduate Certificate bearing the name of the certificate program.

INSTITUTIONAL PRIORITY (Justify why this is a priority and why at this time)

ETSU's mission statement highlights the need to produce "productive, enlightened citizens who serve their community and the world." The mission statement also addresses distance education, innovation, integration of educational programs, and entrepreneurial initiatives. ETSU, recognized for its mission focus in the area of health sciences, places special emphasis on preparing health professionals to serve the rural Appalachian region in which the university is located. The university also assumes a leadership role in providing programs to promote health and reduce risks in the region. The mission of the College of Nursing is to facilitate the health of the community through excellence and innovation in nursing education, research, service, and practice. The DNP program is an important component of our educational mission, and the Post-DNP Graduate Certificate programs will expand the impact of DNP-prepared individuals in our region.

Additionally, the Post-DNP Graduate Certificates will assist with filling capacity in the already existing courses in the existing DNP degree program, thus maximizing efficiencies and reducing program costs.

CURRICULUM: The proposed program requires completion of 36-40 semester credit hours distributed as follows:

General Education	0	
Major Field Core	36-40	
Post-DNP Family Nurse Practitioner		38
Post-DNP Adult/Geriatric Nurse Practitioner		40
Post-DNP Psychiatric Mental Health Nurse Practitioner		36
Post-DNP Executive Leadership in Nursing		38
Electives (guided electives)	0	
TOTAL:	36-40 SCH	

No. of new courses: 0 with 0 credit hours

NEED:

The Post-DNP Graduate Certificate programs will allow practicing DNP-prepared advanced practice nurses to earn national certification for advanced practice and/or executive leadership in a second or subsequent area of specialization, thus improving the ability of Tennessee health care providers to meet the state’s complex healthcare needs. An increase in number of nursing DNP graduates with a second or subsequent area of specialization will meet the workforce needs for advanced practice nurses in Tennessee, facilitate improved health outcomes for Tennesseans, and will facilitate meeting faculty needs.

IMPACT:

An increase in number of nursing DNP graduates with a second or subsequent area of specialization will meet the workforce needs for advanced practice nurses in Tennessee, facilitate improved health outcomes for Tennesseans, and will facilitate meeting faculty needs. There will be no negative impact on the current DNP program.

PROJECTED STUDENT ENROLLMENT:

Year	Full-Time Headcount	Part-time Headcount	Total Year Headcount	FTE	Certificate Completers
1	0	2	2	1.26	0
2	0	4	4	2.44	0
3	0	6	6	2.81	2
4	0	6	6	2.81	2
5	0	6	6	2.81	2

Enrollment in the Post-DNP Graduate Certificate programs is anticipated to be small, expected to be in the range of 2-6 students per year. Post-DNP Graduate Certificate students will be added to already-existing and scheduled DNP degree program courses, thus better utilizing existing capacity in the ETSU CON DNP courses. No additional cost is anticipated for adding these students, and the additional tuition revenues will help to offset costs for the DNP degree program.

PLANS FOR ACCREDITATION:

CCNE accreditation of post-graduate certificate programs occurs in conjunction with accreditation for a degree program. The next ETSU CON degree program accreditation visit is Fall 2017.

ORGANIZATIONAL STRUCTURE:

The proposed program takes advantage of the existing organizational structure of the College of Nursing.

PROJECTED NEW COSTS AND REVENUE:

There are no new costs associated with this proposed certificates as courses and faculty are already in place. The projected revenue based on projected enrollments, estimated numbers of credits per term, and current ETSU graduate tuition rate with the ETSU \$40/credit Academic Health Sciences course fee with a 5% increase in tuition is included for years 2-5 is \$172,392.

STAFF RECOMMENDATION:

As part of the TBR-THEC endorsed program approval process, an expert in the field is invited to the campus to serve as an external reviewer. As these proposed certificates generates no expenses and minimal revenues, the THEC agreed to waive the external review requirement.

The proposal has been reviewed by the staff of the Office of Academic Affairs. Board approval is recommended.

THEC Financial Estimate Form
East Tennessee State University
Post-Doctor of Nursing Practice (DNP) Graduate Certificates
Attachment A

Five-year projections are required for baccalaureate and post-baccalaureate programs and certificates. Three-year projections are required for associate degrees and undergraduate certificates. Projections should include cost of living increases per year.

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
I. Expenditures					
A. One-time Expenditures					
New/Renovated Space	\$ -	\$ -	\$ -	\$ -	\$ -
Equipment	-	-	-	-	-
Library	-	-	-	-	-
Consultants	-	-	-	-	-
Travel	-	-	-	-	-
Other	-	-	-	-	-
Sub-Total One-time	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
B. Recurring Expenditures					
Personnel					
Administration					
Salary	\$ -	\$ -	\$ -	\$ -	\$ -
Benefits	-	-	-	-	-
Sub-Total Administration	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Faculty					
Salary	\$ -	\$ -	\$ -	\$ -	\$ -
Benefits	-	-	-	-	-
Sub-Total Faculty	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
Support Staff					
Salary	\$ -	\$ -	\$ -	\$ -	\$ -
Benefits	-	-	-	-	-
Sub-Total Support Staff	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
Graduate Assistants					
Salary	\$ -	\$ -	\$ -	\$ -	\$ -
Benefits	-	-	-	-	-
Tuition and Fees* (See Below)	-	-	-	-	-
Sub-Total Graduate Assistants	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
Operating					
Travel	\$ -	\$ -	\$ -	\$ -	\$ -
Printing	-	-	-	-	-
Equipment	-	-	-	-	-
Other	-	-	-	-	-
Sub-Total Operating	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
Total Recurring	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
TOTAL EXPENDITURES	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>
(A+B)					

*If tuition and fees for Graduate Assistants are included, please provide the following information.

Base Tuition and Fees Rate	\$ -	\$ -	\$ -	\$ -	\$ -
Number of Graduate Assistants	-	-	-	-	-

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
II. Revenue					
Tuition and Fees ¹	16,184	31,872	39,596	41,420	43,320
Institutional Reallocations ²	(16,184)	(31,872)	(39,596)	(41,420)	(43,320)
Federal Grants ³	-	-	-	-	-
Private Grants or Gifts ⁴	-	-	-	-	-
Other ⁵	-	-	-	-	-

BALANCED BUDGET LINE \$ - \$ - \$ - \$ - \$ -

Notes:

1. In what year is tuition and fee revenue expected to be generated and explain any differential fees. Tuition and fees include maintenance fees, out-of-state tuition, and any applicable earmarked fees for the program.

Tuition and fees are based on projected and enrollments and are expected in all years of this program. The ETSU Academic Health Sciences \$40 credit hour fee has been included in the fee calculations.

2. Please identify the source(s) of the institutional reallocations, and grant matching requirements if applicable.

3. Please provide the source(s) of the Federal Grant including the granting department and CFDA number.

4. Please provide the name of the organization(s) or individual(s) providing grant(s) or gift(s).

5. Please provide information regarding other sources of the funding.

ACADEMIC PROPOSAL SUMMARY

June 2015 TBR Quarterly Meeting

INSTITUTIONS: East Tennessee State University (ETSU)

PROPOSAL: Establish a new Doctor of Education (Ed.D.) in Global Sport Leadership

EFFECTIVE DATE: Fall 2015

PURPOSE:

The proposed Ed.D. in Global Sport Leadership is a 60 semester credit hour on-line entrepreneurial executive program. The goal of this interdisciplinary doctoral cohort program is to positively affect the culture of sport worldwide through the development of a global sport leadership initiative that is anchored by the creation of an innovative, elite-level doctoral program. This doctoral program is based on collaboration with highly successful and experienced sport executives and talented, dynamic academic faculty.

INSTITUTIONAL PRIORITY (Justify why this is a priority and why at this time)

Establishing this program is a high priority for East Tennessee State University because of the *unique* and *timely* opportunity it provides to be a major contributor to developing a pool of global sport leadership professionals. The opportunity is *unique* in that it would be the first to address—through an online executive doctoral program in global sport leadership—the needs for enhancing the skills and careers of sport practitioners by purposefully drawing on best practices worldwide in the area of sport leadership. It is further *unique* in its emphasis on enhancing skills and on facilitating networks that involve exposure to best practices worldwide for athletic administrators (those practicing in the profession). The opportunity is *timely* in that the NCAA is dramatically changing with the concept of “permissive legislation”—a change proposing autonomous decision-making authority for institutions in five large athletic conferences (ACC, Big 12, Big Ten, Pac-12, and SEC). The implications of this and other changes are that college athletic administrators, now required to lead in this increasingly competitive environment, are going to have to be much better trained with respect to knowledge of best practices worldwide if they are going to perform their leadership responsibilities effectively. Also, it would represent a distinctive intellectual property that—if pursued immediately--could position ETSU and the state of Tennessee to be a pre-eminent provider of talent and educational materials that reflect changing needs responsive to a changing landscape for collegiate sports.

CURRICULUM: The proposed program requires completion of **60** semester credit hours distributed as follows:

Major Field	39
Research	9
Capstone Project	<u>12</u>
TOTAL:	60 SCH

No. of new courses: 18 with 60 credit hours

NEED:

An environmental scan of athletics underscores the need for educational opportunities to educate sport leaders of the future. The NCAA 2015 Convention indicates changes in the financial model of college athletics that will necessitate substantive sport leadership education. Professional sport franchises are increasing games outside the United States that necessitates that sport leaders have substantial knowledge about other cultures and sport practices. The implementation of the Center for Global Sport Leadership will develop and support leadership skills for students and practitioners. The ETSU paradigm that combines a degree program with involvement of high profile sport leaders and practitioners is sound experiential learning that portends excitement and success.

IMPACT:

There will be no negative impact on any existing programs. The offering of this proposed Ed.D. should grow a unique group of students for and the reputation of the institution nationally and internationally.

PROJECTED STUDENT ENROLLMENT:

Year	Full-Time Headcount	Part-time Headcount	Total Year Headcount	FTE	Graduates
1	0	11	11	9	0
2	0	27	27	23	0
3	0	42	42	34	10
4	0	45	45	36	15
5	0	45	45	36	15
6	0	45	45	36	15
7	0	45	45	36	15

As all students are anticipated to be working practitioners, they will enroll in no more than two courses (6 SCH) per term; thus, all students are considered part-time. Courses offerings and sequencing will allow students to complete the required degree requirements in in 2 ½ years.

PLANS FOR ACCREDITATION:

Programmatic accreditation does not apply to this program. The proposed program will undergo standard institutional evaluation.

ORGANIZATIONAL STRUCTURE:

As an interdisciplinary program, it will be housed not in a department but rather in the office of the Dean of the School of Graduate Studies and includes participation of the Colleges of Arts and Science and Education with Intercollegiate Athletics.

PROJECTED NEW COSTS AND REVENUE:

The funding for this entrepreneurial program will be managed through the Center for Global Sport Leadership. One of the functions of the Center for Global Sport Leadership is to produce revenue through holding conferences and establishing partnerships with industry. These additional resources are needed to ensure major exposure for ETSU and the doctoral program by developing international initiatives that will build the brand and develop a global network of experts and stakeholders. By having adequate resources, the Ed.D. will have the foundation to market itself and become the global “go to” resource for sport leadership knowledge. The industry corporate partners who have already committed are Arms Software (\$25,000), Mountain States Health Alliance (\$25,000) and Daktronics (un-determined amount). Maintenance fee, tuition revenue, corporate sponsors, and Center revenue-generating activities will cover all expenditures. There is no risk or cost to the university or state. By using the already developed functions of the athletic department in regards to accounting, human resources, marketing, communications and fundraising, the Ed.D. will benefit from this unique collaboration between the College of Graduate Studies, ETSU online education and the ETSU Athletic Department. No university or state dollars are requested in this proposal.

STAFF RECOMMENDATION:

As part of the TBR-THEC endorsed program approval process, an expert in the field was invited to the campus to serve as an external reviewer. Drs. Michael Sagas, Professor and Department Chair of the Department of Tourism, Recreation and Sport Management at the University of Florida and Aaron Clopton, Associate Professor and Program Director of Sport Management and the Director of the Laboratory for the Study of Sport Management at the University of Kansas conducted the external review on April 13-15, 2015. Dr. Sagas stated “...this program has great potential to meet a real need in the sport industry and to train future innovators in our field...and

sufficiently differentiated from professional doctorates available to sport and organizational leaders.” Dr. Clopton stated “I recommend approving the proposed program based on market need and opportunity.”

The proposal has been reviewed by the staff of the Office of Academic Affairs. Board approval is recommended.

THEC Financial Estimate Form
East Tennessee State University
Ed.D. in Global Sport Leadership
Attachment A

Five-year projections are required for baccalaureate and post-baccalaureate programs and certificates. Three-year projections are required for associate degrees and undergraduate certificates. Projections should include cost of living increases per year.

	Year 1	Year 2	Year 3	Year 4	Year 5
I. Expenditures					
A. One-time Expenditures					
New/Renovated Space	\$ -	\$ -	\$ -	\$ -	\$ -
Equipment	-	-	-	-	-
Library	-	-	-	-	-
Consultants	-	-	-	-	-
Travel	-	-	-	-	-
Other	-	-	-	-	-
Sub-Total One-time	\$ -	\$ -	\$ -	\$ -	\$ -
B. Recurring Expenditures					
Personnel					
Administration					
Stipends	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000
Benefits	-	-	-	-	-
Sub-Total Administration	25,000	25,000	25,000	25,000	25,000
Faculty					
Stipends	\$ 45,000	\$ 45,000	\$ 45,000	\$ 45,000	\$ 45,000
Benefits	-	-	-	-	-
Sub-Total Faculty	\$ 45,000	\$ 45,000	\$ 45,000	\$ 45,000	\$ 45,000
Support Staff					
Benefits	-	-	-	-	-
Sub-Total Support Staff	\$ -	\$ -	\$ -	\$ -	\$ -
Graduate Assistants					
Salary	\$ -	\$ -	\$ -	\$ -	\$ -
Benefits	-	-	-	-	-
Tuition and Fees* (See Below)	-	-	-	-	-
Sub-Total Graduate Assistants	\$ -	\$ -	\$ -	\$ -	\$ -
Operating					
Travel	\$ 45,000	\$ 96,000	\$ 108,000	\$ 115,000	\$ -
to ETSU + Online	32,200	79,500	110,400	117,300	117,300
Honorariums	25,000	40,000	40,000	50,000	50,000
Miscellaneous	15,000	45,000	40,000	50,000	50,000
Sub-Total Operating	\$ 117,200	\$ 260,500	\$ 298,400	\$ 332,300	\$ 115,000
Total Recurring	\$ 187,200	\$ 330,500	\$ 368,400	\$ 402,300	\$ 185,000
TOTAL EXPENDITURES	\$ 187,200	\$ 330,500	\$ 368,400	\$ 402,300	\$ 185,000
(A+B)					

S -

*If tuition and fees for Graduate Assistants are included, please provide the following information.

Base Tuition and Fees Rate	\$ -	\$ -	\$ -	\$ -	\$ -
Number of Graduate Assistants	-	-	-	-	-

	Year 1	Year 2	Year 3	Year 4	Year 5
II. Revenue					

Tuition and Fees ¹	143,175	355,350	493,350	510,600	510,600
Institutional Reallocations ²	(5,975)	(74,850)	(174,950)	(143,300)	(360,600)
Corporate Sponsor	15,000	15,000	15,000	-	-
eLearning	25,000	25,000	15,000	15,000	15,000
Events	10,000	10,000	20,000	20,000	20,000
BALANCED BUDGET LINE	<u>\$ 187,200</u>	<u>\$ 330,500</u>	<u>\$ 368,400</u>	<u>\$ 402,300</u>	<u>\$ 185,000</u>

Notes:

1. In what year is tuition and fee revenue expected to be generated and explain any differential fees. Tuition and fees include maintenance fees, out-of-state tuition, and any applicable earmarked fees for the program.

2015. students pay \$575 per credit

2. Please identify the source(s) of the institutional reallocations, and grant matching requirements if applicable.

N/A

3. Please provide the source(s) of the Federal Grant including the granting department and CFDA number.

N/A

4. Please provide the name of the organization(s) or individual(s) providing grant(s) or gift(s).

TBD, see Appendix H

5. Please provide information regarding other sources of the funding.

Center for Global Sport Leadership funding events

ACADEMIC PROPOSAL SUMMARY

June 2015 TBR Quarterly Meeting

INSTITUTIONS: East Tennessee State University (ETSU)

PROPOSAL: Establish a new Bachelor of Science (BS) in Pharmacy Studies

EFFECTIVE DATE: Fall 2015

PURPOSE:

The proposed Bachelor of Science degree in Pharmacy Studies is 120 SCH program through which students who enter the Doctor of Pharmacy (PharmD) program without an undergraduate degree can earn a B.S. degree while simultaneously working towards the terminal degree. The PharmD is the professional degree required for entry into practice of pharmacy. With limited exception, entry into a Pharm.D. program in the United States does not require completion of a bachelor's degree. Admission into GCOP requires 61 hours of specified courses. The majority of which can be completed as part of the general education curriculum at the typical college or university, including community colleges. The remaining required coursework reflect specific science requirements as preparation for the professional school curriculum. This combination of coursework does not naturally place the pre-pharmacy student on the path towards any particular academic major. Consequently, the student is forced to decide whether to focus simply on completing the pre-requisite coursework or to pursue a specific degree prior to applying, and thereby consciously, delay entry into pharmacy school. The proposed B.S. in Pharmacy allows students selected for admission into pharmacy school to earn a B.S. degree while simultaneously working towards the terminal of Doctor of Pharmacy by building upon the coursework that these students have completed prior to entering pharmacy school. Additionally, the proposed degree program is consistent with ETSU's commitment to innovation and integration of educational programs that help increase the level of educational attainment of the community, state and region.

INSTITUTIONAL PRIORITY (Justify why this is a priority and why at this time)

This proposed program is essential to remaining an attracting option for Pharmacy applicants as the majority of Pharmacy Colleges award the undergraduate degree "along the way to the PharmD". It is also in keeping with the State Master Plan for Higher Education (The Public Agenda for Tennessee Higher Education, 2010-2015) The proposed program also aligns well with the priorities of the Complete College Tennessee Act of 2010 as the program not only increases the number of students earning bachelor degrees, but also maximizes resource utilization for both the student and the institution.

CURRICULUM: The proposed program requires completion of 120 semester credit hours distributed as follows:

General Education	41
Science Core	29-30
Major Field Core	39
Electives (guided electives)	10-11
TOTAL:	120 SCH

No. of new courses: 0 with 0 credit hours

NEED:

The degree is needed in order to remain competition with other Colleges of Pharmacy nationally and grow the Pharmacy workforce for Tennessee. Furthermore, with the advent of the articulated joint degree programs through which pharmacy students can also earn an MBA or an M.P.H., this has heightened the need for pharmacy students to earn a B.S. degree because a bachelor’s degree is prerequisite for admission into the graduate school.

IMPACT:

The proposed program also reduces the potential impact of student loss on the university’s college completion data. As it currently stands, ETSU undergraduate students who enter pharmacy school prior to earning a degree are counted among those students who did not persist or graduate. The proposed program eliminates this negative outcome. Moreover, the proposed program has the added benefit of enabling the university to graduate students who came to GCOP from other four-year institutions. It should not negatively impact any existing program.

PROJECTED STUDENT ENROLLMENT:

Year	Full-Time Headcount	Part-time Headcount	Total Year Headcount	FTE	Graduates
1	30	0	30	30	30
2	30	0	30	30	30
3	30	0	30	30	30
4	30	0	30	30	30
5	30	0	30	30	30

Full time students will enroll in 39 credit hours during the first academic year of the pharmacy curriculum. It is presumed that students entering the program will lack only the major course requirements. The 39 hours that the students take during the academic year constitute these courses; thus, the number of graduates will equal the number of students enrolled.

PLANS FOR ACCREDITATION:

The BS in Pharmacy Studies would be evaluated through a combination of methods. The Doctor of Pharmacy is fully accredited by the American Council on Pharmacy Education (ACPE). Though the ACPE does not accredit non-licensure programs, the overlapping curricular design of the BS in Pharmacy Studies will result in the program undergoing periodic review as part of the normal accreditation cycle. The current accreditation cycle is 8 years; the next accrediting review is schedule for April 2016.

The program will also be evaluated utilizing the Institutional Effectiveness process led by the university's Office of Assessment as it relates to student achievement of learning outcomes.

ORGANIZATIONAL STRUCTURE:

The proposed program takes advantage of the existing organizational structure of the university and will be coordinated through the GCOP.

PROJECTED NEW COSTS AND REVENUE:

There are no new costs associated with this proposed degree as it will only be offered to students admitted to the GCOP. No new courses are required and existing faculty will be utilized. No new tuition or fee revenue will be produced. Students pursuing the articulated B.S. degree will pay normal college of pharmacy tuition and will not be charged any additional undergraduate tuition. There are no program specific fees; however, students will have a required fee as part of the application process. The revenue generated from the application fees reflects the estimated annual number of students enrolling in the program (30) multiplied by the standard university application fee of \$25 per student. Students would pay this fee during their first year of pharmacy school at the time of application for the BS in Pharmacy Studies program. Additionally, this fee represents the only application fee students would pay to the university as the College of Pharmacy currently does not charge an application fee.

While the program does not create direct revenue, it has significant potential to generate revenue and enhance degree production by creating a unique pool of potential applicants for the university's graduate programs. As described earlier under the section addressing how the program supports the priorities of the State Master Plan for Higher Education and directives of the [Complete College Tennessee Act of 2010](#), 46 of 87 (52%) current pharmacy students who expressed interest in the proposed program listed their chief motivation for obtaining a bachelor's degree is eligibility for the articulated joint graduate degree programs with the College of Business and Technology, and the College of Public Health.

STAFF RECOMMENDATION:

As part of the TBR-THEC endorsed program approval process, an expert in the field is invited to the campus to serve as an external reviewer. As this proposed program generates no funds or expenses, the THEC agreed to waive the external review requirement.

The proposal has been reviewed by the staff of the Office of Academic Affairs. Board approval is recommended.

THEC Financial Estimate Form
East Tennessee State University
B.S. in Pharmacy Studies
Attachment A

Five-year projections are required for baccalaureate and post-baccalaureate programs and certificates. Three-year projections are required for associate degrees and undergraduate certificates. Projections should include cost of living increases per year.

	Year 1	Year 2	Year 3	Year 4	Year 5
I. Expenditures					
A. One-time Expenditures					
New/Renovated Space	\$ -	\$ -	\$ -	\$ -	\$ -
Equipment	-	-	-	-	-
Library	-	-	-	-	-
Consultants	-	-	-	-	-
Travel	-	-	-	-	-
Other	-	-	-	-	-
Sub-Total One-time	\$ -	\$ -	\$ -	\$ -	\$ -
B. Recurring Expenditures					
Personnel					
Administration					
Salary	\$ -	\$ -	\$ -	\$ -	\$ -
Benefits	-	-	-	-	-
Sub-Total Administration	-	-	-	-	-
Faculty					
Salary	\$ -	\$ -	\$ -	\$ -	\$ -
Benefits	-	-	-	-	-
Sub-Total Faculty	\$ -	\$ -	\$ -	\$ -	\$ -
Support Staff					
Salary	\$ -	\$ -	\$ -	\$ -	\$ -
Benefits	-	-	-	-	-
Sub-Total Support Staff	\$ -	\$ -	\$ -	\$ -	\$ -
Graduate Assistants					
Salary	\$ -	\$ -	\$ -	\$ -	\$ -
Benefits	-	-	-	-	-
Tuition and Fees* (See Below)	-	-	-	-	-
Sub-Total Graduate Assistants	\$ -	\$ -	\$ -	\$ -	\$ -
Operating					
Travel	\$ -	\$ -	\$ -	\$ -	\$ -
Printing	-	-	-	-	-
Equipment	-	-	-	-	-
Other	-	-	-	-	-
Sub-Total Operating	\$ -	\$ -	\$ -	\$ -	\$ -
Total Recurring	\$ -	\$ -	\$ -	\$ -	\$ -
TOTAL EXPENDITURES	\$ -	\$ -	\$ -	\$ -	\$ -
(A+B)					

*If tuition and fees for Graduate Assistants are included, please provide the following information.

Base Tuition and Fees Rate	\$ -	\$ -	\$ -	\$ -	\$ -
Number of Graduate Assistants	-	-	-	-	-

	Year 1	Year 2	Year 3	Year 4	Year 5
II. Revenue					

Tuition and Fees ¹	-	-	-	-	-
Institutional Reallocations ²					
Federal Grants ³	-	-	-	-	-
Private Grants or Gifts ⁴	-	-	-	-	-
Application Process @ \$750	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
BALANCED BUDGET LINE	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>

Notes:

1. In what year is tuition and fee revenue expected to be generated and explain any differential fees. Tuition and fees include maintenance fees, out-of-state tuition, and any applicable earmarked fees for the program.

Students are enrolled in the Pharmacy program and all dollars for accounted within the PharmD.

2. Please identify the source(s) of the institutional reallocations, and grant matching requirements if applicable.

NA There are no institutional reallocations.

3. Please provide the source(s) of the Federal Grant including the granting department and CFDA number.

NA

4. Please provide the name of the organization(s) or individual(s) providing grant(s) or gift(s).

NA

5. Please provide information regarding other sources of the funding.



TENNESSEE BOARD OF REGENTS

MEETING: Committee on Academic Policies and Programs

SUBJECT: Student Scholarships, Grants, Loans and Financial Aid
Program Policy: 3:04:01:00

DATE: June 18, 2015

PRESENTER: Vice Chancellor Tristan Denley

ACTION REQUIRED: Voice Vote

STAFF'S RECOMMENDATION: Approval

BACKGROUND INFORMATION:

The Board will consider approval of amendment to existing TBR Policy No. 3:04:01:00, Student Scholarships, Grants, Loans and Financial Aid Program. The revisions to the policy allow for greater flexibility for campuses to determine the type of service that a student may engage in for the scholarship for example service-learning, undergraduate research, study abroad, etc.

Student Scholarships, Grants, Loans & Financial Aid Programs: 3:04:01:00

Printed on November 11, 2014, 7:44 am

Topics

- [Topics\(active tab\)](#)
- [Topics A-Z](#)

Topics

- Purpose
- Federal, State and Private Financial Aid, Loan, and Scholarship Programs
- Institutional Scholarships and Grant Programs">Institutional Scholarships and Grant Programs
- Exhibits

Topics A-Z

- Institutional Scholarships and Grant Programs">Institutional Scholarships and Grant Programs
- Exhibits
- Federal, State and Private Financial Aid, Loan, and Scholarship Programs
- Purpose

Policy Area

Student Policies
Applicable Divisions

Community Colleges, Universities

Purpose

This policy covers the establishment of and participation in student scholarship and financial aid programs by TBR universities and community colleges. (TCATs are covered by separate policy.)

Policy

I. Federal, State and Private Financial Aid, Loan, and Scholarship Programs

- A. All institutions are hereby authorized to participate in any private, federal, or state programs providing financial aid, loans, scholarships, grants, and other forms of educational assistance to students. Institutions must meet the eligibility requirements for participation and comply with all federal and state laws and regulations related to said programs.
- B. In participating in educational assistance programs, institutions shall comply with all applicable laws. Institutions may participate in publicly or privately funded educational assistance programs which provide preference on the basis of race, color, creed, sex, handicap, age, religious preference, veteran's status, or national origin in the selection of students or awards to students, but only where the aggregate of all such participation is non-discriminatory and after consultation with legal counsel. Institutions may participate in any educational assistance programs provided by the federal government or the State of Tennessee for affirmative action or diversity purposes in furtherance of the institution's affirmative action and or diversity plan.

II. Institutional Scholarships and Grant Programs

A. General Parameters

- 1. State appropriations shall be expended or applied only to Access and Diversity grants.

2. Each institution is authorized to employ students under local work programs, and each university is authorized to employ students and graduate assistants pursuant to Board Policy No. 5:02:05:00.
3. Institutions may award scholarships and grants, in any of the programs listed below in Sections II. C. and D., to students who are full-time, part-time, out-of state, or Tennessee residents.
4. The maximum amount of an individual academic service scholarship awarded for any one semester or summer session shall be the amount of the maintenance fees (and/or out-of-state tuition) for the semester or summer session plus an allowance for books and supplies. The maximum books and supplies allowance shall be commensurate with the book and supply allowance component of the standard student budget compiled by the institution's financial aid officer. The maximum amount that may be awarded to any individual during a single fiscal year shall not exceed the total amount of combined fees and book allowances defined herein. For the purposes of this policy, maintenance fees (and/or out-of-state tuition) shall be defined as all mandatory fees payable by a student for continued enrollment at the institution, including but not limited to debt service fees, student activity fees, and registration fees. The maximum amount awarded to a part-time student shall be prorated based on the number of hours for which the student is enrolled. Refunds shall be handled in accordance with TBR refund policy outlined in TBR Guideline B-060. The provisions of this section do not apply to privately funded scholarships or grants.
5. Each institution shall establish specific criteria for the scholarship programs listed below in Sections II. C. and D. Such criteria must meet the minimum limitations set forth in this TBR policy; however, the institution may set criteria which is more restrictive than the TBR policy. The written procedures implementing this policy and all requirements for eligibility, maintenance, and renewal shall be clearly published in the official catalog of the institution ~~or~~ and through the institutional website.

B. Funding Sources for Scholarships and Grant Programs

1. Academic Scholarships and Institutional Grants may be funded by a maximum of 10% of total tuition and fees received by the institution in any one year. An exception to this limitation may be made upon approval of the Chancellor and subsequent approval of the budget by TBR.
2. Athletic and Performance Grants may be funded by private contributions, donations, endowment earnings designated for scholarships and grants, revenues derived from the activities in which the student participates, and student fees specifically programmed and approved for such assistance.
3. Access and Diversity Grants shall be funded by state funds and may be supplemented by other campus revenue sources.
4. Academic Work Scholarships in the College of Medicine (ETSU) may be funded by a maximum of 10% of total tuition and fees received by the College of Medicine in any one year.

C. Scholarship and Grant Programs Requiring Service to the Institution

1. Athletic Grants
 - a. Each institution is authorized to award grants for students involved in athletics.
 - b. Grants for athletes awarded by institutions shall be subject to applicable limitations imposed by any national, regional, or other conference or association of which the institution is a member.
 - c. The requirement of service to the institution is satisfied by student performance of athletic endeavors.
2. Performance Grants
 - a. The institution may award grants to students who perform a service to the institution, such as band members, cheerleaders, spirit squad members, staff of student newspapers and yearbooks, etc.

b. The service requirement is fulfilled by the performance of the activity by the student.

3. Other Institutional Grants

a. Institutional Grants may be provided for meeting affirmative action and minority recruitment goals.

b. Institutional Grants may be provided for assisting handicapped, physically disadvantaged, and economically disadvantaged students.

4. Academic Service Scholarships

a. Awards to first-time freshmen shall be limited to students who had a minimum high school average of 2.9 or the equivalent. In addition, first-time university freshmen shall have a minimum enhanced ACT composite score of 19 to be eligible for consideration. Awards to GED students shall be based upon evidence of comparable scholastic ability. Institutions may make exception to the requirements of this paragraph when admitting freshmen who have not attended high school or another postsecondary institution for at least four years.

b. Awards to transfer and other than first-time freshman students will require a minimum cumulative college GPA of 2.9 for universities and 2.5 for two year colleges earned on the basis of at least twelve (12) credit hours. Students who have completed less than twelve (12) credit hours shall, for the purposes of this policy, be considered first-time freshmen.

c. Renewal of academic service scholarships, after the initial academic year of the freshman, shall require a minimum **cumulative** GPA of 2.5. All subsequent renewals shall **be reviewed at the end of each semester and** require a minimum **semester cumulative** GPA of 2.5 for students of both universities and two year institutions. **Also, students must complete a minimum amount of twelve credits, if full time and six credits, if part time.**

d. Awards of academic service scholarships shall be made on a semester basis. Failure to maintain the required grade-point average or a satisfactory standard of

conduct will result in the automatic forfeiture of the scholarship. A student who forfeits his/her scholarship for any of the above reasons may be eligible for consideration after the lapse of at least one full semester. Exceptions to this provision may be made when approved by the institution's president or his/her designee.

- e. Economic status and need of the applicant will be considered a favorable factor only when all other conditions appear equal. Consideration may be given to the student's potential for the future as well as his or her area of specialization in relation to the needs of the state and the nation.
- f. An Academic Service Scholarship shall involve a service obligation to the institution of 75 hours per semester. The service obligation will be structured to primarily provide an educational benefit to the student, not a work benefit to the institution. The service requirement for part-time and summer session students shall be prorated based on the number of hours for which the student is enrolled. **However, students must complete a minimum amount of twelve credits, if full time and six credits, if part time. The institution may define service for the purpose of the scholarship to include academic or co-curricular activities, such as study abroad, undergraduate research, service learning, student teaching, nursing clinicals, social work practicum, and approved institutional service.**

5. Academic Work Scholarships (in the College of Medicine - ETSU)

- a. Awards shall be made to incoming freshmen who are Tennessee residents, present an MCAT score of 9.0 or better and a "P" in writing skills, and have an undergraduate GPA of 3.3 or better.
- b. Students are ineligible for the Academic Work Scholarship if they are a recipient of a grant or award from the Armed Forces, NHSC, THEC, or under contractual obligation for practice after residency. Likewise, students who receive funding

from CWSP or RSWP (work programs) or who hold a salaried position at ETSU are ineligible for a TBR scholarship.

- c. The award will be for tuition plus book stipend. No award will exceed total in-state fees, debt service, student activity, registration, and a book allowance commensurate with the educational cost allowance for all other students.
 - d. Scholarship recipients must earn at least a 3.0 GPA to qualify for renewal awards. In addition, recipients must earn overall GPA and progress normally through the curriculum as defined by Title IV "satisfactory academic progress" regulations to maintain the scholarship or qualify for renewal awards.
6. Recipients must work not less than 300 hours per calendar year. Activities will include but not be limited to participation in research projects, generation of publications, support of activities related to increased extramural findings, and other scholarly activities as deemed appropriate by the Special Research Project Review Committee. This Committee, made up of basic scientists, clinical practitioners/research and research project administrators, will oversee the selection of and assignments to work-study projects.

D. Grants Which Do Not Require Service to the Institution

1. Access and Diversity grants may be provided to students in order to achieve diversity plan objectives.
2. Students receiving Access and Diversity grants are not required to provide service to the institution.
3. Students enrolled in institutional Honors programs which require significant enrichment activities by the student over and above normal course requirements are not by this policy required to provide service to the institution.
4. Students receiving privately-funded or publicly-funded scholarships which require an institutional match are not by this policy required to provide service to the institution.

E. Exceptions

1. The President or his/her designee is authorized to approve other scholarships/grants so long as the total amount of these and other academic scholarships and institutional grants funded under this policy do not exceed a maximum of 10% of total tuition and fees received by the institution in any one year.

Sources

TBR Meetings: December 8, 1978; March 18, 1983; September 30, 1983; June 29, 1984; June 29, 1990; December 11, 1992; March 30, 2001; April 2, 2004; June 30, 2006; June 19, 2009; TBR Board Meeting September 25, 2009; December 8, 2011.

Related Policies

- [Employment of Graduate Assistants](#)

Contact

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Student Scholarships, Grants, Loans & Financial Aid Programs: 3:04:01:00

Printed on November 11, 2014, 7:44 am

Topics

- [Topics\(active tab\)](#)
- [Topics A-Z](#)

Topics

- Purpose
- Federal, State and Private Financial Aid, Loan, and Scholarship Programs
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Topics A-Z

- Institutional Scholarships and Grant Programs">Institutional Scholarships and Grant Programs
- Exhibits
- Federal, State and Private Financial Aid, Loan, and Scholarship Programs
- Purpose

Policy Area

Student Policies
Applicable Divisions

Community Colleges, Universities

Purpose

This policy covers the establishment of and participation in student scholarship and financial aid programs by TBR universities and community colleges. (TCATs are covered by separate policy.)

Policy

I. Federal, State and Private Financial Aid, Loan, and Scholarship Programs

- A. All institutions are hereby authorized to participate in any private, federal, or state programs providing financial aid, loans, scholarships, grants, and other forms of educational assistance to students. Institutions must meet the eligibility requirements for participation and comply with all federal and state laws and regulations related to said programs.
- B. In participating in educational assistance programs, institutions shall comply with all applicable laws. Institutions may participate in publicly or privately funded educational assistance programs which provide preference on the basis of race, color, creed, sex, handicap, age, religious preference, veteran's status, or national origin in the selection of students or awards to students, but only where the aggregate of all such participation is non-discriminatory and after consultation with legal counsel. Institutions may participate in any educational assistance programs provided by the federal government or the State of Tennessee for affirmative action or diversity purposes in furtherance of the institution's affirmative action and or diversity plan.

II. Institutional Scholarships and Grant Programs

A. General Parameters

- 1. State appropriations shall be expended or applied only to Access and Diversity grants.

2. Each institution is authorized to employ students under local work programs, and each university is authorized to employ students and graduate assistants pursuant to Board Policy No. 5:02:05:00.
3. Institutions may award scholarships and grants, in any of the programs listed below in Sections II. C. and D., to students who are full-time, part-time, out-of state, or Tennessee residents.
4. The maximum amount of an individual academic service scholarship awarded for any one semester or summer session shall be the amount of the maintenance fees (and/or out-of-state tuition) for the semester or summer session plus an allowance for books and supplies. The maximum books and supplies allowance shall be commensurate with the book and supply allowance component of the standard student budget compiled by the institution's financial aid officer. The maximum amount that may be awarded to any individual during a single fiscal year shall not exceed the total amount of combined fees and book allowances defined herein. For the purposes of this policy, maintenance fees (and/or out-of-state tuition) shall be defined as all mandatory fees payable by a student for continued enrollment at the institution, including but not limited to debt service fees, student activity fees, and registration fees. The maximum amount awarded to a part-time student shall be prorated based on the number of hours for which the student is enrolled. Refunds shall be handled in accordance with TBR refund policy outlined in TBR Guideline B-060. The provisions of this section do not apply to privately funded scholarships or grants.
5. Each institution shall establish specific criteria for the scholarship programs listed below in Sections II. C. and D. Such criteria must meet the minimum limitations set forth in this TBR policy; however, the institution may set criteria which is more restrictive than the TBR policy. The written procedures implementing this policy and all requirements for eligibility, maintenance, and renewal shall be clearly published in the official catalog of the institution and through the institutional website.

B. Funding Sources for Scholarships and Grant Programs

1. Academic Scholarships and Institutional Grants may be funded by a maximum of 10% of total tuition and fees received by the institution in any one year. An exception to this limitation may be made upon approval of the Chancellor and subsequent approval of the budget by TBR.
2. Athletic and Performance Grants may be funded by private contributions, donations, endowment earnings designated for scholarships and grants, revenues derived from the activities in which the student participates, and student fees specifically programmed and approved for such assistance.
3. Access and Diversity Grants shall be funded by state funds and may be supplemented by other campus revenue sources.
4. Academic Work Scholarships in the College of Medicine (ETSU) may be funded by a maximum of 10% of total tuition and fees received by the College of Medicine in any one year.

C. Scholarship and Grant Programs Requiring Service to the Institution

1. Athletic Grants
 - a. Each institution is authorized to award grants for students involved in athletics.
 - b. Grants for athletes awarded by institutions shall be subject to applicable limitations imposed by any national, regional, or other conference or association of which the institution is a member.
 - c. The requirement of service to the institution is satisfied by student performance of athletic endeavors.
2. Performance Grants
 - a. The institution may award grants to students who perform a service to the institution, such as band members, cheerleaders, spirit squad members, staff of student newspapers and yearbooks, etc.

b. The service requirement is fulfilled by the performance of the activity by the student.

3. Other Institutional Grants

a. Institutional Grants may be provided for meeting affirmative action and minority recruitment goals.

b. Institutional Grants may be provided for assisting handicapped, physically disadvantaged, and economically disadvantaged students.

4. Academic Service Scholarships

a. Awards to first-time freshmen shall be limited to students who had a minimum high school average of 2.9 or the equivalent. In addition, first-time university freshmen shall have a minimum enhanced ACT composite score of 19 to be eligible for consideration. Awards to GED students shall be based upon evidence of comparable scholastic ability. Institutions may make exception to the requirements of this paragraph when admitting freshmen who have not attended high school or another postsecondary institution for at least four years.

b. Awards to transfer and other than first-time freshman students will require a minimum cumulative college GPA of 2.9 for universities and 2.5 for two year colleges earned on the basis of at least twelve (12) credit hours. Students who have completed less than twelve (12) credit hours shall, for the purposes of this policy, be considered first-time freshmen.

c. Renewal of academic service scholarships, after the initial academic year of the freshman, shall require a minimum cumulative GPA of 2.5. All subsequent renewals shall be reviewed at the end of each semester and require a minimum cumulative GPA of 2.5 for students of both universities and two year institutions. Also, students must complete a minimum amount of twelve credits, if full time and six credits, if part time.

d. Awards of academic service scholarships shall be made on a semester basis. Failure to maintain the required grade-point average or a satisfactory standard of

conduct will result in the automatic forfeiture of the scholarship. A student who forfeits his/her scholarship for any of the above reasons may be eligible for consideration after the lapse of at least one full semester. Exceptions to this provision may be made when approved by the institution's president or his/her designee.

- e. Economic status and need of the applicant will be considered a favorable factor only when all other conditions appear equal. Consideration may be given to the student's potential for the future as well as his or her area of specialization in relation to the needs of the state and the nation.
 - f. An Academic Service Scholarship shall involve a service obligation to the institution of 75 hours per semester. The service obligation will be structured to primarily provide an educational benefit to the student, not a work benefit to the institution. The service requirement for part-time and summer session students shall be prorated based on the number of hours for which the student is enrolled. However, students must complete a minimum amount of twelve credits, if full time and six credits, if part time. The institution may define service for the purpose of the scholarship to include academic or co-curricular activities, such as study abroad, undergraduate research, service learning, student teaching, nursing clinicals, social work practicum, and approved institutional service.
5. Academic Work Scholarships (in the College of Medicine - ETSU)
- a. Awards shall be made to incoming freshmen who are Tennessee residents, present an MCAT score of 9.0 or better and a "P" in writing skills, and have an undergraduate GPA of 3.3 or better.
 - b. Students are ineligible for the Academic Work Scholarship if they are a recipient of a grant or award from the Armed Forces, NHSC, THEC, or under contractual obligation for practice after residency. Likewise, students who receive funding from CWSP or RSWP (work programs) or who hold a salaried position at ETSU are ineligible for a TBR scholarship.

- c. The award will be for tuition plus book stipend. No award will exceed total in-state fees, debt service, student activity, registration, and a book allowance commensurate with the educational cost allowance for all other students.
 - d. Scholarship recipients must earn at least a 3.0 GPA to qualify for renewal awards. In addition, recipients must earn overall GPA and progress normally through the curriculum as defined by Title IV "satisfactory academic progress" regulations to maintain the scholarship or qualify for renewal awards.
6. Recipients must work not less than 300 hours per calendar year. Activities will include but not be limited to participation in research projects, generation of publications, support of activities related to increased extramural findings, and other scholarly activities as deemed appropriate by the Special Research Project Review Committee. This Committee, made up of basic scientists, clinical practitioners/research and research project administrators, will oversee the selection of and assignments to work-study projects.

D. Grants Which Do Not Require Service to the Institution

1. Access and Diversity grants may be provided to students in order to achieve diversity plan objectives.
2. Students receiving Access and Diversity grants are not required to provide service to the institution.
3. Students enrolled in institutional Honors programs which require significant enrichment activities by the student over and above normal course requirements are not by this policy required to provide service to the institution.
4. Students receiving privately-funded or publicly-funded scholarships which require an institutional match are not by this policy required to provide service to the institution.

E. Exceptions

1. The President or his/her designee is authorized to approve other scholarships/grants so long as the total amount of these and other academic scholarships and institutional

grants funded under this policy do not exceed a maximum of 10% of total tuition and fees received by the institution in any one year.

Sources

TBR Meetings: December 8, 1978; March 18, 1983; September 30, 1983; June 29, 1984; June 29, 1990; December 11, 1992; March 30, 2001; April 2, 2004; June 30, 2006; June 19, 2009; TBR Board Meeting September 25, 2009; December 8, 2011.

Related Policies

- [Employment of Graduate Assistants](#)

Contact

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TENNESSEE BOARD OF REGENTS

MEETING: Committee on Academic Policies and Programs
SUBJECT: Strategic Planning Indicator Metric
DATE: June 18, 2015
PRESENTER: Vice Chancellor Tristan Denley
ACTION REQUIRED: Voice Vote
STAFF'S RECOMMENDATION: Approval

BACKGROUND INFORMATION:

The Board will hear an update on progress of the Strategic Plan Indicator Review Committee. This committee, which includes representation from every university and community college, has been tasked with developing success metrics for the strategic plan, methodology for reporting those metrics, and goals for each metric.

Tennessee Board of Regents
Strategic Planning: 2015-2025
Definitions and Methodology for Proposed Metrics

Vital Statistics

Degrees, certificates and diplomas awarded, disaggregated by award level. (approved 2/27/2015)

Degrees, certificates, and diplomas are reported on an annual basis, including the summer, fall, and spring terms. The summer included is the preceding summer. For example, the 2014-15 cycle includes summer 2014, fall 2014, and spring 2015.

1. The award levels include: TCAT certificates and diplomas, community college certificates, associates, bachelors, and graduate awards.
2. For community college certificates, TBR will be tracking what can be deemed as “terminal” certificates.
 - a. For one to two year certificates (award level = 22), all certificates will be counted with the exception of certificates with the CIP code '16.24.0101.01'. This matches the outcomes based formula.
 - b. For less than one year certificates (award level = 21), only technical certificates (award = C1) will be counted. This differs from the current formula definition but is easily calculable.

Proposed Goal Methodology: (approved 3/20/2015)

- Undergraduate: TBR institutions will grant 43,202 undergraduate awards in the year 2025. This goal will be broken out by institution using the current proportion of system awards generated by the institution. The goals per award level will also be based on current proportions.
- Graduate: TBR will review historic trends for graduate awards and aim to meet or exceed that trajectory going forward.

Awards per 100 full-time equivalent students. (approved 2/27/2015)

The TBR Metric will use the same definition as the THEC Funding Formula Metric, with the exception that full-time equivalent enrollment will be calculated using degree seeking students only.

1. The combined total of associate's and bachelor's degrees (associate's and long-term certificates for community colleges) conferred during an academic year for every 100 year-round, end-of-term, undergraduate full-time equivalent (FTE) students generated during the same academic year. For this purpose, undergraduate full-time equivalent enrollment is defined as 30 semester credit hours.
2. Full-year FTE enrollment includes the summer, fall, and spring terms for an academic cycle.
3. Only undergraduate degree seeking students will be used in the FTE enrollment calculation. This includes students with a student level in ('01', '02', '03', '04', '05').
4. For TCAT's, TBR will include certificates and diplomas as awards, and will use IPEDS definitions to determine how to calculate contact hours for a full-year.

Proposed goal Methodology: (approved 3/20/2015)

TBR will create a minimum threshold ratio that TBR will monitor. If the calculated value falls below that threshold, an institution will be asked for insight as to why the ratio has fallen. TBR will set a separate threshold ratio for universities, community colleges, and TCAT's. Setting the threshold will require a review of historical data. Historical data will need to be generated since the TBR definition now differs slightly from the THEC definition.

Access

Headcount and full-time equivalent enrollment, disaggregated by full-time/part-time status.

(approved 2/27/2015)

The headcount and full-time calculation will follow standard TBR fall 14th day reporting guidelines.

1. Only students in the fall 14th day census file will be counted.
2. Only students attempting degree credits will be counted. This includes students with credit hours in the credit types of ('0','1','2','5','B','D','R','S','T','U').
3. Headcount and full-time equivalent enrollment will be disaggregated by undergraduate and graduate students.
4. Full-time equivalent enrollment is calculated as 15 hours for undergraduate students and 12 hours for graduate students.
5. For universities and community colleges, full-time students are students enrolled in at least 12 credit hours at the undergraduate level and at least 9 credit hours at the graduate level.

Proposed Goal Methodology: *(approved 3/20/2015)*

- Undergraduate: An initial analysis indicates that undergraduate enrollment must increase by approximately 10% by 2025, along with increased student success, for TBR to reach its award goal. The final goal will take into account that approximately half of increase in undergraduate awards granted by 2025 must be derived from increased enrollment.
- Graduate: Since increased efficiency in graduate programs is not a strategic goal, all future increases in granting graduate awards must be generated by increased enrollment. Thus, the graduate enrollment goal will be based on the graduate award goal once it is established.

Headcount and full-time equivalent enrollment of enrolled high school students.

(approved 2/27/2015)

The headcount and full-time equivalent enrollment calculation for enrolled high school students will follow standard TBR fall "end of term" reporting guidelines.

1. All students in the fall "end of term" generated for THEC will be counted. This differs from THEC as they use a full academic year.
2. Enrolled high school students will be determined using the student's previous registration type in the enrollment collection. Pre-college students have a previous registration type of '4'.
3. Full-time equivalent enrollment is calculated as 15 hours for undergraduate students.

Proposed Goal Methodology: To be determined.

Student Success

Success in courses most critical to student success, as determined by the percentage of students achieving an A, B, or C grade in a particular course. (approved 2/27/2015)

The courses most critical to student success will be determined by Bayesian analysis of course grades for graduating students from 2005 to 2014. This analysis model makes it possible to identify courses that most often significantly affect students' ability to graduate. Most likely, these courses will also be high enrollment courses across the system.

1. Course success data will be disaggregated by whether a section of the critical course is delivered on-ground or on-line, to see how the delivery method impacts student success.
2. The exact number of courses that will be tracked is not yet determined.
3. The analysis of student success in the course will be performed on an annual basis using enrollment and grades from the fall term.
4. Course enrollment and student grades are pulled using an already existing .sql script. The script is run at the institution at the end of the fall term, and the resulting file is sent to TBR.
5. If the final course grade for a student is between A+ and C- the student is considered a success for that course.

Proposed Goal Methodology: (approved 3/20/2015)

TBR will set a threshold success rate, and institutions will reduce the number of courses that fall below that threshold. The initial suggested threshold success rate is 70%, but a more detailed analysis can be undertaken once the critical courses are identified.

Students progressing to credit hour benchmarks. (approved 2/27/2015)

For universities and community colleges, the TBR Metric will use the same definition as the THEC Funding Formula Metric:

1. "The number of full-time and part-time students whose cumulative credits earned at the beginning of a semester are less than the established credit hour threshold benchmarks of 24, 48, or 72 student credit hours for Universities or 12, 24, or 36 student credit hours for Community Colleges and whose cumulative credit hours earned at the end of the semester are equal to or greater than the credit hour threshold benchmarks during the academic year."

Proposed Goal Methodology: (approved 3/20/2015)

Progression metrics must increase along with expected increases in enrollment and graduation rates. Once goals for those metrics have been set, it will be possible to determine goals for progression.

Graduation Rates. (approved 2/27/2015)

For all institution levels, it is proposed that the IPEDS 150% definition and reporting be used.

1. For universities, 150% is equal to six years. For community colleges, 150% is equal to three years. For TCAT's, TBR has traditionally defined two years as 150%.
2. IPEDS tracks the completion rate of a fall cohort of degree seeking first-time, full-time freshmen.
3. The completion rate is for the home institution only, and does not include students who transfer to another institution and then are granted an award.
4. TBR will also follow 300%, or six year, graduation rates for the community colleges using the same cohort criteria listed above.
5. The National Association of System Heads is currently developing the "Student Achievement Measure" (SAM), which tracks graduation, transfer, and continued enrollment for various student cohorts. TBR will investigate the use of SAM when more information is available.

Proposed Goal Methodology: (approved 3/20/2015)

In order to achieve TBR's completion goal, it is estimated that graduation rates must increase by approximately 10 percent by 2025. Furthermore, graduation rates for vital subpopulations must increase at least as quickly as graduation rates for traditional students.

Number of credit hours accumulated beyond needed hours for degree, measured from the time that the student last enters the degree-awarding institution. (approved 5/15/2015)

The proposed methodology would, at the time of graduation, measure how many credit hours the student had taken at the graduating institution, since their last enrollment at that institution, that are not being counted towards the awarded credential.

1. The metric will only be calculated for associate and bachelor degrees.
2. If a student stops-out at the institution and then re-enters, the last entry date will serve as the beginning of the metric calculation period.

Proposed Goal Methodology: (approved 5/15/2015)

The initial goal is to program existing degree audit software at the institutions so that the calculation and reporting process can be automated. Once the reporting process is developed and baseline data has been established, a new goal will be established.

Quality

Licensure and certification pass rates and performance on national subject examinations. (approved 2/27/2015)

For the universities and community colleges, this metric will continue to track teaching, engineering, and nursing examinations. For the TCAT's, the metric will continue to track cosmetology, truck driving, and practical nursing examinations.

1. Nursing and engineering pass rates come directly from the institution's performance funding file. The Teaching Pass Rate is calculated from the pass rates that are included in Title II data reported by the state department of education to the website: <https://title2.ed.gov/default.asp>.
2. All benchmarks are for the most recent year reported. The numerator is equal to the number of test passers from the most recent year, while the denominator is equal to the number of test takes from the most recent year.
3. If a community college does not have a nursing program, it will not have any data reported under this metric.

Proposed Goal Methodology: (approved 3/20/2015)

As pass rates are very high, the goal is to keep pass rates high. A minimum pass rate threshold will be set for each examination by reviewing historical data. TBR will monitor pass rates to ensure that the minimum pass rate is being met. Moving from a three year average pass rate to a one year pass rate will ensure that programs can be monitored more effectively. TBR will review of pass rates submitted in performance funding files to determine in additional examinations should be included in this metric.

Enrollment in high impact practices. (approved 2/27/2015)

High impact practices currently include undergraduate research, service learning, study abroad, internships, badging, and learning communities, though more may be added in the future. TBR will convene groups of faculty to work on defining and developing a nomenclature for each of these high impact practices and potentially others in the future. From there, Banner attributes will be developed so that course sections can be tagged as including a specific high impact practice.

1. The percentage of students enrolled in high impact practices can be derived using same .sql script that will also be used for the “critical course” metric once the institutions begin to flag high impact practices as an attribute in Banner. It is possible that a survey will be needed to gather data prior to the development of attributes.
2. The percentage of students enrolling will be reported separately for each high impact practice. An unduplicated percentage will also be reported as a total participation rate in high impact practices.

Proposed Goal Methodology: (approved 3/20/2015)

In order to establish a goal TBR must first go through the process of developing definitions for each high impact practices, and also begin to code and track these course sections. Furthermore, baseline participation rates must be developed. Thus, the initial goal for this metric is to develop common nomenclature and a methodology for Banner tracking. The ultimate goal will be to see incremental increases in the percentage of students participating in high enrollment practices.

Percentage of faculty involved in career furthering activities. (approved 5/15/2015)

For this metric, institutions will develop a list of what constitutes a career furthering activity for use at that institution. Furthermore, an institution could possibly disaggregate the list even further if deemed appropriate, such as to the departmental level. TBR will work with institution faculty groups as well as the faculty sub-council to provide some basic guidelines for determining career furthering activities, however the final decision will remain with the institution.

1. Data will be reported to TBR on an annual basis following completion of the academic year.
2. The numerator is the number of full-time faculty completing a career furthering activity in that academic year (summer, fall, spring).
3. The denominator is the number of full-time faculty including all tenure statuses, though this could be disaggregated.

Proposed Goal Methodology: (approved 5/15/2015)

The initial goal is to develop institution lists for what constitutes a career furthering activity and a reporting structure. Once the reporting structure has been developed and used for a number of years, a new goal may be established.

Percentage of creditable programs that are currently accredited or seeking accreditation. (approved 2/27/2015)

For universities and community colleges, this metric will use the same criteria currently used for performance funding.

1. The denominator is the number of programs currently eligible for accreditation at the institution.
2. The numerator is the number of programs accredited plus the number of programs currently seeking accreditation.
3. This information will be gathered from the performance funding reports sent to THEC and TBR.

Proposed Goal Methodology: (approved 3/20/2015)

The proposed goal is that 100% of programs currently eligible for accreditation will be either accredited or currently seeking accreditation.

Current aggregate score of non-accreditable programs calculated from program reviews and academic audits. (approved 2/27/2015)

For universities and community colleges, this metric will use data reported in performance funding to determine the percentage of reviewed or audited programs that are meeting a satisfactory percentage of standards.

1. For universities, undergraduate programs and graduate programs will be reported separately.
2. The denominator is the number of programs in the 5-year cycle.
3. The numerator is the number of programs in the 5-year cycle that have met a satisfactory percentage of standards.
4. The percentage that will become the threshold for “satisfactory” has not been determined. TBR will undertake a historical analysis of performance funding data to make this determination.
5. This information will be gathered from the performance funding reports sent to THEC and TBR.

Proposed Goal Methodology: (approved 3/20/2015)

TBR will set a minimum threshold once the revision process for program review and academic audit criteria is completed.

Resourcefulness and Efficiency

Total amount of funds raised through sources other than state appropriations and student tuition and fees. (approved 2/27/2015)

For the purposes of this metric, revenue will be limited to unrestricted education and general funds. Unlike last the last planning cycle, restricted funds will not be included. The following education and general revenue streams are included:

1. Federal Appropriations, Grants, and Contracts
2. State Grants and Contracts
3. Local Appropriations, Grants, and Contracts
4. Private Contracts and Gifts
5. Endowment Income
6. Sales and Services
7. Other Sources of Education and General Revenue

Proposed Goal Methodology: (approved 3/20/2015)

Institutions will be asked to set a goal for increasing outside revenue.

Development of an instructional index that is disaggregated by academic discipline. (approved 2/27/2015)

The initial metric is the development of a comprehensive instructional index which allows for modeling instructional cost for an academic discipline as well as the cost of delivery for an instructional program. Once the initial metric has been completed, and the index has been vetted and used for a number of years, a new metric may replace the current metric.

The proposed methodology would use BANNER data to calculate the instructional cost of delivery of each course at a campus. The cost of a program will then be calculated using degree maps.

Proposed Goal Methodology: (approved 3/20/2015)

The initial goal is to develop and evaluate an instructional index. Once the index has been developed and used for a number of years, a new goal may be established.

Post-award Progression of Graduates *(approved 5/15/2015)*

The metric will review the post-award activity of graduates by calculating a graduate unemployment rate based on data available from the Tennessee Longitudinal Data System and the National Student Clearinghouse. Using this data, TBR will be able identify one of four possible outcomes for graduates as they progress beyond the TBR institution.

1. The graduate has enrolled in an institution to further his or her education.
2. The graduate is gainfully employed in the state of Tennessee.
3. The graduate has filed for unemployment in the state of Tennessee.
4. The graduate cannot be located in either data source.
 - a. Some possible reasons include self-employment or working out-of-state.

This information will allow TBR to calculate an unemployment rate for TBR institution graduates. The numerator is the number of graduates filing for unemployment. The denominator is the number of graduates that are enrolled in an institution, gainfully employed, or filing for unemployment.

1. This methodology removes students that cannot be located from the analysis.
2. The status of graduates will be reviewed approximately 2 years from the graduation date. For instance, summer 2012- spring 2013 graduates would be reviewed in May 2015.
3. The data is a snapshot, not historical. A graduate must be receiving unemployment as of the review date to be counted in the numerator.

Proposed Goal Methodology: *(approved 5/15/2015)*

In order to develop a goal, TBR must first receive data from the Clearinghouse and the TLDS. Once data has been analyzed and a baseline has been set, TBR will seek to reduce the number of graduates filing for unemployment.

Composite financial index score. *(approved 2/27/2015)*

The use of the composite financial index has been agreed upon for use by the institution's financial officers. Budget data submitted to TBR is used to calculate four ratios: Return on Net Assets, Net Operating Revenues, Primary Reserve, and Viability. From these four ratios, the Office of Business and Finance calculates and overall composite financial index score.

1. Each of the four ratios will be reported separately in addition to the overall index score.
2. This data will be calculated in the Office of Business and Finance on an annual basis.

Proposed Goal Methodology: *(approved 3/20/2015)*

The expected performance standards for the composite financial index and ratios are published in Board Policy 4:01:00:02: Institutional Financial Performance Review.

<https://policies.tbr.edu/policies/institutional-financial-performance-review>

Subpopulations

Where possible, student data will be disaggregated by Pell, underrepresented minority, and adult subpopulations. (approved 2/27/2015)

When possible, data will be disaggregated to understand how vital subpopulations are being affected by system and institution actions. The metrics below will NOT include subpopulation reporting.

1. Awards per 100 full-time equivalent students.
2. Licensure and certification pass rates and performance on national subject examinations.
3. Number of faculty involved in career furthering activities.
4. Percentage of creditable programs that are currently accredited or seeking accreditation.
5. Current aggregate score of non-creditable programs calculated from program reviews and academic audits.
6. Total amount of funds raised through sources other than state appropriations and student tuition and fees.
7. Development of an instructional index that is disaggregated by academic discipline.
8. Composite financial index score.

All other metrics will eventually have subpopulation reporting, though not all will be available immediately.

Pell:

1. Award and Graduation Metrics: A student who receives a Pell Grant at any point at the institution awarding the degree or certificate would be identified as a Pell award or graduate.
2. Enrollment and Progression Metrics: A student must be receiving a Pell Grant during the term or academic year in question to be identified as a Pell recipient.

Underrepresented Minority:

1. Includes Hispanic, Hawaiian or Pacific Islander, Black, and Alaskan Native or American Indian. Asian and Multiple Races are NOT considered underrepresented minorities.
2. For all metrics, the student's race is determined using the data reported in the most recent term's data reported to TBR.

Adult:

1. Adults are students that are 25 or older at the time of graduation. The student's age is calculated by subtracting the year of birth from the award year.
2. For all metrics, the student's age is determined using the data reported in the most recent term's data reported to TBR.



TENNESSEE BOARD OF REGENTS

MEETING: Committee on Academic Policies and Programs
SUBJECT: Academic Affairs Initiatives Update
DATE: June 18, 2015
PRESENTER: Vice Chancellor Tristan Denley
ACTION REQUIRED: No Action Needed
STAFF'S RECOMMENDATION:

BACKGROUND INFORMATION:

The Board will hear an update on current Academic Affairs Initiatives including the new online education portal and Ready2Teach Scholars.



TENNESSEE BOARD OF REGENTS

MEETING: Committee on Academic Policies and Programs
SUBJECT: Graduation Report
DATE: June 18, 2015
PRESENTER: Vice Chancellor Tristan Denley
ACTION REQUIRED: No Action Needed
STAFF'S RECOMMENDATION:

BACKGROUND INFORMATION:

The preliminary graduation report provides graduation counts for 2014-15 by institution and award level for the Board Meeting in June. Reporting of graduations will not be finalized until July and will be reported at the September Board Meeting.



Tennessee Board of Regents
Committee on External Affairs
June 18, 2015

AGENDA

1. Update on Legislation Affecting Higher Education
(Vice Chancellor David Gregory)

The first session of the 109th Tennessee General Assembly convened on January 13, 2015 in Nashville. The Tennessee Board of Regents Office of Administration tracks legislation which, if passed, could impact our system and our member institutions. This report highlights several key pieces of legislation as a part of the approximate one hundred twenty five bills being tracked by the Central Office.



TENNESSEE BOARD OF REGENTS

MEETING:	Quarterly Meeting
SUBJECT:	Legislative Update
DATE:	June 18, 2015
PRESENTER:	David Gregory
ACTION REQUIRED:	No Action Needed
STAFF'S RECOMMENDATION:	Not Applicable

BACKGROUND INFORMATION:

The first session of the 109th Tennessee General Assembly convened on January 13, 2015 in Nashville. The Tennessee Board of Regents Office of Administration tracks legislation which, if passed, could impact our system and our member institutions. This report highlights several key pieces of legislation as a part of the approximate one hundred twenty five bills being tracked by the Central Office.



Tennessee Board of Regents
Committee on Workforce Development
June 18, 2015

AGENDA

- 1. PROPOSED PROGRAM TERMINATIONS, MODIFICATIONS, AND NEW TECHNICAL PROGRAM IMPLEMENTATIONS** (Vice Chancellor James D. King)
- 2. APPROVAL OF ASSOCIATE OF APPLIED SCIENCE DEGREE PROGRAMS** (Vice Chancellor Warren Nichols)
- 3. UPDATE ON THE ARTICULATION OF CREDITS BETWEEN THE COLLEGES OF APPLIED TECHNOLOGY AND THE COMMUNITY COLLEGES AND UNIVERSITIES** (Vice Chancellor Warren Nichols)



TENNESSEE BOARD OF REGENTS

MEETING:	Committee on Workforce Development
SUBJECT:	Proposed Program Terminations, Modifications, and New Technical Program Implementations
DATE:	June 18, 2015
PRESENTER:	Vice Chancellor James D. King
ACTION REQUIRED:	Voice Vote
STAFF'S RECOMMENDATION:	Approval

BACKGROUND INFORMATION:

Program Proposals Requiring Board Approval:

Fifteen (15) program proposals and four (4) program modification are being presented for the Board's review and approval. These proposals will allow the Tennessee Colleges of Applied Technology to be more responsive to the needs of students, businesses, and industries. The proposals are:

- Implementation of an Industrial Maintenance Technology Program at TCAT – Shelbyville to be located at the Franklin County Business Center at the University of Tennessee Space Center in Tullahoma, Tennessee. (See Implementation Proposal #1)
- Implementation of an Industrial Maintenance Technology Program at TCAT – Shelbyville to be located at the Middle Tennessee Education Center in Shelbyville, Tennessee. (See Implementation Proposal #2)
- Implementation of an Industrial Maintenance Technology Program at TCAT – Shelbyville to be located at the Adult Education Center in Shelbyville, Tennessee. (See Implementation Proposal #3)
- Implementation of a Practical Nursing Program offered at TCAT – Morristown to be located in Sevier County. (See Implementation Proposal #4)
- Implementation of a Diesel Technology Program offered at TCAT – Dickson's Clarksville campus. (See Implementation Proposal #5)
- Implementation of a Pharmacy Technician Program offered at TCAT – Dickson's Clarksville campus. (See Implementation Proposal #6)

- Implementation of a Warehouse & Logistics Technology Program at the TCAT – Hartsville/Wilson County site. (See Implementation Proposal #7)
- Implementation of an Advanced Manufacturing Program at TCAT – Hartsville’s Tri-County campus. (See Implementation Proposal #8)
- Implementation of an Emergency Medical Technology Program offered at TCAT – Oneida. (See Implementation Proposal #9)
- Implementation of an Emergency Medical Technology Program offered at TCAT – Knoxville. (See Implementation Proposal #10)
- Implementation of Welding Program offered by TCAT – Newbern to be located at Dyersburg High School. (See Implementation Proposal #11)
- Implementation of an Advanced Manufacturing Program offered by TCAT – Jackson to be located at the Chester County Technical Center. (See Implementation Proposal #12)
- Implementation of a Cosmetology Program offered at TCAT – Jacksboro to be located at the Woodson Mall in LaFollette, Tennessee. (See Implementation Proposal #13)
- Implementation of a Welding Program offered at TCAT – Harriman to be located at the Lenior City Instructional Center. (See Implementation Proposal #14)
- Implementation of an Advanced Manufacturing Education Program at TCAT – Chattanooga. (See Implementation Proposal #15)
- Modification of the Motorcycle/ATV Technology Program at TCAT – Jacksboro. (See Modification Proposal 1)
- Modification of the Industrial Maintenance Program at TCAT – Hohenwald. (See Program Modification #2)
- Modification of the Health Information Program at TCAT – Memphis (See Program Modification Proposal #3)
- Modification of the Industrial Electricity at TCAT – Jackson. (See Program modification #4)

Academic Proposals Requiring Only Notification to Vice Chancellor:

Eighteen (18) academic actions were submitted by TCAT institutions to the Vice Chancellor for approval based on section C of the TBR Policy: 2:01:02:00, requiring only notification to the Vice Chancellor. Appropriate documentation to support need was provided. The proposals are as follows:

TCAT	Summary of Proposal	New Costs/Funding Source	Approval/ Implementation Date
Livingston	TCAT Livingston will offer a dual enrollment Mechatronics Program at Jackson County and Clay County High Schools	Dual enrollment grants and institutional funds will support the program.	Fall 2015

McMinnville	TCAT McMinnville will offer a dual enrollment Machine Tool Technology program to Warren County High School students	Dual enrollment grants and institutional funds will support the program.	Fall 2015
McMinnville	TCAT McMinnville will offer a dual enrollment Welding Program at Warren County High School	Dual enrollment grants and institutional funds will support the program.	Fall 2015
Statewide	Adopted the revised Collision Repair Statewide Curriculum	None	September 2015
Statewide	Adopted the revised Computer Information System Statewide Curriculum	None	September 2015
Ripley	Establish a night Practical Nursing Program	Funds from the campus will be used for this additional class.	September 2015
Memphis	Offering the Certified Production Technician (CPT) program within the secondary school system of Memphis/Shelby County	Dual enrollment grants and institutional funds will support the program.	August 1, 2015
Newbern	Offering a night Industrial Maintenance Program at the Newbern Campus	Funds from the campus will be used for this additional class.	September 2015
Newbern	Offering a weekend Practical Nursing Program at the Newbern Campus	Funds from the campus will be used for this additional class.	September 2015
Newbern	Offering a night Cosmetology Program at the Newbern Campus	Funds from the campus will be used for this additional class.	September 2015
Newbern	TCAT Newbern will offer Certified Nursing Assistant program to the Lake County High School	Dual enrollment grants and institutional funds will support the program.	September 2015

Crump	Offering a new part-time evening Industrial Electricity / Industrial Maintenance Program to be housed in the existing classroom and lab space at TCAT-Crump.	Funds from the campus will be used for this additional class.	September 2015
Crump	Offering a new part-time evening Welding Technology Program to be housed in the existing classroom and lab space at TCAT-Crump.	Funds from the campus will be used for this additional class.	September 2015
Hohenwald	TCAT Hohenwald will offer Cosmetology and Machine Tool program as dual enrollment programs at Wayne County High School, Waynesboro, TN.	Dual enrollment grants and institutional funds will support the program.	August 2015
Hohenwald	TCAT Hohenwald will offer Industrial Maintenance (CPT) program as dual enrollment programs at Summertown High School, Summertown, TN	Dual enrollment grants and institutional funds will support the program.	August 2015
Whiteville	TCAT Whiteville will offer the Certified Production Technician program within their Industrial Maintenance. Program will also be available for dual enrollments.	Campus funds will be used.	September 2015
Ripley	Change the dual enrollment program name from Industrial Technology to Industrial Manufacturing Education Program.	None	September 2015
Chattanooga	Offer a Certified Production Technician Program for dual enrollment.	Campus funds will be used.	September 2015

PROGRAM IMPLEMENTATION PROPOSAL – 1

INSTITUTION: Tennessee College of Applied Technology –Shelbyville

PROPOSAL: The Tennessee College of Applied Technology – Shelbyville proposes to offer an Industrial Maintenance Technology program at the Franklin County Business Center at the University of Tennessee Space Center in Tullahoma, Tennessee.

The program will be 20 months in length (2160 clock hours).

EFFECTIVE DATE: September 2015

OBJECTIVES: The objective of the Industrial Maintenance program is to prepare the students for gainful employment for jobs performing a variety of plant maintenance responsibilities including troubleshooting, disassembly, repair and re-assembly of hydraulic/pneumatic, mechanical, electrical systems, PLCs and robotics on industrial machinery.

NEED: The specific job outlook in LWIA Cluster 6 indicates a 2.0% projected annual growth from 2008-2018 with a total of 15 annual position openings. Ten of the annual openings will be from annual growth. The entry level salary for an Industrial Maintenance technician is expected to be from \$24,300 to \$39,000 with an average of \$32,730.

PROJECTED ENROLLMENT:	YEAR	ENROLLMENT	COMPLETERS
	1	20	0
	2	20	18
	3	20	18

PROJECTED COSTS \$ 200,000 Equipment and Supply Budget
All costs are being covered by the Governor's LEAP Grant Award for 2014-2015.

NEW FACULTY NEEDED: One full-time faculty position will be required. Salary will be paid by the LEAP Grant funds.

FACILITIES: Classroom will be provided by Franklin County Business Center at the University of Tennessee Space Center in Tullahoma, Tennessee.

ACTION REQUIRED: Staff recommends approval.

PROGRAM IMPLEMENTATION PROPOSAL – 2

INSTITUTION: Tennessee College of Applied Technology –Shelbyville

PROPOSAL: The Tennessee College of Applied Technology – Shelbyville proposes to offer an Industrial Maintenance Technology program at the Middle Tennessee Education Center in Shelbyville, Tennessee.

The program will be 20 months in length (2160 clock hours).

EFFECTIVE DATE: September 2015

OBJECTIVES: The objective of the Industrial Maintenance program is to prepare the students for gainful employment for jobs performing a variety of plant maintenance responsibilities including troubleshooting, disassembly, repair and re-assembly of hydraulic/pneumatic, mechanical, electrical systems, PLCs and robotics on industrial machinery.

NEED: The specific job outlook in LWIA Cluster 6 indicates a 2.0% projected annual growth from 2008-2018 with a total of 15 annual position openings. Ten of the annual openings will be from annual growth. The entry level salary for an Industrial Maintenance technician is expected to be from \$24,300 to \$39,000 with an average of \$32,730.

PROJECTED ENROLLMENT:	YEAR	ENROLLMENT	COMPLETERS
	1	20	0
	2	20	18
	3	20	18

PROJECTED COSTS \$ 200,000 Equipment and Supply Budget
All costs are being covered by the Governor’s LEAP Grant Award for 2014-2015.

NEW FACULTY NEEDED: One full-time faculty position will be required. Salary will be paid by the LEAP Grant funds.

FACILITIES: Classroom will be provided by Bedford County at the Middle Tennessee Education Center in Shelbyville, Tennessee.

ACTION REQUIRED: Staff recommends approval.

PROGRAM IMPLEMENTATION PROPOSAL – 3

INSTITUTION: Tennessee College of Applied Technology - Shelbyville

PROPOSAL: The Tennessee College of Applied Technology – Shelbyville proposes to offer an Industrial Maintenance Technology program in Lewisburg, Tennessee at the Adult Education Center.

The program will be 20 months in length (2160 clock hours).

EFFECTIVE DATE: September 2015

OBJECTIVES: The objective of the Industrial Maintenance program is to prepare the students for gainful employment for jobs performing a variety of plant maintenance responsibilities including troubleshooting, disassembly, repair and re-assembly of hydraulic/pneumatic, mechanical, electrical systems, PLCs and robotics on industrial machinery.

NEED: The specific job outlook in LWIA Cluster 6 indicates a 2.0% projected annual growth from 2008-2018 with a total of 15 annual position openings. Ten of the annual openings will be from annual growth. The entry level salary for an Industrial Maintenance technician is expected to be from \$24,300 to \$39,000 with an average of \$32,730.

PROJECTED ENROLLMENT:	YEAR	ENROLLMENT	COMPLETERS
	1	20	0
	2	20	18
	3	20	18

PROJECTED COSTS \$ 200,000 Equipment and Supply Budget
All costs are being covered by the Governor’s LEAP Grant Award for 2014-2015.

NEW FACULTY NEEDED: One full-time faculty position will be required. Salary will be paid by the LEAP Grant funds.

FACILITIES: Classroom will be provided by the City of Lewisburg at the Adult Education Center in Lewisburg, Tennessee.

ACTION REQUIRED: Staff recommends approval.

PROGRAM IMPLEMENTATION PROPOSAL – 4

INSTITUTION:	Tennessee College of Applied College – Morristown		
PROPOSAL:	The Tennessee College of Applied Technology – Morristown proposes to implement a Practical Nursing program in Sevier County. The program will be 1296 clock hours.		
EFFECTIVE DATE:	September 2015		
OBJECTIVES:	The goal of the Licensed Practical Nursing Program is to produce competent nurses for the Sevier County area. The student will be able to demonstrate proficiency in all skills necessary to fulfill the role of a practical nurse and demonstrate personal behaviors consistent with professional and employer expectations.		
NEED:	According to the JOBS4TN.GOV website, the employment of licensed practical nurses is projected to grow 25% from 2012-2020.		
PROJECTED ENROLLMENT:	YEAR	ENROLLMENT	COMPLETERS
	1	16	12
	2	16	12
	3	16	12
PROJECTED COSTS:	\$185,000 Supplies and Equipment Eighty- one percent of the funding will be provided by the Governor’s Equipment Grant. The additional funds needed will come from the campus.		
NEW FACULTY NEEDED:	1.5 new faculty will be needed to operate the program. Funding will be provided by the campus.		
FACILITIES:	The facilities will be provided in Sevier County with a lease amount of \$1.00 a year.		
ACTION REQUIRED:	Staff recommends approval.		

PROGRAM IMPLEMENTATION PROPOSAL – 5

INSTITUTION: Tennessee College of Applied College – Dickson

PROPOSAL: Tennessee College of Applied College – Dickson proposes to implement a Diesel Powered Equipment program at the Clarksville campus. The program will be 2,160 clock hours.

EFFECTIVE DATE: September 2015

OBJECTIVES: The objective of this program is to prepare graduates to work with diesel powered equipment. This program is currently offered on the main campus of the Tennessee College of Applied Technology in Dickson and has received accreditation by NATEF and the National Institute for Automotive Service Excellence (ASE).

The Diesel Powered Equipment Technology program provides practical experience in the repair and maintenance of diesel powered equipment. Students receive instruction in troubleshooting, engine analysis, disassembling engines, replacing defective parts, reassembling, etc. The program mission is to provide technical instruction and skill development to enable students to enter employment in truck, construction, agricultural equipment, and other related fields as technicians.

NEED: The median annual wage for diesel service technicians and mechanics was \$42,320 in May 2012. Employment of diesel service technicians and mechanics is projected to grow 9 percent from 2012 to 2022, about as fast as the average for all occupations. Job opportunities should be best for those who have completed postsecondary training in diesel engine repair.

PROJECTED ENROLLMENT:

YEAR	ENROLLMENT	COMPLETERS
1	20	18
2	25	22
3	30	26

PROJECTED COSTS: \$450,000 Supplies and Equipment
The funding will be provided by the Governor’s Equipment Grant.

NEW FACULTY NEEDED: One new employee will be hired.

FACILITIES:

Current facilities at the Dickson/Clarksville TCAT will be used for both the classroom and lab area.

ACTION REQUIRED:

Staff recommends approval.

PROGRAM IMPLEMENTATION PROPOSAL – 6

INSTITUTION:	Tennessee College of Applied Technology – Dickson		
PROPOSAL:	The Tennessee College of Applied Technology – Dickson proposes to offer a full time Pharmacy Technician Program at the Clarksville campus site. The program will be one year in length 1296 clock hours (one year).		
EFFECTIVE DATE:	September 2015		
OBJECTIVES:	The objective of this program is to provide learning experiences which enable graduates to obtain basic competencies needed for employment as a Pharmacy Technician in either the institutional or retail setting. Implementing this program will support the pharmacy industry in the Dickson/Montgomery County service area.		
NEED:	Employment of pharmacy technicians is projected to grow 20 percent from 2012 to 2022, faster than the average for all occupations, which demonstrates a bright outlook for the State of Tennessee. Several factors will lead to increased demand for prescription medications. Growth plus replacement needs for Pharmacy Technicians in LWIA 8 are estimated to average about 50 openings per year from 2012-2022. Of these estimated 50 openings per year, 80% percent are due to growth (new positions) and 20% percent are due to replacements (workers leaving this occupation). The median annual wage for pharmacy technicians was \$29,320 in May 2012.		
PROJECTED ENROLLMENT:	YEAR	ENROLLMENT	COMPLETERS
	1	20	18
	2	25	22
	3	30	26
PROJECTED COSTS	Personnel, equipment costs, and supplies demonstrate an estimated cost of \$83,000 to fund the first year. Costs will be covered by the institution.		

NEW FACULTY NEEDED: One new faculty member will be hired. Costs will be sustained by the campus through state appropriations and other local funds.

FACILITIES: Classroom space will be allocated at the Clarksville extension campus of the Tennessee College of Applied Technology – Dickson.

ACTION REQUIRED: Staff recommends approval.

PROGRAM IMPLEMENTATION PROPOSAL – 7

INSTITUTION:	Tennessee College of Applied College – Hartsville		
PROPOSAL:	The Tennessee College of Applied Technology – Hartsville proposes to implement a Warehouse and Logistics Technology training program at the TCAT Hartsville/Wilson County site. The program will be 96 clock hours (3.5 weeks).		
EFFECTIVE DATE:	September 2015		
OBJECTIVES:	<p>Program is designed to develop the skillsets necessary to fulfill regional business needs in the areas of warehousing and distribution, logistics, and supply chain management. We will target career development in these fields by developing students' core competencies desired by employers in these industries. By providing hands-on training in conjunction with classroom instruction. We are uniquely positioned to students with the education needed to succeed in this ever-growing field of study.</p> <p>Increase the number of available skilled workers for existing and emerging manufacturing jobs, enhance worker skills, and knowledge in warehousing processes, help improve the productivity of the regions logistics industry, increase manufacturer's global competitive advantage, and provide warehousing related technical assistance to local business and industry.</p>		
NEED:	Wilson County shows a need for Laborers and Freight, Stock, and Material Movers for the related occupational group of Transportation and Material. Program is designed to develop the skillsets necessary to fulfill regional business needs in the areas of warehousing and distribution, logistics, and supply chain management. Key Accountabilities: To receive, put away, pick, pack and ship merchandise in a safe, productive and accurate manner.		
PROJECTED ENROLLMENT:	YEAR	ENROLLMENT	COMPLETERS
	1	20	18
	2	25	22
	3	30	26
PROJECTED COSTS:	\$75,000 Supplies and Equipment. The institution will cover the expenses through state appropriations and existing funds.		

NEW FACULTY NEEDED:

The program implementation will require the hiring of one part-time as needed instruction.

FACILITIES:

The Wilson County CTE building maintains adequate, operational vocational technical facilities to accommodate both a classroom and training/lab space in each of the aforementioned training areas.

ACTION REQUIRED:

Staff recommends approval.

PROGRAM IMPLEMENTATION PROPOSAL – 8

- INSTITUTION:** Tennessee College of Applied College – Hartsville
- PROPOSAL:** The Tennessee College of Applied Technology – Hartsville at the Tri-County Extension Campus proposes to implement an Advance Manufacturing Program for secondary students (primarily 11th and 12th graders) and post-secondary students as space permits. The program will be 96 clock hours (3.5 weeks).
- EFFECTIVE DATE:** January 2016
- OBJECTIVES:** The objective of the program is to provide quality manufacturing training to residents in the secondary school system service area of Macon and Jackson Counties and provide much needed skill upgrades for persons interested in certification.
- We will increase the number of available skilled workers for existing and emerging manufacturing jobs, enhance worker skills, and knowledge in manufacturing technologies and processes, help improve the productivity of the regions manufacturing industry, increase manufacturer's global competitive advantage, and provide manufacturing related technical assistance to local business and industry.
- This program falls within the Governors skilled manufacturing jobs which leads to industry certifications. Components within this program also tops the list of Thirty Middle-Skilled Jobs the American South Can't Live Without.
- NEED:** Manufacturing is the comeback kid in Tennessee. Though the state has a vibrant automotive sector that accounts for one in three factory jobs, Tennessee's advanced manufacturing sector is not built on the car alone.
- With its location advantages, low business costs and workforce development programs, the state has created an ideal climate for advanced manufacturing location and expansion. More than 316,000 workers were employed in the manufacturing sector in the state at the end of 2012, including 196,000 in durable goods.

Advanced Manufacturing offers some of the highest paying and most satisfying career opportunities available today, such as manufacturing operators, maintenance technicians, quality control specialists, scientists, process control engineers, pharmaceutical professionals, and many more.

PROJECTED ENROLLMENT:	YEAR	ENROLLMENT	COMPLETERS
	1	20	18
	2	25	22
	3	30	26

PROJECTED COSTS: Total Cost Estimate: \$150,000.00
Implementation is contingent upon Perkin's Grant.

NEW FACULTY NEEDED: The program implementation will require the hiring of one full-time employee.

FACILITIES: The Tri-County Extension Campus maintains adequate, operational vocational technical facilities to accommodate both a classroom and training/lab space in the aforementioned training areas.

ACTION REQUIRED: Staff recommends approval.

PROGRAM IMPLEMENTATION PROPOSAL – 9

INSTITUTION:	Tennessee College of Applied Technology – Oneida		
PROPOSAL:	The Tennessee College of Applied Technology – Oneida proposes to implement an Emergency Medical Technology Program to include both Emergency Medical Technician and Advanced Emergency Medical Technician (EMT/AEMT). The program will be 600 hours in length.		
EFFECTIVE DATE:	September 2015		
OBJECTIVES:	<p>The goal of the Emergency Medical Technology Program is to produce competent, entry level EMTs and AEMTs to serve in career and volunteer positions within the TCAT Knoxville service area.</p> <p>At the completion of the program, the graduate of the Emergency Medical Technician Program and/or the Advanced Emergency Medical Technician Program will demonstrate the ability to evaluate, comprehend, and apply the clinical scope of practice of the Basic EMT/Advanced EMT within the state of Tennessee. The student will be able to demonstrate technical and mechanical proficiency in all skills necessary to fulfill the role of a Basic EMT/AEMT and demonstrate personal behaviors consistent with professional and employer expectations.</p>		
NEED:	<p>According to the Occupational Employment Projections by the TN Department of Labor and Workforce Development, Emergency Medical Technicians and Paramedics is a growing occupation. The total percent change in estimated employment from 2012 to 2020 is 22.9% growth (460 estimated employment in 2012 to 570 projected employment in 2020).</p> <p>According to the Tennessee Department of Labor <i>Hot Careers to 2020</i> for LWIA 4, Emergency Medical Technicians and Paramedics will have average annual openings of 20 for 2012—2020 with an average annual salary of \$23,128.</p>		
PROJECTED ENROLLMENT:	YEAR	ENROLLMENT	COMPLETERS
	1	12	8
	2	15	10
	3	15	10

PROJECTED COSTS: \$15,000 in supplies and equipment covered by institutional funds.

NEW FACULTY NEEDED: One hourly faculty member will be needed.

FACILITIES: Existing facilities will be used.

ACTION REQUIRED: Staff recommends approval.

PROGRAM IMPLEMENTATION PROPOSAL – 10

- INSTITUTION:** Tennessee College of Applied Technology – Knoxville
- PROPOSAL:** The Tennessee College of Applied Technology – Knoxville proposes to implement an Emergency Medical Technology Program to include both Emergency Medical Technician and Advanced Emergency Medical Technician (EMT/AEMT). The program will be 600 hours in length.
- EFFECTIVE DATE:** September 2015
- OBJECTIVES:** The goal of the Emergency Medical Technology Program is to produce competent, entry level EMTs and AEMTs to serve in career and volunteer positions within the TCAT Knoxville service area.
- At the completion of the program, the graduate of the Emergency Medical Technician Program and/or the Advanced Emergency Medical Technician Program will demonstrate the ability to evaluate, comprehend, and apply the clinical scope of practice of the Basic EMT/Advanced EMT within the state of Tennessee.
- The student will be able to demonstrate technical and mechanical proficiency in all skills necessary to fulfill the role of a Basic EMT/AEMT and demonstrate personal behaviors consistent with professional and employer expectations.
- NEED:** According to the Occupational Employment Projections by the TN Department of Labor and Workforce Development, Emergency Medical Technicians and Paramedics is a growing occupation. The total percent change in estimated employment from 2012 to 2020 is 22.9% growth (460 estimated employment in 2012 to 570 projected employment in 2020).
- According to the Tennessee Department of Labor *Hot Careers to 2020* for LWIA 3, Emergency Medical Technicians and Paramedics will have average annual openings of 50 for 2012—2020 with an average annual salary of \$28,070.

PROJECTED ENROLLMENT:	YEAR	ENROLLMENT	COMPLETERS
	1	12	8
	2	15	10
	3	15	10

PROJECTED COSTS: \$15,000 in supplies and equipment covered by institutional funds.

NEW FACULTY NEEDED: One hourly faculty member will be needed.

FACILITIES: Existing facilities will be used.

ACTION REQUIRED: Staff recommends approval.

PROGRAM IMPLEMENTATION PROPOSAL – 11

INSTITUTION: Tennessee College of Applied Technology – Newbern

PROPOSAL: The Tennessee College of Applied Technology – Newbern proposes to offer a hybrid Welding Technology program at the Dyersburg High School, Dyersburg, Tennessee.

The program will be 12 months in length (1296 clock hours).

EFFECTIVE DATE: September 2015

OBJECTIVES: The objective of the Welding program is to prepare the students for entry level welding job training skills and meet the needs of the local labor market in Dyer, Gibson, and Crockett Counties plus additional counties in Mississippi, Missouri, and Arkansas.

NEED: According to the Tennessee Career Information Delivery System there will be an 18.2 per cent growth in the number of welding professionals in Tennessee through the year 2022.

PROJECTED ENROLLMENT:

YEAR	ENROLLMENT	COMPLETERS
1	15	13
2	18	15
3	18	15

PROJECTED COSTS Only costs will be supplies and one part-time instructor will be hired. Equipment will be existing high school equipment provided by TCAT Newbern for the dual enrollment day class.

NEW FACULTY NEEDED: One part-time faculty position will be required.

FACILITIES: Classroom and lab area will be provided by Dyer County High School at no costs.

ACTION REQUIRED: Staff recommends approval.

PROGRAM IMPLEMENTATION PROPOSAL – 12

INSTITUTION: Tennessee College of Applied Technology – Jackson

PROPOSAL: The Tennessee College of Applied Technology – Jackson proposes to offer an Advanced Manufacturing program in Chester County. The program will be offered at the Chester County Technology Center/Higher Education Center.

The program will be 20 months in length (2160 clock hours).

EFFECTIVE DATE: September 2015

OBJECTIVES: The objective of this program is to provide formal instruction to equip students with relevant skills to become production associates in local manufacturing facilities. The primary focus will be the Certified Production Technician™ courseware. This courseware will lead to industry certifications.

NEED: According to the Occupational Outlook Handbook, job prospects for the job category “Assemblers and Fabricators” are expected to grow over the next eight years. Employment is expected to increase by four percent through 2022. Also, numerous local industries have requested this program.

PROJECTED ENROLLMENT:

YEAR	ENROLLMENT	COMPLETERS
1	30	25
2	50	45
3	60	55

PROJECTED COSTS \$ 91,500 Equipment and Supply Budget

NEW FACULTY NEEDED: One full-time faculty position will be required. Salary will be paid by campus funds.

FACILITIES: Existing classroom and lab space will be utilized on our main campus, Chester County High School, and the Chester County Technology Center.

ACTION REQUIRED: Staff recommends approval.

PROGRAM IMPLEMENTATION PROPOSAL – 13

INSTITUTION: Tennessee College of Applied Technology – Jacksboro

PROPOSAL: The Tennessee College of Applied Technology – Jacksboro proposes to implement a new program in Cosmetology in LaFollette, Tennessee. The length of the program will be 16 months or 1,500 clock hours. Certificates are available to students after completion of 300 and 600 hours. Students earn a diploma after completing 1,500 hours.

EFFECTIVE DATE: September 2015

OBJECTIVES: The Cosmetology Program will train students for employment in the cosmetology field. Training consists of classroom instruction and practical learning experiences. Instruction and skills are integrated into a variety of beauty treatments, including the care and beautification of hair, complexion, and hands. Safety and customer service are emphasized throughout the program. Upon completion of the training, students will be prepared to take the State Board of Cosmetology Licensing Examination, which consists of both a written and a practice test.

NEED: Employment of barbers, hairdressers, and cosmetologists is projected to grow 13 percent from 2012 to 2022, about as fast as the average for all occupations. Most job openings will result from the need to replace workers who leave the occupation. (Source: TN Dept. of Labor & Workforce Development, Jobs4TN)

PROJECTED ENROLLMENT:	YEAR	ENROLLMENT	COMPLETERS
	1	12	8
	2	15	11
	3	20	15

ESTIMATED PROGRAM COST:	Faculty	\$56,000
	Space/Equipment Costs:	\$18,000
	Lease for space and equipment (pending approval)	
	Supplies	\$ 8,000
	Total Estimated Cost:	\$82,000

NEW FACULTY NEEDED: One new instructor will be hired.

FACILITES:

Classroom and lab space will be allocated at Woodson Mall, 221 Jacksboro Pike, A-15, LaFollette, TN, 37766.

ACTION REQUIRED:

Staff recommends approval.

PROGRAM IMPLEMENTATION PROPOSAL – 14

INSTITUTION: Tennessee College of Applied Technology – Harriman

PROPOSAL: Tennessee College of Applied Technology – Harriman is implement an additional Welding Technology Program to be located at the instructional service center in Lenoir City, Tennessee. The site will enhance the program by offering dual enrollment opportunities to Loudon County High School students during the day and increase adult student enrollment in the evenings.

EFFECTIVE DATE: January 2016

OBJECTIVES: The objective of the Welding Program will train students for employment in the welding field. This additional class will aid in reducing wait list numbers and better meet the industry demands.

NEED: Employment of welders continues to increase as industry expands in our service area.

PROJECTED ENROLLMENT:

YEAR	ENROLLMENT	COMPLETERS
1	12	8
2	15	11
3	20	15

ESTIMATED PROGRAM COST: TCAT-Harriman will pool a number of resources in order to implement a new program budget including but not limited to: (1) In kind donations by Loudon County; (2) TN Reconnect Equipment Grant; and (3) Equipment donations.

NEW FACULTY NEEDED: TCAT – Harriman will advertise and hire a new instructor for the Loudon County site. The new instructor will mentor under the existing Instructor.

FACILITES: TCAT – Harriman is currently working with Loudon County on a MOA contract for a facility owned and operated by the Loudon County School Board.

ACTION REQUIRED: Staff recommends approval.

PROGRAM IMPLEMENTATION PROPOSAL – 15

INSTITUTION: Tennessee College of Applied Technology – Chattanooga

PROPOSAL: The Tennessee College of Applied Technology – Chattanooga proposes to offer an Advanced Manufacturing Education Program.

The program will be eight months in length (864 clock hours).

EFFECTIVE DATE: September 2015

OBJECTIVES: The objective of the Advanced Manufacturing program is to prepare students for gainful employment for jobs performing a variety of plant maintenance responsibilities including troubleshooting, disassembly, repair and re-assembly of hydraulic/pneumatic, mechanical, electrical systems, PLCs and robotics on industrial machinery.

NEED: Chamber of Commerce projections show that 3,000-4,000 new production workers will be needed for the automotive manufacturing workforce in the Chattanooga area in the next 18 months.

PROJECTED ENROLLMENT:	YEAR	ENROLLMENT	COMPLETERS
	1	90	72
	2	90	72
	3	120	80

PROJECTED COSTS: \$ 15,000 Equipment and Supply Budget

NEW FACULTY NEEDED: 3-4 Adjunct faculty members will be needed part-time faculty position will be required. Salary will be approximately \$75,000- 100,000 per year.

FACILITIES: Negotiations are underway for this program to be offered at the VW Academy in Chattanooga, Tennessee. If the agreement cannot be reached, the program will be taught on the TCAT – Chattanooga main campus.

ACTION REQUIRED: Staff recommends approval.

PROGRAM MODIFICATION PROPOSAL – 1

INSTITUTION: Tennessee College of Applied Technology – Jacksboro

PROPOSAL: To place the Motorcycle/ATV Technology Program on inactive status.

EFFECTIVE DATE: July 1, 2015

REASON: The Motorcycle/ATV Technology Program has performed below acceptable standards for headcount and FTE. The forecast for new enrollees is not sufficient to keep program active and program costs cannot be justified.

IMPACT OF CHANGE:

- FISCAL - No impact
- PERSONNEL - Instruction will continue through the teach-out.
- CLIENTELE - A teach-out plan will be implemented to accommodate the currently enrolled Motorcycle/ATV Technology students.
- SPACE - Administration and advisory committees will identify a new program to occupy the Motorcycle/ATV Technology space.
- EQUIPMENT - Administration will surplus the equipment and utilize the funds to purchase equipment for new program once identified.

ACTION REQUIRED: Staff recommends approval.

PROGRAM MODIFICATION PROPOSAL – 2

INSTITUTION: Tennessee College of Applied Technology – Hohenwald

PROPOSAL: The Tennessee College of Applied Technology – Hohenwald proposes to alter the Industrial Maintenance (IM) Program. The change is to remove Welding from the IM Program to a stand-alone Welding Program.

EFFECTIVE DATE: July 1, 2015

REASON: Welding is in high demand in Lewis County. By making the Welding Program a stand-alone program, students will have an additional program offering at the institution.

IMPACT OF CHANGE: FISCAL - No impact; already purchasing supplies.
PERSONNEL - Instruction will be hired.
CLIENTELE - New program
SPACE - No new facilities will be needed.
EQUIPMENT - Equipment is in place.

ACTION REQUIRED: Staff recommends approval.

PROGRAM MODIFICATION PROPOSAL – 3

INSTITUTION: Tennessee College of Applied Technology – Memphis

PROPOSAL: The Tennessee College of Applied Technology – Memphis proposes to inactivate the Health Information Technology (HIT) Program due to low placement rates.

EFFECTIVE DATE: January 2016

REASON: The HIT Program has been out of compliance (below 70%) with TBR/COE Standards in regard to placement rates. The program has been on monitor status since 2013.

2012-2013 - Placement - 32%
2013-2014 - Placement - 35%
2014 - 2015 (to date) – Placement 47%

IMPACT OF CHANGE:

FISCAL - This has been an H1B Grant funded program, and there will not be a fiscal effect on the budget.

PERSONNEL - One full-time instructor, one adjunct instructor, and one partially funded career counselor position will be eliminated.

CLIENTELE - Students will remain in a teach-out mode or may move to one of the other 25 TCAT – Memphis programs.

SPACE - Classroom and lab space will be utilized by other allied health programs as needed.

EQUIPMENT - The computers and office equipment inventory will remain with classroom and lab for future classes, as needed.

ACTION REQUIRED: Staff recommends approval.

PROGRAM MODIFICATION PROPOSAL – 4

INSTITUTION: Tennessee College of Applied Technology – Jackson

PROPOSAL: The Tennessee College of Applied Technology – Jackson proposes to add a term to the Industrial Electricity Program. This will increase the program to 2160 and add one certificate and one diploma to the program. This is an elective term for the TCAT – Jackson only.

EFFECTIVE DATE: January 2016

REASON: To better meet industry demands in the service area for Industrial Electricity Technicians and expand the graduates' job opportunities to the Electronics area.

IMPACT OF CHANGE:

FISCAL - None

PERSONNEL - None

CLIENTELE - Student enrollments will increase.

SPACE - None

EQUIPMENT - None

ACTION REQUIRED: Staff recommends approval.



TENNESSEE BOARD OF REGENTS

MEETING:	Committee on Workforce Development
SUBJECT:	Approval of New Degree Program
DATE:	June 18, 2015
PRESENTER:	Vice Chancellor Warren Nichols
ACTION REQUIRED:	Voice Vote
STAFF'S RECOMMENDATION:	Approval

BACKGROUND INFORMATION:

Northeast State Community College Associate of Applied Science (A.A.S.) in Entertainment Technology

Northeast State requests approval to establish a new A.A.S. in Entertainment Technology to meet the regional workforce needs of upper East Tennessee. There is currently no local option to meet these training needs in the entertainment industry. The proposed program is not currently offered by any other TBR community college, but expands upon an existing Technical Certificate in Entertainment Technology – Sound and Lighting that is currently offered by Northeast State. Ten letters of support were provided with the proposal, as well as an external review supporting the curriculum from the President/CEO of Appalachian Light & Production, LLC.

ACADEMIC PROPOSAL SUMMARY

June 2015 TBR Quarterly Meeting

INSTITUTION: Northeast State Community College (NeSCC)

PROPOSAL: Establish a new A.A.S. in Entertainment Technology

EFFECTIVE DATE: Fall 2015

PURPOSE:

The proposed degree program will provide a pathway for students to complete an AAS degree in Entertainment Technology and specifically address regional workforce needs. Northeast State currently offers a 24 SCH technical certificate in Entertainment Technology – Sound and Lighting that will be fully embedded into the AAS degree program. Ten local potential employers submitted letters of support for the proposed program. These letters document that currently, there is no local option to meet training needs in the entertainment industry. Businesses and organizations must send trainees out of state, hire out of state, or provide on-the-job training.

CURRICULUM:

The proposed program requires completion of 60 semester credit hours distributed as follows:

	<u>Hours Required</u>
General Education	15
Major Field Core	18
Other Guided Electives to complete	<u>27</u>
TOTAL:	60

Admission, retention, and graduation requirements are proposed to be the same as those published in the institution’s *Catalog* for general admission to the college. Residency requirements comply with SACSCOC requirements of 25% of the SCH which is 15 SCH.

Seven (3 credit hours) with 21 SCH were developed and approved through the appropriate institutional review committees.

NEED:

Northeast State collected evidence within the College’s five-county service area. During the research and development stages of the technical certificate, it was noted that students would be provided an academic career pathway whereby they could earn an associate of applied science degree. Northeast State’s methodology was to develop the technical certificate followed by an associate of applied science degree specific to the entertainment industry. Numerous potential employers stated that employment opportunities abound for graduates with this credential.

IMPACT:

The addition of the proposed degree program shall have a positive impact on Northeast State students and the services the College provides to its constituents in Northeast State’s five-county service area (Carter, Johnson, Sullivan, Unicoi, and Washington). The program participants will learn skills that will enable them to work in both large and small entertainment-related businesses which is a regional focus for upper East Tennessee. Multiple meetings have occurred with both public and private four-year colleges and universities as well as high school LEAs to provide not only upward mobility from the AAS degree but to support dual enrollment initiatives within the service area. Because a technical certificate is currently provided, dual enrollment offerings shall be incorporated during the 2015-16 academic year

PLANS FOR ACCREDITATION:

While Northeast State does not regard the new degree program as a significant departure, a notification will be sent to SACSCOC.

Northeast State’s Business Technologies programs are currently accredited by the American Council for Business Schools and Programs (ACBSP) or Association of Technology, Management, and Applied Engineering (ATMAE). Pending approval by TBR and SACSCOC, Northeast State shall seek accreditation through ACBSP, ATMAE, or an agency applicable to entertainment. During the accreditation research process, the Academic Audit shall be adopted.

ORGANIZATIONAL STRUCTURE:

The A.A.S. in Entertainment Technology will be housed within the Business Technologies Division, which currently offers A.A.S. in Business Management (3 concentrations), A.A.S. in Computer and Information Sciences (5 concentrations), and A.A.S. Office Administration Technology (3 concentrations), and five certificates (Accounting Technology, Customer Service and Sales, Entertainment Technology – Sound and Lighting, Entrepreneurship, Office Technology.)

PROJECTED STUDENT ENROLLMENT:

Year (beginning Fall 2015)	Full-Time Headcount	Part-time Headcount	International Headcount Anticipated	Total Year Headcount	FTE	Graduates
1	15	5	0	20	14	14
2	17	5	0	22	15.6	16
3	19	10	0	29	19.2	18

Student enrollment projections were derived through multiple measures including a review of student enrollment in selected courses (which are within the certificate curriculum), student inquiry, review of retention rates from selected majors, and information submitted from local business and industry.

PROJECTED NEW COSTS AND REVENUE:

Because Northeast State currently offers the technical certificate in Entertainment Technology – Sound and Lighting no new resources (e.g. full-time faculty, library and learning resources, student support services, facilities, or fiscal resources) will be required. One full-time faculty is currently employed to provide program coordination and instruction. Additionally, the College has identified other full-time faculty who have the qualifications to provide instruction in entertainment. Those identified faculty can serve as a resource when needed, as well as adjunct faculty. Detailed financial projections are provided on the Financial Projections Form, immediately following this summary.

STAFF RECOMMENDATION:

The proposal has been reviewed by the staff of the Office of Community Colleges. Board approval is recommended.



TENNESSEE BOARD OF REGENTS

MEETING:	Committee on Workforce Development
SUBJECT:	Update on the Articulation of Credits Between the Colleges of Applied Technology and the Community Colleges and Universities
DATE:	June 18, 2015
PRESENTER:	Vice Chancellor Warren Nichols
ACTION REQUIRED:	No Action Needed
STAFF'S RECOMMENDATION:	N/A

BACKGROUND INFORMATION:

In recent months the Southern Association of Colleges and Universities, Commission on Colleges has re-emphasized the need for institutions that accept workforce articulated/transfer credits, “must demonstrate that there are comparable course content and comparable learning outcomes, and ensure that courses rise above the level of basic skills and constitute more than a training experience.” With that directive in mind a concept paper on articulation between the Tennessee Colleges of Applied Technology [TCATs], the Tennessee’s Community Colleges [TCCs] and Universities was developed. The paper’s intent is to serve as a guide for future development of process and procedures that allow for the smooth transition through career and technical programming in various delivery systems within the Tennessee Board of Regents System of institutions. Dr. Nichols will update the Committee on the progress of this initiative.

Paper on the Articulation of Credits Between the Tennessee Colleges of Applied Technology and Tennessee's Community Colleges and Universities

[Final: April 2, 2015]

[This paper's intent is to serve as a procedural guide that aligns with existing TBR policy and guidelines.]

In recent months the Southern Association of Colleges and Universities, Commission on Colleges has re-emphasized the need for institutions that accept workforce articulated/transfer credits, "must demonstrate that there are comparable course content and comparable learning outcomes, and ensure that courses rise above the level of basic skills and constitute more than a training experience." [ref. SACSCOC Policy Statement, *THE QUALITY AND INTEGRITY OF UNDERGRADUATE DEGREES*, Board of Trustees, December 2011]. With that directive in mind this concept paper on articulation between the Tennessee Colleges of Applied Technology [TCATs], the Tennessee's Community Colleges [TCCs] and Universities is intended to serve as a guide for future development of process and procedures that allow for the smooth transition through career and technical programming in various delivery systems within the Tennessee Board of Regents System of institutions.

The proposed articulation process is specifically intended to address the state's technical education and training needs, recognizing student mobility throughout the System. Such mobility is facilitated by the latticed or stackable credential that defines a transfer pathway for students in the TCATs toward an associate degree at the TCCs or a degree at a TBR university. This pathway permits a student to complete the TCAT diploma or certificate, and to apply prior learning and competency to a community college or university degree in the same technical/career field of study. The pathway is additionally encouraged through the use of competency-based assessment or other evaluative measures which ensures that the State is not required to pay for a student to repeat educational/training activities.

With the development of aligned associate of applied science curricula, with a common course library applicable to specific programs of study which define a coherent body of knowledge and skills, the development of statewide articulation agreements and common recognition of extra-institutional credit becomes more conducive to the development of seamless pathways between institutions with different missions and with different accreditation agencies within the TBR System at the associate or bachelor degree level. The emphasis on demonstrable levels of competency, and/or on the assessment of prior learning, through common articulation processes ensures adherence to academic standards, SACSCOC requirements, and all applicable regional and programmatic accreditation criteria. The common articulation process provides equitable educational outcomes to both native and transfer students.

SACSCOC allows for 75% of a degree to be transferred into an undergraduate degree program, i.e. "At least 25 percent of the credit hours required for the degree are earned through instruction offered by the institution awarding the degree." [ref. SACSCOC Principles of Accreditation #3.5.2].

TCAT PROGRAM COMPETENCY GENERAL ELIGIBILITY FOR AN ARTICULATION AGREEMENT:

General eligibility requirements for a TCAT competency recognition must include that the identified group of program competencies:

- a) Be in a field that is comparable with the community colleges' or university's defined program of study, or with specific courses within a defined program of study;
- b) Contain written competencies that are identified within the TCAT statewide common curriculum;
- c) Contain sufficient competencies that can demonstrate equivalent content of a course within the common TCC or university curriculum, i.e. partial credit cannot be articulated; and
- d) Either be taught at all TCATs by faculty with equivalent preparation as the TCC's or university's [i.e., other than in the skill trades, normally represented by a master degree with 18 hours in the field of study – see SACSCOC Comprehensive Standard 3.7.1 and Faculty Credentials Guidelines of December 2006], or
- e) Be demonstrated to contain equivalent learning outcomes through a common individual student extra-institutional credit process approved by Tennessee's Community College and/or university in-field faculty.

EXTRA-INSTITUTIONAL CREDIT:

Credit for demonstrated competency by the student may be demonstrated by various methods. Statewide articulation agreements will be developed by joint TCC-TCAT and/or university – TCAT faculty members within the respective field. All agreements will be in compliance with TBR policy # 2:01:00:04. The process agreed upon between the parties may include such processes as:

- A. **Credit by assessment**, which may include:
 1. Unique cognate or performance assessments developed by representative community college and/or university faculty that teach the course.
 2. Recognition by TCC faculty of a national third-party assessment, such as those developed by NOCTI. Common cut scores will be predetermined by TCC and/or university faculty in coordination with the TCAT faculty.
 3. Recognition by TCC and/or university faculty of industry certification that reflects the learning outcome of one or more courses within a program of study.
- B. **Recognition of Certification/License in an Allied Health Field:**

Students articulating allied health training and requesting credit applicable to a common articulated course or courses must present evidence of certification or license in a specific allied health field.

C. ACE evaluation of the TCAT program:

The TCAT central office may submit to the American Council on Education [ACE] TCAT programs of study to be reviewed by the Council's College Credit Recommendation Service. Upon evaluation and credit recommendation by ACE, the TCCs and/or universities will develop a common process for the transcription of equivalent courses within a program of study.

STATEWIDE ARTICULATED CREDIT:

True statewide articulated credit between the TCATs and the TCCs and/or universities will be based upon 1) equivalent faculty preparation of all TCAT faculty in the particular field; 2) demonstrable presentation that statewide TCAT curriculum taught at the individual TCAT contains comparable course content and comparable learning outcomes. When deemed appropriate and viable by TBR central office staff, representatives from the TCATs, and the universities and/or TCCs will be convened for the purpose of establishing statewide articulation agreements based upon these two criteria that will result in a common statewide matrix for the transcription of transfer credit by the TCC and/or university registrars.

[Note: Any course within a Tennessee Transfer Pathway shall include participation by representative university faculty who teach the course.]

INDIVIDUAL ARTICULATION AGREEMENTS BETWEEN AN INDIVIDUAL COMMUNITY COLLEGE OR UNIVERSITY, AND THE TCATS:

Beyond statewide articulation agreements, any two-year or four-year institution in cooperation with one or more TCATs may enter into articulation agreements regarding programs taught at the particular institution. These individual articulation agreements shall not supersede or replace statewide articulation agreements in the particular programs of study. Any individual articulation agreement will be published in/on the college or university, and TCAT catalog and website, and be made easily accessible to students.

REPORT OF THE COMMITTEE ON AUDIT

May 27, 2015

The Committee on Audit met in regular session on May 27, 2015 at the Tennessee Board of Regents System Office. A quorum was present. In attendance were system office staff and board members, including the following Audit Committee members:

Regent Tom Griscom, Chairman
Regent Greg Duckett
Regent Fran Marcum
Regent Leigh Shockey (via conference call)
Regent Parker Smith
Regent John Stites

The first section of the meeting agenda, Informational Reporting, included four items. Item I.a, Review of Comptroller's Office Audit Reports, consisted of a discussion of audit reports issued by the Comptroller's Office during the last quarter. The financial and compliance audit reports for Middle Tennessee State University for the Fiscal Year Ended June 30, 2014 and Jackson State Community College for the Fiscal Years Ended June 30, 2014 and June 30, 2013, had unmodified opinions on the presentation of the financial statements and one finding. The finding for each institution was

identified as a significant deficiency but not a material weakness and there were no instances of noncompliance required to be reported. A summary of the Comptroller's audits is included as Attachment A to these minutes. This item was for informational purposes and required no action.

Item I.b, Update of Corrective Actions on Performance Audit Findings, was a progress report of the corrective actions taken by the Tennessee Board of Regents system office staff on findings included in the Comptroller's performance audit of the system, issued in January 2014. Chief Audit Executive (CAE) Tammy Birchett commented on the status of each unresolved finding, noting that six of the nine findings are considered resolved and that actions are still in progress on the three remaining findings. This item was for informational purposes and required no action.

Item I.c, Review of Internal Audit Reports, consisted of discussion of internal audit reports issued by the system's internal auditors during the last quarter. CAE Birchett discussed three audit reports with the Committee: East Tennessee State University, *Department of Art and Design – Procurement and Study Abroad*; Southwest Tennessee Community College, *Federal Work Study Program* and *Tuition Statements*. The committee discussed internal

controls and the corrective actions needed in relation to the issues noted in the reports. Chancellor Morgan commented that issues noted in the ETSU report, with the study abroad program, would be reviewed by the Business Affairs Sub-Council.

CAE Birchett also discussed a summary of recent recommendations resulting from information systems audits completed by System-wide Internal Audit. A list of the internal audits issued during the quarter is included as Attachment B to these minutes. This item was for informational purposes and required no action.

Item 1.d., Review of Audits of CCTA Efficiency and Other Outcomes, included a summary of the results from internal audits of each TBR university and community college regarding certain outcomes used in the State's higher education funding formula. The committee discussed various key aspects of the funding formula in relation to the recent CCTA internal audits. This item was for informational purposes and required no action.

Item II, Legislation Regarding Notification of Security Issues, Public Chapter 42, passed by the legislature this year and signed into law on March 27, 2015 was discussed. This statute requires that "any confirmed or suspected

unauthorized acquisitions of computerized data and any confirmed or suspected breach of a computer information system or related security system established to safeguard the data and computer information system” be reported to the Comptroller of the Treasury within 5 days. Regent Griscom encouraged incorporating this requirement into Board policy. This item was for informational purposes and required no action.

Item III, Review of Revisions to Fiscal Year 2015 Internal Audit Plans, presented the committee with revised audit plans for the institutions and system office as of April 30, 2015. CAE Birchett commented that most were made because of efforts focused on higher priority issues, including special requests or investigations and changes in staff availability. The Committee voted to approve the audit plans as presented. The audit plans are included as Attachment C to these minutes.

Item IV, Review of Proposed Budget for System-wide Internal Audit, was a discussion of the fiscal year 2016 budget and chargeback to the institutions for the Office of System-wide Internal Audit. Committee Chairman Griscom asked the Chancellor and Vice Chancellor for Business and Finance if they supported the budget as presented; both stated they did.

By roll call vote, the Committee voted to approve the budget and chargeback as presented.

Item V, Overview of the Risk Assessment Process, was provided to the committee to describe the process used by management to evaluate risk and controls each year. The next Audit Committee meeting agenda will include the risk and control assessments for the system office, universities and community colleges. Blayne Clements, the Assistant Director of System-wide Internal Audit, made a brief presentation explaining the risk assessment process.

There being no further public business to come before the Committee, the public portion of the meeting was adjourned.

The last agenda item was a non-public executive session to discuss ongoing investigations. There being no further business to come before the Committee, the executive session was adjourned.

Respectfully submitted,

Committee on Audit

Tom Griscom, Committee Chair

Attachment A

**Summary of Comptroller's Office Audit Reports
Issued During the Quarter**

Tennessee Board of Regents
Audit Committee
May 27, 2015
Review of Comptroller's Office Audit Reports
Financial and Compliance Audits—Findings Reported

Institution	For the Year Ended	Fairness of Financial Statement Presentation	Report on Internal Control	Report on Compliance	Findings
Middle Tennessee State University	June 30, 2014	Unmodified Opinion	One finding identified as a significant deficiency, but not as a material weakness	No instances of noncompliance required to be reported	1
<p>Finding 1 – The university did not provide adequate internal controls in one specific area</p> <p>The university did not design and monitor internal controls in one specific area. The audit observed a condition in violation of industry-accepted best practices. Inconsistent implementation of internal controls increases the risk of fraud or error. The details of these findings are confidential pursuant to Section 10-7-504(i) <i>Tennessee Code Annotated</i>.</p> <p>Management's Comment – Management concurred with the finding and recommendation. Management responded that appropriate procedures have been implemented to ensure the condition has been remedied, including effective controls for ensuring compliance and assignment of personnel to monitor the processes and mitigate deficiencies should they occur.</p>					
<p><i>Internal Audit Follow-Up: An internal audit follow-up report on these findings will be presented to the Audit Committee at a subsequent meeting.</i></p>					

Tennessee Board of Regents
Audit Committee
May 27, 2015
Review of Comptroller's Office Audit Reports
Financial and Compliance Audits—Findings Reported

Institution	For the Year Ended	Fairness of Financial Statement Presentation	Report on Internal Control	Report on Compliance	Findings
Jackson State Community College	June 30, 2014 and June 30, 2013	Unmodified Opinion	One finding identified as a significant deficiency, but not as a material weakness	No instances of noncompliance required to be reported	1
<p>Finding 1 – The college did not provide adequate internal controls in one specific area</p> <p>The college did not design and monitor internal controls in one specific area. One condition was observed to be in violation of college policies and/or industry-accepted best practices. Inconsistent implementation of internal controls increases the risk of fraudulent activity. The details of these findings are confidential pursuant to Section 10-7-504(i) <i>Tennessee Code Annotated</i>.</p> <p>Management's Comment – Management concurred with the finding and recommendation. Management responded they will modify policies, procedures, and controls to ensure proper internal controls are in place for this specific area. Management also stated the risk assessment will be modified to include this area to be monitored on an on-going basis.</p>					
<p><i>Internal Audit Follow-Up: An internal audit follow-up report on these findings will be presented to the Audit Committee at a subsequent meeting.</i></p>					

Attachment B

Internal Audit Reports and Investigations Issued During the Quarter

Internal Audit Reports for Review with the Committee

ETSU	Department of Art and Design – Procurement and Study Abroad
STCC	Federal Work Study Program
STCC	Tuition Statements

Internal Audit Reports for Informational Purposes

TTU	Equipment
UOM	Lambuth Campus
ChSCC	Athletic Eligibility
CISCC	Workforce Development – Revenue & Expenses
CISCC	Financial Aid – Title IV Consumer Information
PSCC	Disbursements
STCC	Industrial Readiness Grants

Internal Audit Follow-Up Reports for Informational Purposes

NeSCC	Follow-Up to State Audit FYE 2013-2012
WSCC	Follow-Up to State Audit FYE 2013-2012

TCAT Operational Audits for Informational Purposes

Chattanooga	Focused Review of Operations
Crossville	Focused Review of Operations
Livingston	Focused Review of Operations
Nashville	Focused Review of Operations
Shelbyville	Focused Review of Operations

Information Technology for Informational Purposes

APSU	General Controls Review
ETSU	PCI DSS Compliance Readiness
TSU	General Controls Review
CISCC	General Controls Review
RSCC	General Controls Review
TBR	Research and Assessment’s Data Reporting Process

Internal Audit Investigations for Informational Purposes

MTSU	Athletics – Football Office Theft
TTU	Use of Facilities for Personal Business
STCC	Hiring Allegation

Attachment C

**Approved Revised Internal Audit Plans for the
Fiscal Year Ended June 30, 2015**

Austin Peay State University
Internal Audit Plan
Fiscal Year Ended June 30, 2015
Revised as of April 30, 2015

Rank	Type	Area	Audit	Current Year Budget				Budget to Actual			Completion Date Estimated / Actual	Current Status	
				Original	Revised	Change Hours	Change Percentage	Actual Hours	Hours	Percentage			
Required by Athletic Affi	R	AT	OVC Spec Asst/Stud Ath Opp Fund	125	125	0	0%	120	5	4%	August 2014	Completed	
Required by State Aud	F	FM	State Audit Follow-Up	100	100	0	0%	25	75	75%	June 2015	In Progress	
Required by TBR	M	IS	Risk Assessment-Institutional Support	75	75	0	0%	45	30	40%	May 2015	In Progress	
Required by TBR	M	FM	Risk Assessment-Ancillary and Auxillary	75	75	0	0%	45	30	40%	May 2015	In Progress	
Required by TBR	M	IA	Risk Assessment-Instr & Acad Support	75	75	0	0%	45	30	40%	May 2015	In Progress	
Required by IA	R	IS	Quality Assessment Review	25	25	0	0%		25	100%	June 2015	Scheduled	
Required by TBR	R	SS	CCTA Funding Formula-Completion	250	75	(175)	-70%	FN 1	60	15	20%	July 2014	Completed
Required by TBR	R	SS	CCTA Funding Formula-Transfers & Other	150	75	(75)	-50%	FN 2	70	5	7%	May 2015	Completed
Brought forward	S	SS	Higher Education Act Compliance	250	225	(25)	-10%		185	40	18%	June 2015	In Progress
Special Request	S	IA	Study Abroad Programs	250	250	0	0%		250	100%	June 2015	Scheduled	
Investigation	I	IS	Unscheduled Investigations	150	150	0	0%		60	90	60%	May 2015	In Progress
Consulting	C	FM	UBIT and Sales Tax reporting	200	200	0	0%		40	160	80%	May 2015	In Progress
Consulting	C	IS	General Consultation	200	300	100	50%		275	25	8%	June 2015	In Progress
Ongoing	P	FM	Procurement Card-Review	150	150	0	0%		175	(25)	-17%	Ongoing	In Progress
Ongoing	P	FM	Travel Claim Review-Ongoing	300	300	0	0%		325	(25)	-8%	Ongoing	In Progress
1	A	PP	Emergency Preparedness	150	150	0	0%			150	100%	June 2015	Scheduled
			Totals	2525	2350				1470				

Estimate-Hours Available For Audits = 2335 (2 audit staff)

T--Tie

TBD-To Be Determined

Audit Types:	Functional Areas:	Status:
R - Required	AD - Advancement	Scheduled
A - Risk-Based (Assessed)	AT - Athletics	In Progress
S - Special Request	AX - Auxillary	Completed
I - Investigation	FM - Financial Management	Removed
P - Project (Ongoing or Recurring)	IA - Instruction & Academic Support	
M - Management's Risk Assessment	IS - Institutional Support	
C - Consultation	IT - Information Technology	
F - Follow-up Review	PP - Physical Plant	
	RS - Research	
	SS - Student Services	

Footnotes:

¹ Original budget hours included previous year hours

² Overestimated time to complete

East Tennessee State University
Internal Audit Plan
Fiscal Year Ended June 30, 2015
Revised as of April 30, 2015

Rank	Type	Area	Audit	Current Year Budget				Actual Hours	Budget to Actual			Completion Date Estimated / Actual	Current Status
				Original	Revised	Change Hours	Change Percentage		Hours	Percentage			
Required by TBR	R	SS	CCTA Funding Formula-Completion (2013 Data)	100	100	0	0%	35	65	65%	July 2014	Completed	
Required by TBR	R	SS	CCTA Funding Formula-Transfers & Other	200	200	0	0%	18	182	91%	May 2015	In Progress	
Required by State Audit	R	FM	Cash Counts/Inventories	40	40	0	0%		40	100%	June 2015	Scheduled	
Required by CPB	R	FM	WETS-FM	250	250	0	0%	158	92	37%	December 2014	Completed	
Required by Bank	R	IT	NACHA Web Transactions Data Security	125	125	0	0%		125	100%	May 2015	Scheduled	
	F	FM	State Audit Follow-Up	20	0	(20)	-100%	FN 8	0	100%	-	Removed	
	F	IS	Internal Audit Follow-Ups	425	425	0	0%		374	51	12%	Various	In Progress
	M	FM	Risk Assessments	40	40	0	0%		40	100%	May 2015	Scheduled	
Brought forward	I	IA	Investigation 14-02	50	100	50	100%	FN 3	122	(22)	-22%	November 2014	Completed
Brought forward	I	IA	Investigation 14-04	50	50	0	0%		3	47	94%	July 2014	Completed
Brought forward	I	AT	Investigation 14-05	150	250	100	67%	FN 10	223.5	27	11%	November 2014	Completed
	I	IA	Investigation 15-01		15	15	100%		20.5	(6)	-37%	January 2015	Completed
	I	SS	Investigation 15-02		20	20	100%		14.5	6	28%	October 2014	Completed
	I	IS	Investigation 15-03		35	35	100%	FN 6	29.5	6	16%	May 2015	In Progress
	I	PP	Investigation 15-04		40	40	100%	FN 6	32	8	20%	May 2015	In Progress
	I	IA	Investigation 15-05		350	350	100%	FN 12	302.5	48	14%	May 2015	In Progress
	I	IS	Unscheduled Investigations	100	0	(100)	-100%	FN 11	0	100%	-	Removed	
	C	IS	General Consultation	75	75	0	0%		28	47	63%	Ongoing	In Progress
	C	IT	IT Consulting	75	75	0	0%		160.5	(86)	-114%	Ongoing	In Progress
	P	IT	PCI Compliance Scans	250	250	0	0%		250	100%	Ongoing	Scheduled	
	P	IS	Automated Workpapers Project		75	75	100%		41.5	34	45%	Ongoing	In Progress
Special request	S	SS	Student/University Health Billing Practices	250	250	0	0%		201	49	20%	May 2015	In Progress
Special request	S	FM	University Advancement		200	200	100%	FN 2	71	129	65%	June 2015	In Progress
Special request	S	IT	PCI Compliance Readiness Audit		200	200	100%	FN 4	210.5	(11)	-5%	March 2015	Completed
Special request	S	IT	Third Party Server Audit		150	150	100%	FN 5	101	49	33%	May 2015	In Progress
Special request	S	IA	Medical Library		175	175	100%	FN 12	9	166	100%	June 2015	In Progress
Brought forward	A	FM	Travel	250	400	150	60%	FN 7	371.5	29	7%	May 2015	In Progress
Brought forward	A	IS	Natural History Museum		25	25	100%	FN 1	23	2	8%	October 2014	Completed
1T	A	AD	Professional Development	200	0	(200)	-100%	FN 6		0	100%	-	Removed
1T	A	FM	Technology Access Fee	200	200	0	0%		158	42	21%	June 2015	In Progress
1T (IT)	A	IT	Backup & Recovery of OIT Processes & Data	200	0	(200)	-100%	FN 5		0	100%	-	Removed
1T (IT)	A	IT	Incident Readiness & Response	200	200	0	0%		181	19	10%	September 2014	Completed
2	A	AT	NCAA Compliance	300	300	0	0%		106	194	65%	June 2015	In Progress
2 (IT)	A	IT	Web Application Security	150	150	0	0%			150	100%	June 2015	Scheduled
3	A	FM	Contracts & Agreements	250	250	0	0%		9	241	96%	June 2015	In Progress
3 (IT)	A	IT	OIT Policies & Procedures Review	175	175	0	0%		143.5	32	18%	June 2015	In Progress
4T	A	SS	Financial Aid Administration	300	300	0	0%		69	231	77%	June 2015	In Progress
4T	A	PP	Physical Plant	300	0	(300)	-100%	FN 9		0	100%	-	Removed
4T	A	FM	Cash Receipts/Bursar	250	0	(250)	-100%	FN 2		0	100%	-	Removed
			Totals	4975	5490				3216				

Estimate-Hours Available For Audits = 4385 (2 staff auditors and 1 IT auditor for 12 months plus one staff auditor for 9 months)

T--Tie

Audit Types:	Functional Areas:	Status:
R - Required	AD - Advancement	Scheduled
A - Risk-Based (Assessed)	AT - Athletics	In Progress
S - Special Request	AX - Auxiliary	Completed
I - Investigation	FM - Financial Management	Removed
P - Project (Ongoing or Recurring)	IA - Instruction & Academic Support	
M - Management's Risk Assessment	IS - Institutional Support	
C - Consultation	IT - Information Technology	
F - Follow-up Review	PP - Physical Plant	
	RS - Research	
	SS - Student Services	

Footnotes:

- FN 1 - Audit plan due prior to end of fiscal year. Audit not completed by 6/30/14 as anticipated.
- FN 2 - Cash Receipts Audit was removed from the plan due to a University Advancement special request.
- FN 3 - Budget hours were exceeded due to concerns from management that arose during the audit report process resulting in numerous revisions.
- FN 4 - Previous audit, named Network Security, was changed to PCI Compliance Readiness Audit to properly clarify the scope of the audit. This PCI audit was requested by IT management because of the new PCI requirements effective 1/1/15.
- FN 5 - Backup & Recovery of OIT Processes removed due to a Third Party Server audit special request by the ITGC committee due to concerns that arose in the past and the high risk associated with outside vendors.
- FN 6 - Professional Development audit removed due to two investigations.
- FN 7 - Increased travel audit hours due to a change in audit personnel
- FN 8 - Removed since there were no State Audit findings.
- FN 9 - Physical Plant audit was removed due to vacant staff position for approximately 3 months
- FN 10 - Original budget hours were exceeded because of multiple issues that arose during the course of the review.
- FN 11 - Hours budgeted for unscheduled investigations were reallocated to the four new investigations opened in FY2015.
- FN 12 - The Medicial Library special request audit and one investigation was added since the January 31, 2015 audit plan revision. No schedule audits were available to remove.

**Middle Tennessee State University
Internal Audit Plan
Fiscal Year Ended June 30, 2015
Revised as of April 30, 2015**

Rank	Type	Area	Audit	Current Year Budget				Budget to Actual			Completion Date Estimated / Actual	Current Status	
				Original	Revised	Change Hours	Change Percentage	Actual Hours	Hours	Percentage			
Requested by Management	R	FM	Cash Counts	50	250	200	400%	(5)(6)	225	25	10%	June 2015	In Progress
Requested by Management	R	FM	Year-End Inventory Observations	200	190	(10)	-5%		190	0	0%	August 20, 2014	Completed
Brought Forward, Required by TBR	R	SS	Funding Formula-Completion 2013 Data	0	13	13	0%	(1)	13	0	0%	July 24, 2014	Completed
Brought Forward, Required by TBR	R	SS	Funding Formula-Transfers & Others	200	200	0	0%		94	106	53%	May 2015	In Progress
Required by TBR	M	IS	Risk Assessment	50	50	0	0%		7	43	86%	May 2015	In Progress
	F	IS	State Audit Follow-Up or Assistance	50	50	0	0%		7	43	86%	June 2015	In Progress
Project Added	P	IS	Project Electronic Work Papers	0	250	250	0%	(5)	139	111	44%	June 2015	In Progress
Required by NCAA	R	AT	Football Attendance Fall 2014	250	237	(13)	-5%	(9)	237	0	0%	February 9, 2015	Completed
Management	P	FM	Special Reviews (Cash Shortage Reviews)	50	50	0	0%		0	50	100%	June 2015	Scheduled
Consulting	C	FM	Assisting with President's Expense Audit	50	50	0	0%		30	20	40%	June 2015	In Progress
Consulting	C	IS	General Consultation	150	100	(50)	-33%	(5)(10)	55	45	45%	June 2015	In Progress
Consulting	C	IS	Consulting: Blue Print Solutions	0	200	200	0%	(2)	190	10	5%	June 2015	In Progress
Consulting	C	IA	Consulting: Tucker Theatre	0	220	220	0%	(5)(7)	190	30	14%	June 2015	In Progress
Follow-up	F	IS	Follow-up of Prior Recommendations	100	45	(55)	-55%		0	45	100%	June 2015	In Progress
Brought Forward, Follow-up	F	IT	Follow-up: Classroom Technology	0	7	7	0%		7	0	0%	August 6, 2014	Completed
Follow-up	F	IA	Follow-up: Dance Program	0	293	293	0%	(5)	293	0	0%	March 30, 2015	Completed
Brought forward	I	SS	Investigation 14-02	150	250	100	67%	(10)(11)	199	51	20%	June 2015	In Progress
Brought forward	I	SS	Investigation 12-04	0	60	60	0%	(1)	14	46	77%	June 2015	In Progress
Brought forward	I	IA	Investigation 13-01	0	60	60	0%	(1)	11	49	82%	June 2015	In Progress
Brought forward	I	IS	Investigation 13-03	0	48	48	0%	(1)	48	0	0%	February 27, 2015	Completed
Brought forward	I	PP	Investigation 13-04	0	60	60	0%	(1)	9	51	85%	June 2015	In Progress
Special Request	I	IS	Unscheduled Investigations	500	0	(500)	-100%	(1)	0	0	0%	n/a	Removed (1)
Investigation	I	IS	Investigation 15-01	0	150	150	0%	(1)(5)	84	66	44%	June 2015	In Progress
Investigation	I	IS	Investigation 15-02	0	150	150	0%	(1)(5)	101	49	33%	June 2015	In Progress
Investigation	I	AT	Investigation 15-03	0	30	30	0%	(9)	30	0	0%	March 31, 2015	Completed
Investigation	I	IA	Investigation 15-04	0	75	75	0%	(9)	9	66	88%	June 2015	In Progress
Investigation	I	IA	Investigation 15-05	0	32	32	0%	(9)	0	32	100%	June 2015	In Progress
Brought forward, Special Request	S	IA	Pcard Departmental Review	0	30	30	0%	(3)	16	14	47%	June 2015	In Progress
Special Request	S	IS	Assisting a Dept. with Caller Complaint	0	40	40	0%	(4)	40	0	0%	October 31, 2014	Completed
Special Request	S	RS	Confucius Institute	0	200	200	0%	(8)	80	120	60%	June 2015	In Progress
1	A	FM	Rental Property Management	250	580	330	132%	(12)	465	115	20%	June 2015	In Progress
2	A	FM	Food Service Commissions	250	0	(250)	-100%	(5)	0	0	0%	n/a	Removed (5)
3T	A	AT	Athletic Concessions Revenue	250	0	(250)	-100%	(5)	0	0	0%	n/a	Removed (5)
3T	A	FM	Blue Print Solutions	200	0	(200)	-100%	(2)	0	0	0%	n/a	Removed (2)
4T	A	RS	Research Sponsored Programs	250	0	(250)	-100%	(5)	0	0	0%	n/a	Removed (5)
4T	A	AT	Athletic Camps and Clinics	250	0	(250)	-100%	(5)	0	0	0%	n/a	Removed (5)
5T	A	AD	Foundation	250	0	(250)	-100%	(5)	0	0	0%	n/a	Removed (5)
5T	A	AD	Development	250	0	(250)	-100%	(5)	0	0	0%	n/a	Removed (5)
6T	A	AT	Athletics (Eligibility)	220	0	(220)	-100%	(5)	0	0	0%	n/a	Removed (5)
Totals				3970	3970				2783				

Estimated Hours Available For Audits = 3,860 which excludes 1,200 contract audit hours. (4 audit staff) Don't expect to use all the 1,200 contract audit hours.

T--Tie

TBD-To Be Determined

Audit Types:	Functional Areas:	Status:
R - Required	AD - Advancement	Scheduled
A - Risk-Based (Assessed)	AT - Athletics	In Progress
S - Special Request	AX - Auxiliary	Completed
I - Investigation	FM - Financial Management	Removed
P - Project (Ongoing or Recurring)	IA - Instruction & Academic Support	
M - Management's Risk Assessment	IS - Institutional Support	
C - Consultation	IT - Information Technology	
F - Follow-up Review	PP - Physical Plant	
	RS - Research	
	SS - Student Services	

Footnotes:

- (1) Audit hours were reallocated from unscheduled investigations to the 5 audit projects that were brought forward from FY2014 and for new investigations started in FY2015.
- (2) Audit project canceled since providing consulting for new cash receipting system the department is implementing. Project brought forward from FY 2014.
- (3) Special request from management to assist with Pcard Departmental Review that was brought forward from FY 2014.
- (4) Assisted another department with complaints received from phone call. The caller kept contacting the audit department.
- (5) Planned project canceled to allocate the audit hours to another project that was requested by management or taking additional audit hours.
- (6) There were not enough hours included in the original budget to perform surprise counts at each location and for FY 2015 counts.
- (7) Assisted department with procedures for cash receipting and recording of expenses for a new computerized ticketing system.
- (8) Requested by management and the funding agency. Audit hours increased to complete planned work.
- (9) Investigation added and audit hours reallocated from time not used for completed and/or canceled projects.
- (10) Audit hours reduced to reallocated hours to investigation requiring additional time.
- (11) Project requiring more time to complete due to disorder of records.
- (12) Project requiring more time to complete due to changes in personnel and volume of detailed documentation.

**Tennessee State University
Internal Audit Plan
Fiscal Year Ended June 30, 2015
Revised as of April 30, 2015**

Rank	Type	Area	Audit	Current Year Budget				Actual Hours	Budget to Actual		Completion Date Estimated / Actual	Current Status
				Original	Revised	Change Hours	Change Percentage		Hours	Percentage		
Required by Athletic Affiliate	R	AT	NCAA Student Assistance Fund	125	125	0	0%	125	0	0%	September 2014	Completed
Required by State Audit	F	IT	State Audit Follow-Up 2014	175	175	0	0%	30	145	83%	July 2015	
	M	SS	Risk Assessment-Student Services	50	50	0	0%	20	30	60%	May 2015	In Progress
	M	PP	Risk Assessment-Physical Plant	50	50	0	0%	20	30	60%	May 2015	In Progress
	M	RS	Risk Assessment-Research	50	50	0	0%	20	30	60%	May 2015	In Progress
	P	IS	Quality Assessment Review	25	25	0	0%	25	0	0%	February 2015	Completed
Brought forward	I	IS	Investigation 14-02	100	100	0	0%	45	55	55%	March 2015	In Progress
	I	IS	Investigation 15-01	100	100	0	0%	85	15	15%	November 2014	Completed
	I	SS	Investigation 15-02	100	100	0	0%	90	10	10%	November 2014	Completed
	I	IA	Investigation 15-03	220	250	30	14%	245	5	2%	March 2015	In Progress
	I	IS	Investigation 15-04	20	20	0	0%	20	0	0%	January 2015	Completed
			Investigation 15-05	0	100	100	N/A	50	50	50%	July 2015	In Progress
	I	SS	Investigation 15-06	0	400	400	N/A	280	120	30%	May 2015	In Progress
	P	FM	Cash Counts	10	10	0	0%	10	0	0%	June 2015	Completed
	I	FM	Unscheduled Investigations	50	5	(45)	-90%	5	0	0%	June 2015	
	C	FM	Consultation-Conflict of Interest	100	100	0	0%	80	20	20%	June 2015	In Progress
	C	IA	General Consultation	300	275	(25)	-8%	275	0	0%	June 2015	
Required by TBR	R	SS	CCTA Funding Formula-Completion	225	225	0	0%	215	10	4%	July 2014	Completed
Required by TBR	R	SS	CCTA Funding Formula-Transfers & Other	250	250	0	0%	240	10	4%	May 2015	Completed
1	A	IS	Evidence Room	200	125	(75)	-38%	25	100	80%	June 2015	
2	A	IT	Disaster Recovery	225	0	(225)	N/A	0	0	N/A	June 2015	Removed
3	A	FM	Payroll	200	100	(100)	-50%	0	100	100%	May 2015	
4	A	SS	Financial Aid	0	100	100	N/A	FN 1	25	75%	April 2015	
Brought forward	R	IS	Human Resources	75	75	0	0%	35	40	53%	June 2015	In Progress
Brought forward	F	IT	State Audit Follow-Up FY 2013	25	25	0	0%	17	8	32%	July 2014	Completed
	C	RS	Consultation - Research	0	50	50	N/A	20	30	60%	April 2015	Completed
			Totals	2675	2885			2002				

Estimate-Hours Available For Audits = 2720 (2 audit staff)

T--Tie

TBD-To Be Determined

Audit Types:

R - Required
A - Risk-Based (Assessed)
S - Special Request
I - Investigation
P - Project (Ongoing or Recurring)
M - Management's Risk Assessment
C - Consultation
F - Follow-up Review

Functional Areas:

AD - Advancement
AT - Athletics
AX - Auxiliary
FM - Financial Management
IA - Instruction & Academic Support
IS - Institutional Support
IT - Information Technology
PP - Physical Plant
RS - Research
SS - Student Services

Status:

Scheduled
In Progress
Completed
Removed

Footnotes:

(1) Based upon two most recent State Audits, and other assessed risks, certain aspects of Financial Aid (Return to Title IV, Work-Study, and others) were increased in our risk assessment. We plan to reduce the planned scope of our Payroll procedures, if necessary.

**Tennessee Tech University
Internal Audit Plan
Fiscal Year Ended June 30, 2015
Revised as of April 30, 2015**

Rank	Type	Area	Audit	Current Year Budget				Actual Hours	Budget to Actual		Completion Date Estimated / Actual	Current Status	
				Original	Revised	Change Hours	Change Percentage		Hours	Percentage			
Required	R	FM	President's Expenses	200	200	0	0%	243.5	(44)	-22%	October 2014	Completed	
Required	R	SS	CCTA Funding Formula-Completion (2013 Data)	120	120	0	0%	102.5	18	15%	July 2014	Completed	
Required	R	SS	CCTA Funding Formula-Transfers & Other	120	95	(25)	-21%	FN 4	62	33	35%	May 2015	In Progress
Required	F	FM	State Audit Follow-Up	60	60	0	0%	FN 4	75	(15)	-25%	December 2014	Completed
Required	M	RS	Risk Assessment-Research	25	25	0	0%		15	10	40%	May 2015	In Progress
Required	M	SS	Risk Assessment-Student Services	25	25	0	0%		30	(5)	-20%	May 2015	In Progress
Required	M	IS	Risk Assessment-Institutional Support	35	35	0	0%		15	20	57%	May 2015	In Progress
Required	M	IS	Risk Assessment-Enterprise-wide	35	35	0	0%		11	24	69%	May 2015	In Progress
Required	R	IS	Follow-Up to Internal Audits	50	50	0	0%		40	10	20%	TBD	In Progress
Required	I	IS	Unscheduled Investigations	200	65	(135)	-68%	FN 5	0	65	100%	TBD	Scheduled
Required	I	IS	Investigation 15-01	0	5	5	100%	FN 5	5	0	0%	October 2014	Completed
Required	I	IS	Investigation 15-02	0	8.5	9	100%	FN 5	8.5	0	0%	November 2014	Completed
Required	I	IS	Investigation 15-03	0	1.5	2	100%	FN 5	1.5	0	0%	December 2014	Completed
Required	I	IA	Investigation 15-04	0	45	45	100%	FN 5	45	0	0%	April 2015	Completed
Required	I	IT	Investigation 15-05 & 15-06	0	60	60	100%	FN 5	39	21	35%	June 2015	In Progress
Required	I	IT	Investigation 15-07	0	10	10	100%	FN 5	10	0	0%	April 2015	Completed
Required	I	IT	Investigation 15-08	0	5	5	100%	FN 5	5	0	0%	April 2015	Completed
Required	C	IS	General Consultation	50	25	(25)	-50%	FN 11	8	17	68%	TBD	In Progress
Mgmt Req	C	IA	Nursing Consultation	0	60	60	100%	FN 11	8	52	87%	June 2015	In Progress
Brought Forward	A	FM	Equipment	150	360	210	140%	FN 2	360	0	0%	April 2015	Completed
Brought Forward	A	IT	Payment Card Industry	100	100	0	0%	FN 4	40	60	60%	June 2015	In Progress
Required	R	FM	Inventory Observations	75	90	15	20%	FN 3	51	39	43%	August 2014	Completed
Required	R	AT	Student Assistance Funds	75	75	0	0%		73	2	3%	August 2014	Completed
Mgmt Req	P	FM	Procard Reviews	350	710	360	103%	FN 8	687	23	3%	June 2015	In Progress
Mgmt Req	P	RS	Sponsored Program Review	180	300	120	67%	FN 8	41	259	86%	June 2015	In Progress
	P	IS	Electronic Work Papers	0	120	120	100%	FN 6	103	17	14%	June 2015	In Progress
1	A	IS	Minors on Campus	0	250	250	100%	FN 1, 4	71	179	72%	July 2015	In Progress
2	A	FM	Accounts Receivable	250	440	190	76%	FN 2, 4	413	27	6%	May 2015	In Progress
3	A	FM	Receipts	250	0	(250)	-100%	FN 4, 10	0	0		No longer scheduled	Removed
3T, 10	A	FM	Procard	150	0	(150)	-100%	FN 7	0	0		No longer scheduled	Removed
Required	M	AD	Risk Assessment-Advancement	25	0	(25)	-100%	FN 9	0	0		No longer scheduled	Removed
			Totals	2525	3375			2563					

Estimate-Hours Available For Audits = 3040 (2 audit staff and part of Administrative Associate's time) - see note 8

T--Tie

TBD--To Be Determined

Audit Types:	Functional Areas:	Status:
R - Required	AD - Advancement	Scheduled
A - Risk-Based (Assessed)	AT - Athletics	In Progress
S - Special Request	AX - Auxiliary	Completed
I - Investigation	FM - Financial Management	Removed
P - Project (Ongoing or Recurring)	IA - Instruction & Academic Support	
M - Management's Risk Assessment	IS - Institutional Support	
C - Consultation	IT - Information Technology	
F - Follow-up Review	PP - Physical Plant	
	RS - Research	
	SS - Student Services	

Footnotes:

- 1 Minors on Campus audit was added to the universe at the President's request and ranked #1 after the risk analysis revision.
- 2 The Equipment and A/R audits have required significantly more time. They are significantly more complicated than in years past, requiring much more testwork.
- 3 Many of the Inventory Observation hours will be spent in June 2015 working toward the Inventory Observations audit that will be published in August 2016.
- 4 The anticipated completion date has changed.
- 5 As investigations surface, the hours spent on specific investigations reduce the unscheduled investigations budgeted hours and are added to the specific investigation.
- 6 Served on team to evaluate automated work papers for TBR auditors group. It was an estimated budget number; the actual time spent was less due to other priorities.
- 7 Risk analysis revision (due to marked increase in number and depth of reviews) moved Procard Audit from #3T to #10.
- 8 Adm. Ass has been able to spend less time on administrative duties than anticipated, allowing more time for Procard and other needed reviews and adding to our available audit hours-up to 3040 from 2490.
- 9 This area's ERM was rescheduled to 2015-16 because of actual and anticipated key personnel changes.
- 10 This area was removed because increases in equipment, accounts receivable, and other audits' hours left us without sufficient time to complete the audit in 2014-15.
- 11 A general Nursing consultation has evolved into a more significant project, and it appears that general consulting overall will not consume the hours originally budgeted.

University of Memphis
Internal Audit Plan
Fiscal Year Ended June 30, 2015
Revised as of 04/30/2015

Rank	Type	Area	Audit	Current Year Budget				Budget to Actual			Completion Date Estimated / Actual	Current Status	
				Original	Revised	Change Hours	Change Percentage	Actual Hours	Hours	Percentage			
1T	A	AD	Risk Assessment-Review of Internal Controls-Risk Footprints-Advancement	350	125	(225)	-64%	FN 4	124	1	1%	October 2014	Completed
1T	A	IT	Risk Assessment-Review of Internal Controls-Risk Footprints-Information Technology	350	0	(350)	-100%	FN 10		0		May 2015	Canceled
1T	A	RS	Risk Assessment-Review of Internal Controls-Risk Footprints-Research	400	185	(215)	-54%	FN 4	182	3	2%	January 2015	Completed
2	A	AX	Hotel Conference Center-Management Contract (Holiday Inn & Fogelman)	300	300	0	0%		260	40	13%	January 2015	Completed
3T	A	FM	Data Analytics-Payroll & Accounts Payable (Continuous)	350	350	0	0%	FN 11	215	135	39%	June 2015	In Progress
3T	A	FM	Fixed Assets (Continuous)	330	330	0	0%		286	44	13%	June 2015	In Progress
3T	A	FM	Procurement Cards (Continuous)	350	350	0	0%		288	62	18%	June 2015	In Progress
4T	A	FM	International Travel	200	120	(80)	-40%	FN 4	115	5	4%	October 2014	Completed
4T	A	FM	Lambuth Campus	250	250	0	0%	FN 7	272	(22)	-9%	March 2015	Completed
5	A	IT	Information Technology-Data Security-Mobile Devices (Laptop Encryption, etc)	300	0	(300)	-100%	FN 6		0			Canceled
6	A	IT	Information Technology-PCI Compliance (Credit Card Processing)	250	0	(250)	-100%	FN 6		0			Canceled
7	A	SS	Study Abroad Program & International Area	350	350	0	0%		356	(6)	-2%	May 2015	In Progress
8	A	AT	Athletics Ticket Distribution - Compliance with TBR and UOM Policies	150	250	100	67%	FN 12	110	192	77%	June 2015	In Progress
	S	RS	Confucius Institute	0	120	120	100%	FN 9	96	24	20%	July 2015	In Progress
	C	IT	Network Security Port Controls	0	120	120	100%	FN 8	86	34	28%	January 2015	Completed
	S	FM	Government Relations	0	120	120	100%	FN 8	80	40	33%	December 2014	Completed
	F	IT	Follow-up State IT Audit	0	250	250	100%	FN 5	190	60	24%	May 2015	In Progress
	C	IS	General Consultation (includes attorney client projects)	200	400	200	100%	FN 1	241	159	40%		In Progress
	C	IT	General Consultation - IT	100	500	400	400%	FN 2	517	(17)	-3%		In Progress
	F	FM	Follow-up FY14 Audits	100	130	30	30%		115	15	12%	June 2015	In Progress
	F	FM	Follow-up State Audit Findings FY13	100	100	0	0%		108	(8)	-8%	July 2014	Completed
	M	FM	Risk Assessment-Financial Management	80	80	0	0%		55	25	31%	May 2015	In Progress
	P	FM	W2 Process-Returned Addresses (Mang Request)	80	80	0	0%		65	15	19%	June 2015	In Progress
	R	FM	Inventory Observation for State Auditors (Mang Request)	80	80	0	0%		38	42	53%	June 2015	In Progress
	R	FM	Cash Counts for State Auditors (Mang Request)	0	120	120	100%	FN 3	92	28	23%	June 2015	In Progress
	R	IT	Information Technology-ACH (Bank Contract)-NACHA	80	80	0	0%		52	28	35%	June 2015	In Progress
	R	SS	CCTA Funding Formula-Part 3	150	150	0	0%		122	28	19%	May 2015	In Progress
	I	IS	Unscheduled Investigations	400	400	0	0%		369	31	8%		
	I	PP	15-001	0	20	20	100%		16	4	20%	Sept 2014	Completed
	I	PP	15-002	0	5	5	100%		5	0	0%	Sept 2014	Referred
	I	IA	15-003	0	45	45	100%		40	5	11%	Nov 2014	Completed
	I	IS	15-004	0	5	5	100%		5	0	0%	Sept 2014	Referred
	I	IA	15-005	0	100	100	100%		86	14	14%	March 2015	Completed
	I	IA	15-006	0	5	5	100%		13	(8)	-160%	December 2014	Referred
	I	IA	15-007	0	120	120	100%		122	(2)	-2%	April 2015	Completed
	I	IS	15-008	0	35	35	100%		28	7	20%	June 2015	In Progress
	I	PP	15-009	0	60	60	100%		54	6	10%	June 2015	In Progress
			Totals	5,300	5,340				4,434				

Estimate-Hours Available For Audits = 5,320 (4 audit staff)(The Audit Plan is being evaluated by Management and adjustments will be made later in the fiscal year)

T-Tie

NOTE: UOM was transitioning to a new President when the FY2015 audit plan was prepared - Subject to Revision During the Fiscal Year

Footnotes:

- [1] Additional hours added to consultation per Management request.
- [2] Additional hours added to IT consultation per Management request to provide assistance with State IT audit.
- [3] Cash count process added per Management request to assist State Auditors.
- [4] Audit actual hours were lower than estimated. Hours allocated to other audits and projects requested by Management.
- [5] Additional hours per Management request for follow-up to State IT audit.
- [6] Audit canceled. Per Management request IT hours allocated to follow-up with State IT audit. These IT areas were partially covered by the state IT audit.
- [7] Scope expanded to include additional areas per Management request.
- [8] Special request from Management.
- [9] Special request from Management due to audit request from outside funding source. Moved to Legal. IA will provide assistance.
- [10] All areas on the UOM IT risk assessment were audited by the State IT Audit group. (very broad & comprehensive IT audit by State IT audit group) UOM Management agreed & hours reallocated to other audits & projects.
- [11] Hours reallocated to other audits and projects per Management request.
- [12] Scope expanded to include other ticket office areas. Change in management.

Audit Types:

- R - Required
- A - Risk-Based (Assessed)
- S - Special Request
- I - Investigation
- P - Project (Ongoing or Recurring)
- M - Management's Risk Assessment
- C - Consultation
- F - Follow-up Review

Functional Areas:

- AD - Advancement
- AT - Athletics
- AX - Auxiliary
- FM - Financial Management
- IA - Instruction & Academic Support
- IS - Institutional Support
- IT - Information Technology
- PP - Physical Plant
- RS - Research
- SS - Student Services

Status:

- Scheduled
- In Progress
- Completed
- Removed
- Canceled

Chattanooga State Community College
Internal Audit Plan
Fiscal Year Ended June 30, 2015
Revised as of April 30, 2015

Rank	Type	Area	Audit	Current Year Budget				Actual Hours	Budget to Actual			Completion Date Estimated / Actual	Current Status
				Original	Revised	Change Hours	Change Percentage		Hours	Percentage			
Required by TBR	F	FM	State Audit Follow-Up	30	30	0	0%	1	29	97%	June 2015	Scheduled	
Required by TBR	R	SS	CCTA Funding Formula-Completion	40	40	0	0%	40	0	0%	July 2014	Completed	
Required by TBR	R	SS	CCTA Funding Formula-Transfers & Other	125	125	0	0%	41	84	67%	May 8, 2015	Scheduled	
Required by TBR	M	SS	Risk Assessment-Student Services	40	40	0	0%	2	38	95%	May 2015	Scheduled	
Special Request	P	IS	Special Project - Electronic Workpapers	50	50	0	0%	50	0	0%	December 2014	Completed	
Special Request	P	IS	Special Project - Audit Software	100	140	40	40%	FN1	115	25	18%	June 2015	In Progress
Special Request	S	IS	Volkswagon Academy	160	160	0	0%	36	124	78%	June 2015	In Progress	
	R	FM	Year End Cash Counts and Inv FYE 2014	8	8	0	0%	7	1	13%	July 2014	Completed	
	R	FM	Year End Cash Counts and Inv FYE 2015	22	22	0	0%	0	22	100%	June 2015	Scheduled	
	I	IS	Unscheduled Investigations	160	160	0	0%	100	60	38%	TBD	In Progress	
	C	IS	General Consultation	80	120	40	50%	FN2	79	41	34%	June 2015	In Progress
	F	IS	Follow-up Reviews	100	100	0	0%	33	67	67%	TBD	In Progress	
Management Request	S	PP	Police Department Compliant Review	80	80	0	0%	79	1	1%	December 2014	Completed	
Management Request	S	IT	NACHA Security Audit	0	0	0	0%	0	0	0%	March 2015	Removed	
Management Request	C	IA	Continuing Education Business Processes - Staffing, Fees, Class Development	120	120	0	0%	145	(25)	-21%	August 2014	Completed	
Brought forward	A	AT	Athletic Eligibility	85	85	0	0%	85	0	0%	December 2014	Completed	
Brought forward	A	AT	Athletic Financial Aid	15	15	0	0%	25	(10)	-67%	September 2014	Completed	
Brought forward	A	IT	IT Disaster Recovery Plan Audit	20	20	0	0%	20	0	0%	July 2014	Completed	
1	A	IS	Human Resources	0	0	0	0%	0	0	0%	June 2015	Removed	
2T	A	FM	Accounts Receivable	120	0	(120)	-100%	FN3	0	-100%	August 2015	Removed	
2T	A	FM	Payroll	100	0	(100)	-100%	FN3	0	-100%	June 2015	Removed	
3T	A	PP	Mail Services	80	80	0	0%	75	5	6%	October 2014	Completed	
3T	A	PP	Shipping and Receiving	60	60	0	0%	60	0	0%	December 2014	Completed	
3T	A	FM	Bank Reconciliations	90	150	60	67%	FN4	115	35	23%	Draft - May 7, 2015	In Progress
			Totals	1685	1605				1108				

Estimate-Hours Available For Audits = 1605 (1 audit staff + .5 audit staff. Staff position vacant from September 1, 2014 - January 5, 2015 and June 1 - June 30, 2015)

T--Tie

TBD--To Be Determined

Audit Types:

R - Required
A - Risk-Based (Assessed)
S - Special Request
I - Investigation
P - Project (Ongoing or Recurring)
M - Management's Risk Assessment
C - Consultation
F - Follow-up Review

Functional Areas:

AD - Advancement
AT - Athletics
AX - Auxiliary
FM - Financial Management
IA - Instruction & Academic Support
IS - Institutional Support
IT - Information Technology
PP - Physical Plant
RS - Research
SS - Student Services

Status:

Scheduled
In Progress
Completed
Removed

Footnotes:

- (1) Additional hours needed to learn software.
- (2) Hours added for increase in Consultation requests due to changes on campus.
- (3) Project Removed due to loss of staff and other project needs..
- (4) Hours added for new staff auditor.

Cleveland State Community College
Internal Audit Plan
Fiscal Year Ended June 30, 2015
Revised as of April 30 2015

Rank	Type	Area	Audit	Current Year Budget				Budget to Actual			Completion Date Estimated / Actual	Current Status
				Original	Revised	Change Hours	Change Percentage	Actual Hours	Hours	Percentage		
	F	SS	Audit Follow-Up	30	30	0	0%	25	5	17%	July 2014	Completed
	M	SS	Risk Assessment-Student Services	45	45	0	0%	8	37	82%	May 2015	In Progress
	M	IS	TCAT Risk Assessment-Enterprise-wide	30	30	0	0%	20	10	33%	February 2015	Completed
	P	IS	Quality Assessment Review	25	25	0	0%		25	100%	August 2014	Scheduled
	I	IS	Unscheduled Investigations	25	25	0	0%		25	100%	TBD	Scheduled
Special Request	S	SS	Title IV Compliance	200	200	0	0%	225	(25)	-13%	November 2014	Completed
	C	IS	General Consultation	50	50	0	0%	60	(10)	-20%	June 2015	Scheduled
Required by TBR	R	SS	CCTA Funding Formula-Completion	200	200	0	0%	150	50	25%	July 2014	Completed
Required by TBR	R	SS	CCTA Funding Formula-Transfers & Other	200	200	0	0%	50	150	75%	December 2014	In Progress
Required by 1st TN Ba	R	IS	Nacha Audit	125	125	0	0%		125	100%	May 2015	Scheduled
1T	A	FM	Cash Counts	100	0	(100)	-100%		0	0%	(1) October 2014	Removed
1T	A	FM	Maintenance/Tuition and Related Fees	175	0	(175)	-100%		0	0%	(2) September 2014	Removed
Special Request	S	IA	OneSource (Workforce Development)	0	125	125		125	0	0%	(2) February 2015	Completed
Special Project	P	IS	Special Project Audit Software	0	75			60			(3) June 2015	In Progress
			Totals	1205	1130			723				

Estimate-Hours Available For Audits = 1140(1 audit staff)

T--Tie

TBD-To Be Determined

Audit Types:

R - Required

A - Risk-Based (Assessed)

S - Special Request

I - Investigation

P - Project (Ongoing or Recurring)

M - Management's Risk Assessment

C - Consultation

F - Follow-up Review

Functional Areas:

AD - Advancement

AT - Athletics

AX - Auxiliary

FM - Financial Management

IA - Instruction & Academic Support

IS - Institutional Support

IT - Information Technology

PP - Physical Plant

RS - Research

SS - Student Services

Status:

Scheduled

In Progress

Completed

Removed

Footnotes:

(1) Significant increase in Administrative time because of office relocation, which resulted in a decrease in available audit time for the year.

(2) Due to Special request by President one audit added and one audit removed

(3) Automated workpapers implementation

Columbia State Community College
Internal Audit Plan
Fiscal Year Ended June 30, 2015
Revised as of April 30, 2015

Rank	Type	Area	Audit	Current Year Budget				Actual Hours	Budget to Actual		Completion Date Estimated / Actual	Current Status	
				Original	Revised	Change Hours	Change Percentage		Hours	Percentage			
Brought Forward, Required by TBR	R	SS	CCTA Funding Formula-Completion	0	69	69	100%	(1)	69	0	0%	July 30, 2014	Completed
Required by Law	R	FM	CoSCC President Expenses FYE 6/30/14	170	218	48	28%	(2)	218	0	0%	October 28, 2014	Completed
Required by TBR	R	SS	CCTA Funding Formula-Other Data	150	160	10	7%	(3)	100	60	38%	May 2015	In Progress
Brought Forward	M	IS	CoSCC Risk Assessment FY2014	0	14	14	100%	(1)	14	0	0%	July 17, 2014	Completed
	M	IS	CoSCC Risk Assessment FY2015	40	50	10	25%	(3)	0	50	100%	May 2015	Scheduled
	M	IS	Hohenwald Risk Assessment	30	18	(12)	-40%	(3)	18	0	0%	February 10, 2015	Completed
	M	IS	Pulaski Risk Assessment	30	21	(9)	-30%	(3)	21	0	0%	February 9, 2015	Completed
	C	IS	General Consultation	180	50	(130)	-72%	(1)(2)(3)	8	42	84%	June 2015	In Progress
			Totals	600	600				448				

Estimate-Hours Available For Audits = 600. MTSU Audit & Consulting Services is on contract for 600 hours of audit services as needed and/or requested.

On May 1, 2015, a Director of Internal Audit began work at CoSCC.

Audit Types:	Functional Areas:	Status:
R - Required	AD - Advancement	Scheduled
A - Risk-Based (Assessed)	AT - Athletics	In Progress
S - Special Request	AX - Auxiliary	Completed
I - Investigation	FM - Financial Management	Removed
P - Project (Ongoing or Recurring)	IA - Instruction & Academic Support	
M - Management's Risk Assessment	IS - Institutional Support	
C - Consultation	IT - Information Technology	
F - Follow-up Review	PP - Physical Plant	
	RS - Research	
	SS - Student Services	

Footnotes:

- (1) Audit hours were reallocated from general consultation to the 2 audit projects that were brought forward from FY2014.
- (2) Audit hours were reallocated from general consultation to president expense. Additional time needed due to connectivity issues accessing the systems at CoSCC from MTSU.
- (3) Audit hours not used for TCAT risk assessment were reallocated to projects in progress (Funding Formula-Other Data and General Consultation) or scheduled (Risk Assessment).

Dyersburg State Community College
Internal Audit Plan
Fiscal Year Ended June 30, 2015
Revised as of April 30, 2015

Rank	Type	Area	Audit	Current Year Budget				Budget to Actual			Completion Date Estimated / Actual	Current Status
				Original	Revised	Change Hours	Change Percentage	Actual Hours	Hours	Percentage		
Brought forward	I	IA	DSCC-NV1303-FU - Nursing Donation-03052013	20	20	0	0%	19	1	5%	March 2015	Completed
Required by TBR	R	SS	DSCC-IAR-CCTA Funding Formula-Transfers & Other-04012015	150	150	0	0%	85.5	65	43%	May 2015	In Progress
Special Request	S	IA	DSCC - IAR-Faculty Sick Leave-04302015	50	50	0	0%		50	100%	May 2015	Scheduled
Required by TBR	M	PP	DSCC-RA-Risk Assessment-Physical Plant-05312015	62.5	47.75	(15)	-24%	26.5	21	45%	May 2015	In Progress
Required by TBR	M	AD	DSCC-RA-Risk Assessment-Institutional Advancement-05312015	70	53	(17)	-24%	19	34	64%	May 2015	In Progress
Required by TBR	M	IA	DSCC-RA-Risk Assessment-Instruction & Academic Support-05312015	75	58	(17)	-23%	24.5	34	58%	May 2015	In Progress
	I	IS	Unscheduled Investigations	35	35	0	0%	31	4	11%	June 2015	In Progress
	C	IS	General Consultation	35	35	0	0%	46.5	(12)	-33%	June 2015	In Progress
Special Request	S	PP	DSCC-IAR-Building Security/Key Control-06302015	50	50	0	0%		50	100%	June 2015	Scheduled
Required by TBR	R	FM	Year-end Bank Confirmations	30	30	0	0%		30	100%	June 2015	Scheduled
			Totals	577.5	528.75			252				

Estimate-Hours Available For Audits = 528.75

T--Tie

TBD-To Be Determined

Audit Types:

R - Required

A - Risk-Based (Assessed)

S - Special Request

I - Investigation

P - Project (Ongoing or Recurring)

M - Management's Risk Assessment

C - Consultation

F - Follow-up Review

Functional Areas:

AD - Advancement

AT - Athletics

AX - Auxiliary

FM - Financial Management

IA - Instruction & Academic Support

IS - Institutional Support

IT - Information Technology

PP - Physical Plant

RS - Research

SS - Student Services

Status:

Scheduled

In Progress

Completed

Removed

Footnotes:

Jackson State Community College
Internal Audit Plan
Fiscal Year Ended June 30, 2015
Revised as of April 30, 2015

Rank	Type	Area	Audit	Current Year Budget				Budget to Actual			Completion Date Estimated / Actual	Current Status	
				Original	Revised	Change Hours	Change Percentage	Actual Hours	Hours	Percentag e			
Required by TBR	R	SS	CCTA Funding Formula - Completion (2013 Data)	150	100	0	0%	FN 1	99	1	1%	July 2014	Completed
Required by TBR	R	SS	CCTA Funding Formula - Transfers and Other	150	150	0	0%		16	134	89%	December 2014	In Progress
Required by TBR	M	PP	JSCC Risk Assessment - Physical Plant	80	80	0	0%			80	100%	May 2015	
Required by TBR	M	IS	TCAT Risk Assessment - Covington	25	25	0	0%		2	23	92%	February 2015	Completed
Required by TBR	M	IS	TCAT Risk Assessment - Crump	25	25	0	0%		2	23	92%	February 2015	Completed
Required by TBR	M	IS	TCAT Risk Assessment - Jackson	25	25	0	0%		2	23	92%	February 2015	Completed
Required by TBR	M	IS	TCAT Risk Assessment - McKenzie	25	25	0	0%		2	23	92%	February 2015	Completed
Required by TBR	M	IS	TCAT Risk Assessment - Newbern	25	25	0	0%		2	23	92%	February 2015	Completed
Required by TBR	M	IS	TCAT Risk Assessment - Paris	25	25	0	0%		2	23	92%	February 2015	Completed
Required by TBR	M	IS	TCAT Risk Assessment - Ripley	25	25	0	0%		2	23	92%	February 2015	Completed
Required by TBR	M	IS	TCAT Risk Assessment - Whiteville	25	25	0	0%		2	23	92%	February 2015	Completed
Required by State Audit	R	FM	Year-end Bank Confirmations	30	30	0	0%			30	100%	May 2015	
Brought forward	A	PP	Emergency Preparedness	150	40	(110)	-73%	FN 2	37.5	3	6%	August 2014	Completed
Brought forward	F	IT	Follow up Review - IT Governance	30	30	0	0%		25	5	17%	March 2015	Completed
Brought forward	F	IT	Follow up Review - Data Security	30	30	0	0%		25	5	17%	March 2015	In Progress
Brought forward	F	IS	Follow up Review - Cash Receipting	30	30	0	0%		25	5	17%	March 2015	Completed
Consulting	C	IS	General Consultation	100	150	50	50%	FN 3	103	47	31%	June 2015	
1	A	SS	Financial Aid	250	250	0	0%		98.5	152	61%	June 2015	
JSCC 15-01	I	SS	Fraudulent Financial Aid Check	0	100	100			43	57	57%	March 2015	In Progress
			Totals	1200	1190				488				

Estimate-Hours Available For Audits = 1200 (1 audit staff)

T-Tie

TBD-To Be Determined

Audit Types:

R - Required
A - Risk-Based (Assessed)
S - Special Request
I - Investigation
P - Project (Ongoing or Recurring)
M - Management's Risk Assessment
C - Consultation
F - Follow-up Review

Functional Areas:

AD - Advancement
AT - Athletics
AX - Auxiliary
FM - Financial Management
IA - Instruction & Academic Support
IS - Institutional Support
IT - Information Technology
PP - Physical Plant
RS - Research
SS - Student Services

Status:

Scheduled
In Progress
Completed
Removed

Footnotes:

- (1) - The CCTA Completion Audit began in 2013-14 and consisted of 90 hours plus 99 hours in 2014-15 for a total of 189 hours.
- (2) The Emergency Preparedness Audit began in 2013-14 and consisted of 85 hours plus 37.5 hours in 2014-15 for a total of 122.5 hours.
- (3) General consultation budget increased due to additional project review.

Motlow State Community College
Internal Audit Plan
Fiscal Year Ended June 30, 2015
Revised as of April 30, 2015

Rank	Type	Area	Audit	Current Year Budget				Budget to Actual			Completion Date Estimated / Actual	Current Status
				Original	Revised	Change Hours	Change Percentage	Actual Hours	Hours	Percentage		
Brought Forward, Required by TBR	R	SS	CCTA Funding Formula-Completion	0	52	52	100%	52	0	0%	July 29, 2014	Completed
Required by Law	R	FM	MSCC President Expenses FYE 6/30/14	150	150	0	0%	185	(35)	-23%	October 29, 2014	Completed
Required by TBR	R	SS	CCTA Funding Formula-Transfers & Other	150	150	0	0%	24	126	84%	May 2015	Scheduled
	M	IS	MSCC Risk Assessment - Academic Affairs and Instruction	40	25	(15)	-38%	1	24	96%	May 2015	Scheduled
	M	SS	MSCC Risk Assessment - Student Services		25	25	100%	0	25	100%	May 2015	Scheduled
	M	PP	MSCC Risk Assessment - Physical Plant		25	25	100%	0	25	100%	May 2015	Scheduled
	M	IS	McMinnville Risk Assessment	25	25	0	0%	15	10	40%	February 2015	Completed
	M	IS	Murfreesboro Risk Assessment	25	25	0	0%	45	(20)	-80%	February 2015	Completed
	M	IS	Shelbyville Risk Assessment	25	25	0	0%	39	(14)	-56%	February 2015	Completed
Management Request	S	PP	Timekeeping Review (Facilities Dept.)	100	100	0	0%	35	65	65%	June 2015	Scheduled
	C	IS	General Consultation	85	60	(25)	-29%	20	40	67%	June 2015	Scheduled
Req by State Audit	R	FM	State Audit Assistance - Yr End		40	40	100%	0	40	100%	June 2015	Scheduled
	F	IS	Other Internal Audit Follow-Up		34	34	100%	(1)	33	97%	Various	Scheduled
	P	IS	Electronic Working Papers		50	50	100%	33	17	34%	Ongoing	Scheduled
			Totals	600	786				450			

Estimate-Hours Available For Audits has decreased from prior revised audit plan from, 827 to 786 due to Motlow hiring a full-time Internal Auditor as of 2/2/15 and MTSU Consulting Services completing outstanding audit plan items. Of the 600 hours originally budgeted for MTSU, 356 were utilized.

Audit Types:	Functional Areas:	Status:
R - Required	AD - Advancement	Scheduled
A - Risk-Based (Assessed)	AT - Athletics	In Progress
S - Special Request	AX - Auxiliary	Completed
I - Investigation	FM - Financial Management	Removed
P - Project (Ongoing or Recurring)	IA - Instruction & Academic Support	
M - Management's Risk Assessment	IS - Institutional Support	
C - Consultation	IT - Information Technology	
F - Follow-up Review	PP - Physical Plant	
	RS - Research	
	SS - Student Services	

Footnotes:

(1) Other Internal Audit Follow Up was decreased by 41 hours to represent the unused balance of the contract with MTSU Consulting Services. Prior revised audit plan balance was 397 hours. Actual 356

Nashville State Community College
Internal Audit Plan
Fiscal Year Ended June 30, 2015
Revised as of April 30, 2015

Rank	Type	Area	Audit	Current Year Budget				Actual Hours	Budget to Actual		Completion Date Estimated / Actual	Current Status	
				Original	Revised	Change Hours	Change Percentage		Hours	Percentage			
Required by TBR	R	SS	CCTA Funding Formula-Completion	80	80	0	0%	80	0	0%	July 2014	Completed	
Required by TBR	R	FM	JSCC President's Expenses	150	150	0	0%	150	0	0%	October 2014	Completed	
Risk Assessment	M	IS	Risk Assessment-Enterprise-wide-TCATD	25	30	5	20%	30	0	0%	January 2015	Completed	
Risk Assessment	M	IS	Risk Assessment-Enterprise-wide-TCATN	25	30	5	20%	30	0	0%	January 2015	Completed	
VP Request	S	FM	Cash Counts at TCATs & Satellite Campuses	50	60	10	20%	60	0	0%	February 2015	Completed	
President Request	S	IA	Emergency Closing Review	0	40	40	100%	Fn4	40	0	0%	March 2015	Completed
Required by TBR	M	IS	Internal Audit Risk Assessment	0	10	10	100%	Fn4	10	0	0%	March 2015	Completed
As Assigned	C	IS	General Consultation	75	50	(25)	-33%	Fn3	50	0	0%	June 2015	Completed
Required by TBR	R	SS	CCTA Funding Formula-Phase 3	150	150	0	0%	120	30	20%	May 2015	In Progress	
Risk Assessment	M	IS	Risk Assessment-Institutional Support	30	30	0	0%	25	5	17%	May 2015	In Progress	
Risk Assessment	M	IS	Risk Assessment-Information Technology	40	40	0	0%	32	8	20%	May 2015	In Progress	
Required by TBR	R	IS	Access & Diversity Grant	0	75	75	100%	Fn4	0	75	100%	June 2015	In Progress
Required by TBR	F	FM	State Audit Follow-Up	100	120	20	20%	105	15	13%	June 2015	In Progress	
Required by TBR	R	FM	Year End Work	22.5	22.5	0	0%	5	18	78%	June 2015	In Progress	
Investigation	I	FM	NaSCC 15-01	0	80	80	100%	Fn2	70	10	13%	FY2016	In Progress
Required by TBR	P	IS	Audit Software	0	100	100	100%	Fn4	75	25	25%	June 2015	In Progress
Investigation	I	FM	TBR 14-03	0	70	70	100%	Fn2	50	20	29%	June 2015	In Progress
Investigation	I	FM	NaSCC 14-01	0	100	100	100%	Fn2	100	0	0%	June 2015	Ongoing
Required by TBR	P	IS	Quality Assessment Review - Follow-Up	40	0	(40)	-100%	Fn1	0	0	0%	FY2016	Removed
As Assigned	I	IS	Unscheduled Investigations	100	30	(70)	-70%	Fn2	30	0	0%	N/A	Removed
As Assigned	F	IS	Internal Audit Follow-Up	25	0	(25)	-100%	Fn3	0	0	0%	N/A	Removed
IT	A	FM	Disbursements	175	0	(175)	-100%	Fn3	0	0	0%	N/A	Removed
2T	A	FM	Maintenance/Tuition and Related Fees	150	0	(150)	-100%	Fn3	0	0	0%	N/A	Removed
Totals				1237.5	1267.5			1062	206				

Estimate-Hours Available For Audits = 1237.5 (1 audit staff)

T--Tie

TBD-To Be Determined

Audit Types:

R - Required
A - Risk-Based (Assessed)
S - Special Request
I - Investigation
P - Project (Ongoing or Recurring)
M - Management's Risk Assessment
C - Consultation
F - Follow-up Review

Functional Areas:

AD - Advancement
AT - Athletics
AX - Auxiliary
FM - Financial Management
IA - Instruction & Academic Support
IS - Institutional Support
IT - Information Technology
PP - Physical Plant
RS - Research
SS - Student Services

Status:

Scheduled
In Progress
Completed
Removed

Footnotes:

Fn 1 - The Quality Assurance Review is not a project due in 2015 and therefore removed from the audit plan.
Fn 2 - Budgeted hours were moved from Unscheduled Investigations to specific investigations.

Fn 3 - Replaced with more important audits
Fn 4 - Added by TBR or Special Request

Northeast State Community College
Internal Audit Plan
Fiscal Year Ended June 30, 2015
Revised as of April 30, 2015

Rank	Type	Area	Audit	Current Year Budget				Actual Hours	Budget to Actual		Completion Date Estimated / Actual	Current Status	
				Original	Revised	Change Hours	Change Percentage		Hours	Percentage			
Required by TBR	R	FM	President's Expenses Audit-CISCC	150	0	(150)	-100%	FN 1	0	0%	(FN 1)	Removed	
Required by TBR	R	SS	CCTA Funding Formula-Completion (2015 Data)	50	50	0	0%		54	(4)	-8%	July 2014	Completed
Required by TBR	R	SS	CCTA Funding Formula-Transfers & Other	200	200	0	0%		80.5	120	60%	May 2015	In Progress
Req by State Audit	R	FM	State Audit Assistance-Yr End	40	40	0	0%			40	100%	June 2015	Scheduled
	F	FM	State Audit Follow-Up	75	75	0	0%		70	5	7%	April 2015	Completed
	F	IS	Other Internal Audit Follow-Up	75	75	0	0%		5	70	93%	Various	In Progress
	P	IS	Electronic Working Papers	50	50	0	0%		49	1	2%	Ongoing	In Progress
	M	FM	Risk Assessments - NeSCC	60	25	(35)	-58%		1	24	96%	May 2015	In Progress
	M	IS	TCAT Risk Assessment-Enterprise-wide	20	5	(15)	-75%		5	0	0%	February 2015	Completed
Brought forward	S	IA	Theater Services	50	50	0	0%		67.5	(18)	-35%	August 2014	Completed
Special Request	S	IS	Special Requests and Projects	50	50	0	0%		16	34	68%	Various	In Progress
Special Request	C	IS	General Consultation	50	50	0	0%		8.5	42	83%	Ongoing	In Progress
1	A	IS	Human Resources	200	0	(200)	-100%	FN 2		0	0%	April 2015	Removed
2	A	AD	Foundation/Advancement	200	0	(200)	-100%	FN 3		0	0%	June 2015	Removed
			Totals	1270	670				356.5				

Estimate-Hours Available For Audits = 1122.5 (1 audit staff)

T--Tie

TBD-To Be Determined

Audit Types:

R - Required
A - Risk-Based (Assessed)
S - Special Request
I - Investigation
P - Project (Ongoing or Recurring)
M - Management's Risk Assessment
C - Consultation
F - Follow-up Review

Functional Areas:

AD - Advancement
AT - Athletics
AX - Auxiliary
FM - Financial Management
IA - Instruction & Academic Support
IS - Institutional Support
IT - Information Technology
PP - Physical Plant
RS - Research
SS - Student Services

Status:

Scheduled
In Progress
Completed
Removed

Footnotes:

FN 1 - Audit designated as Removed because it will be reassigned by TBR SWIA due to internal auditor position vacancy.

FN 2 - Audit designated as Removed due to reduction of audit hours during internal auditor position vacancy.

FN 3 - Audit designated as Removed due to reduction of audit hours during internal auditor position vacancy.

Pellissippi State Community College
Internal Audit Plan
Fiscal Year Ended June 30, 2015
Revised as of April 30, 2015

Rank	Type	Area	Audit	Current Year Budget				Actual Hours	Budget to Actual			Completion Date Estimated / Actual	Current Status
				Original	Revised	Change Hours	Change Percentage		Hours	Percentage			
Required	R	SS	Funding Formula-Completion (2013 Data)	40	40	0	0%	43	(3)	-8%	July 2014	Completed	
Required	R	SS	Funding Formula-Efficiency & Other	125	100	(25)	-20%	46	54	54%	May 2015	In Progress	
Required	F	FM	Internal Audit Follow Ups	30	15	(15)	-50%	3	12	80%	Continuous		
Required	M	SS	Risk Assessment-Student Services	30	20	(10)	-33%	13	7	35%	March 2015	Completed	
Required	M	IT	Risk Assessment - Physical Plant	20	10	(10)	-50%	0	10	100%	May 2015	Scheduled	
Required	M	FM	Risk Assessment-Financial Management	20	10	(10)	-50%	7	3	30%	December 2014	Completed	
Required	F	FM	State Audit Follow-Up	40	20	(20)	-50%	4	16	80%	Continuous		
Required	M	IS	TTC Risk Assessment-Enterprise-wide	20	20	0	0%	15	5	25%	February 2015	Completed	
Required	R	FM	Chancellor's Expenses	125	100	(25)	-20%	99	1	1%	August 2014	Completed	
Required	R	IS	Access and Diversity Grant	0	50	50	100%	FN6	2	48	96%	June 2015	Scheduled
Presidential Request	S	IA	Faculty Credentials	100	100	0	0%	100	0	0%	December 2014	Completed	
Presidential Request	S	FM	First TN - NACHA Audit	100	80	(20)	-20%	70	10	13%	October 2014	Completed	
Presidential Request	P	IA	Review of Compliance Assist	20	40	20	100%	35	5	13%	September 2014	Completed	
Presidential Request	P	IT	Review of Security Administration Issues and other TBR IT Audit Issues	0	120	120	100%	FN 2	119	1	1%	Continuous	
Presidential Request	P	IS	Review of ACA Issues	0	30	30	100%	FN 3	14	16	53%	Continuous	
Presidential Request	P	FM	Review of RFP award process (banking, software etc.)	0	45	45	100%	FN 4	42	3	7%	Continuous	
Presidential Request	P	SS	Review of French Exchange Program	0	50	50	100%	FN 7	46	4	8%	February 2015	Completed
1T	A	FM	Disbursements	175	120	(55)	-31%	FN 8	110	10	8%	February 2015	Completed
1T	A	AD	Development (Foundation)	150	150	0	0%	30	120	80%	May 2015	In Progress	
3T	A	FM	Accounts Payable	0	100	100	100%	FN5	68	32	32%	June 2015	In Progress
2	A	IS	Financial Aid	200	0	(200)	-100%	FN 1	0	0	0%		Removed
Totals				1195	1220			866					

Estimate-Hours Available For Audits = 1113 (1 audit staff)

T--Tie

TBD-To Be Determined

Audit Types:

R - Required
A - Risk-Based (Assessed)
S - Special Request
I - Investigation
P - Project (Ongoing or Recurring)
M - Management's Risk Assessment
C - Consultation
F - Follow-up Review

Functional Areas:

AD - Advancement
AT - Athletics
AX - Auxiliary
FM - Financial Management
IA - Instruction & Academic Support
IS - Institutional Support
IT - Information Technology
PP - Physical Plant
RS - Research
SS - Student Services

Footnotes:

- (1) This audit was originally sheduld to start in FYE June 30, 2015. However, because of the workload in the financial aid office during the summer this audit will be postponed until the Fall of 2015.
- (2) This area was added to the audit plan after the college received the TBR IT audit. The college has asked me to be heavily involved in helping the college create an information security officer. Currently the CIO is designated as that individual but if funding is available the college would like to create a position that would have some reporting responsibility to internal audit. For this reason they have asked me to become involved in the process and I have been communicating with the chief information security officer at the University of Tennessee as well as consulting with Sword and Shield regarding this matter.
- (3) This review was requested by the President after the initial audit plan was developed based upon questions from Academic Deans regarding the colleges rules related to adjunct faculty work loads.
- (4) This consulting project has been done by internal audit since the Board revised the RFP process but the hours required in the current fiscal year warranted a separate line item on the audit plan.
- (5) This audit was added to the audit plan when the decision was made to postpone the audit of Financial Aid.
- (6) This audit was added to the audit plan at request of the TBR.
- (7) This project was added to the audit plan at the request of the President.
- (8) Budget hours were reduced because audit was completed and actual hours to complete were substantially less than original budget.

**Southwest Tennessee Community College
Internal Audit Plan
Fiscal Year Ended June 30, 2015
Revised as of April 30, 2015**

Rank	Type	Area	Audit	Current Year Budget				Actual Hours	Budget to Actual			Completion Date Estimated / Actual	Current Status
				Original	Revised	Change Hours	Change Percentage		Hours	Percentage			
	S	AT	Athletic Comprehensive	165	0	(165)	-100%	Fn1		0	0%		Removed
	I	AT	Athletic-Work Study	40	40	0	0%	Fn4	108.5	(69)	-171%	June 2015	In Progress
	F	FM	State Audit Follow Up	30	30	0	0%		10	20	67%	June 2015	In Progress
	M	IA	Risk Assessment-Instruction & Academic	22.5	22.5	0	0%		31	(9)	-38%	May 2015	In Progress
	M	FM	Risk Assessment-Financial Management 1	22.5	22.5	0	0%		26	(4)	-16%	May 2015	In Progress
	M	FM	Risk Assessment-Financial Management 2	22.5	22.5	0	0%		22	1	2%	May 2015	In Progress
	S	FM	Management Request-Cash Control Gym Rental	165	165	0	0%		153	12	7%	June 2015	In Progress
	I	IS	Unscheduled Investigations	100	3	(97)	-97%	Fn2		3	100%	June 2015	In Progress
	C	IS	General Consultation	75	50	(25)	-33%	Fn2	35	15	30%	June 2015	In Progress
Required by TBR	R	SS	CCTA Funding Formula-Efficiency and Other	150	60	(90)	-60%	Fn5	16	44	73%	May 2015	In Progress
	S	FM	Cash Counts	30	30	0	0%			30	100%	June 2015	In Progress
	S	FM	Motor Vehicle Pool	0	83	83	100%	Fn1	67	16	19%	June 2015	In Progress
	S	FM	Federal Perkins Loan Program	0	82	82	100%	Fn1		82	100%	June 2015	In Progress
	S	FM	Retiring Vice President-Audit of Grants	0	97	97	100%	Fn3	139	(42)	-43%	May 2015	In Progress
	S	FM	Request for Unemployment Review	0	25	25	100%	Fn2	53	(28)	-112%	June 2015	In Progress
	S	FM	Tuition Statements	0	60	60	100%	Fn5	50	10	17%	May 2015	In Progress
	p	IS	New Software	0	30	30	100%	Fn5	24	6	20%	June 2015	In Progress
			Totals	822.5	822.5				734.5				

Estimate-Hours Available For Audits = 822.5 (1 audit staff)

T--Tie

TBD-To Be Determined

Audit Types:

R - Required

A - Risk-Based (Assessed)

S - Special Request

I - Investigation

P - Project (Ongoing or Recurring)

M - Management's Risk Assessment

C - Consultation

F - Follow-up Review

Functional Areas:

AD - Advancement

AT - Athletics

AX - Auxiliary

FM - Financial Management

IA - Instruction & Academic Support

IS - Institutional Support

IT - Information Technology

PP - Physical Plant

RS - Research

SS - Student Services

Status:

Scheduled

In Progress

Completed

Removed

Footnotes:

FN1 - Athletics was identified by the former Director of Internal Audit, but based on management's requests, it was removed and two other areas were scheduled for audits.

Fn 2 - Several audits were added and hours were reallocated from consultations and unscheduled investigations since those hours had not been used as planned. The audit areas were requested by management.

Fn 3 - A retiring Vice President will be leaving STCC on December 31, 2014. The president requested that the grants under his supervision be audited.

Fn 4 - Athletic Work Study- This audit was expanded because of problems discovered in the initial review.

Fn 5 - Hours were reallocated due to a special request from management.

Volunteer State Community College

Internal Audit Plan

Fiscal Year Ended June 30, 2015

Revised April 30, 2015

Current	Rank	Type	Area	Audit	Previously	Current	Cumulative	Change in Budget		Actual	Cumulative	Actual Vs. Budget		Estimated/Actual	Current
					Reported			Percentage	Hours			Actual	Actual		
					Budget	Budget	Budget			Hours	Hours			Completion Date	Status
	Required by TBR	R	SS	CCTA Funding Formula-Completion	150	150	150	0%	-	130	130	-13%	-20	August 2014	Completed
	Required by TBR	R	SS	CCTA Funding Formula-Transfers & Other	150	150	300	0%	-	56	186	-63%	-94	May 2015	In Progress
	Required by TCA	R	FM	President's Expenses - STCC	190	190	490	0%	-	188.5	374.5	-1%	-1.5	October 2014	Completed
	Required by TBR	M	IS	Risk Assessment - Volunteer State	75	75	565	0%	-	0	374.5	0%	-75	May 2015	Scheduled
	Required by TBR	M	IS	TCAT Risk Assessment	15	15	580	0%	-	2	376.5	-87%	-13	February 2015	Scheduled
	Follow-up Review	F	IS	Follow-up Activities	75	75	655	0%	-	13	389.5	-83%	-62	June 2015	In Progress
	Investigation	I	IS	Unscheduled Investigations	100	100	755	0%	-	0	389.5	-100%	-100	June 2015	Scheduled
	Consultation	C	IS	General Consultation (1)	150	150	905	0%	-	110	499.5	-27%	-40	June 2015	In Progress
	Consulting Request- TCPRA	C	IS	TCPRA Bank Account (2)	55	55	960	100%	-	53.5	553	-3%	-1.5	November 2014	Completed
	Project	P	FM	Periodic Procard Review	100	100	1060	0%	-	0	553	-100%	-100	June 2015	Scheduled
	Special Request	S	IA	Credentials (4)	150	250	1310	67%	100	96.5	649.5	-61%	-153.5	May 2015	In Progress
	Special Request	S	FM	State Audit Year-End Procedures	15	15	1325	0%	-	12.5	662	-17%	-2.5	July 2014	Completed
	Project	P	IS	Audit Software Implementation (3)	75	75	1400	100%	-	2	664	-97%	-73	June 2015	In Progress

Estimate-Hours Available For Audits = 972.5 (1 audit staff)

T-Tie

Audit Types:	Functional Areas:	Status
R - Required	AD - Advancement	C - Completed
A - Risk-Based (Assessed)	AT - Athletics	I - In Progress
S - Special Request	AX - Auxiliary	S - Scheduled, not Started
I - Investigation	FM - Financial Management	R - Removed
P - Project (Ongoing or Recurring)	IA - Instruction & Academic Support	
M - Management's Risk Assessment	IS - Institutional Support	
C - Consultation	IT - Information Technology	
F - Follow-up Review	PP - Physical Plant	
	RS - Research	
	SS - Student Services	

Footnotes:

- (1) The General Consultation budget has been increased by 50 hours to reflect actual hours. There has been more time spent on consulting activity this year than in previous years.
- (2) Consulting request to review the TCPRA bank account statements for which out Public Relations Director serves as Treasurer.
- (3) Audit software implementation added to the audit plan.
- (4) Audit testwork was expanded to include SACS credential requirements rather than testing only TBR rank requirements.

Walters State Community College
Internal Audit Plan
Fiscal Year Ended June 30, 2015
As of April 30, 2015

Rank	Type	Area	Audit	Current Year Budget				Budget to Actual			Completion Date Estimated / Actual	Current Status	
				Original	Revised	Change Hours	Change Percentage	Actual Hours	Hours	Percentage			
	F	FM	State Audit Follow-Up	30	100	70	233%	130	(30)	-30%	April 2015	Completed	
	R	FM	Inventory Observations	0	16	16	0%	16	0	0%	August 2014	Completed	
	R	FM	Cash Counts	0	8	8	0%	8	0	0%	August 2014	Completed	
	R	FM	Confirmation Requests	0	4	4	0%	4	0	0%	August 2014	Completed	
	M	FM	Risk Assessment-Financial Management	20	20	0	0%	0	20	100%	May 2015	Scheduled	
	M	SS	Risk Assessment-Student Affairs	20	20	0	0%	0	20	100%	May 2015	Scheduled	
	M	IA	Risk Assessment-Academic Affairs	20	20	0	0%	0	20	100%	May 2015	Scheduled	
	M	IS	Risk Assessment-Center for Workforce Development	20	20	0	0%	0	20	100%	May 2015	Scheduled	
	M	IS	TCAT Risk Assessment-Enterprise-wide	25	25	0	0%	20	5	20%	February 2015	Completed	
	P	IS	Quality Assessment Review	25	0	(25)	-100%	FN 1	0	0%	August 2014	Removed	
	I	IS	Unscheduled Investigations	80	105	25	31%	FN 2	80	25	24%	TBD	In Progress
	C	IS	General Consultation	80	80	0	0%	80	0	0%	June 2015	In Progress	
Required by TBR	R	SS	CCTA Funding Formula-Completion	40	40	0	0%	50	(10)	-25%	July 2014	Completed	
Required by TBR	R	SS	CCTA Funding Formula-Transfers & Other	150	150	0	0%	280	(130)	-87%	May 2015	In Progress	
Required	R	FM	NACHA Compliance Audit	60	60	0	0%	60	0	0%	November 2014	Completed	
Required	R	IT	IT Governance Review	65	65	0	0%	60	5	8%	March 2015	In Progress	
Required by TBR	P	IS	Audit Software	0	100	100	0%	80	20	20%	May 2015	In Progress	
1T	A	IT	Cloud Computing	200	112	(88)	-44%	40	72	64%	March 2015	In Progress	
Brought forward	A	FM	PCI-DSS	120	120	0	0%	10	110	92%	June 2015	Scheduled	
Brought forward	A	FM	Contracts	120	80	(40)	-33%	0	80	100%	June 2015	Scheduled	
3	A	FM	Accounts Receivable	147	77	(70)	-48%	FN 3	0	77	100%	June 2015	Scheduled
			Totals	1222	1222			918					

Estimate-Hours Available For Audits = 1222 (1 audit staff)

T-Tie

TBD-To Be Determined

Audit Types:

R - Required

A - Risk-Based (Assessed)

S - Special Request

I - Investigation

P - Project (Ongoing or Recurring)

M - Management's Risk Assessment

C - Consultation

F - Follow-up Review

Functional Areas:

AD - Advancement

AT - Athletics

AX - Auxiliary

FM - Financial Management

IA - Instruction & Academic Support

IS - Institutional Support

IT - Information Technology

PP - Physical Plant

RS - Research

SS - Student Services

Status:

Scheduled

In Progress

Completed

Removed

Footnotes:

1. An internal audit activity must obtain an external assessment at least every five years by an independent reviewer or review team to maintain conformance with the IA *Standards*. Since the equivalent self-assessment with independent validation (Quality Assessment Review or QAR) was last performed in 2012, the next QAR will be performed in 2017.

2. Since Unsheduled Investigations are unpredicatable, additional time was budgeted to compense for the already completed investigation.

3. Hours budgeted for the Accounts Receivable audit were reduced in response to the previously-unanticipated hours now required for the State Audit Follow-Up.

Tennessee Board of Regents - System Office
Internal Audit Plan
Fiscal Year Ended June 30, 2015
Revised as of April 30, 2015

Rank	Type	Area	Audit	Current Year Budget				Actual Hours	Budget to Actual		Completion Date Estimated / Actual	Current Status	
				Original	Revised	Change Hours	Change Percentage		Hours	Percentage			
Required	R	FM	President's Expense (ChSCC)	150	225	75	50%	Fn4	225	0	0%	December 15, 2014	Completed
Required	R	FM	President's Expense (CISCC)	0	150	150	100%	Fn6	50	100	67%	February 9, 2015	Completed
Required	R	SS	DSCC-CCTA Funding Formula-Completion (2013 Data)	105	50	(55)	-52%	Fn3	45	5	10%	July 25, 2014	Completed
Required	R	SS	STCC-CCTA Funding Formula-Completion (2013 Data)	65	25	(40)	-62%	Fn3	20	5	20%	July 25, 2014	Completed
Required	R	SS	RSCC-CCTA Funding Formula-Transfers & Other	150	150	0	0%		33	117	78%	May 2015	In Progress
Required	F	IA	State Audit Performance Follow-Up	40	5	(35)	-88%	Fn3	5	0	0%	July 15, 2014	Completed
Required	F	FM	State Audit Follow up FY2012 and FY2013	40	40	0	0%		46.5	(7)	-16%	January 30, 2015	Scheduled
Required	F	SS	Follow-Up Audits	160	160	0	0%	Fn1	0	160	100%	TBD	Scheduled
Required	M	SS	Risk Assessment	10	10	0	0%		0	10	100%	May 2015	Scheduled
	C	SS	General Consultation	75	140	65	87%	Fn2	126	14	10%	June 2015	In Progress
	P	IS	Electronic Working Papers	0	150	150	100%	Fn5	243	(93)	-62%	June 2015	In Progress
1	A	PP	Facilities	150	150	0	0%		0	150	0%	June 2015	Scheduled
Totals				945	1255	310			793.5				

Estimate-Hours Available For Audits = 1,085 (1 audit staff)

T--Tie

TBD-To Be Determined

Audit Types:

R - Required

A - Risk-Based (Assessed)

S - Special Request

I - Investigation

P - Project (Ongoing or Recurring)

M - Management's Risk Assessment

C - Consultation

F - Follow-up Review

Functional Areas:

AD - Advancement

AT - Athletics

AX - Auxiliary

FM - Financial Management

IA - Instruction & Academic Support

IS - Institutional Support

IT - Information Technology

PP - Physical Plant

RS - Research

SS - Student Services

Status:

Scheduled

In Progress

Completed

Removed

Footnotes:

Fn 1 - The follow ups to be completed in FY 2015 are related to TFLI, and Travel Claims.

Fn 2 - Consulting hours were increased based on trend of actual hours from July 2014 to January 2015.

Fn 3 - Not as many hours were necessary to finish the audit as anticipated.

Fn 4 - The Assistant Director worked 287 hours on investigations reflected in the Revised Investigations Audit Plan and 22.5 hours on TCAT audits reflected in the Revised TCAT Audit Plan.

Fn 5 - Since a significant number of hours will be allocated to the implementation of the electronic working papers software, a separate line item was created for this project.

Fn 6 - This audit was added because of an internal audit vacancy at a campus, originally assigned to this audit. Fewer hours than planned were required for the audit.

Note: The audit universe identified for the system office includes an additional 23 programs, departments, or units that are not planned for audit during the fiscal year.

**SWIA - Information Systems
Internal Audit Plan
Fiscal Year Ended June 30, 2015
Revised as of 4/30/2015**

Rank	Type	Area	Audit	Current Year Budget				Actual Hours	Budget to Actual		Completion Date Estimated / Actual	Current Status		
				Original	Revised	Change Hours	Change Percentage		Hours	Percentage				
Brought Forward:														
	A	IT	TBR Logical Access Security	72	145	73	101%	FN1	63	82	57%	June 2015	In Process	
	A	IT	CISCC General Controls Review	26	48	22	85%	FN2	190	(142)	-296%	April 2015	Completed	
	A	IT	RSCC General Controls Review	26	48	22	85%	FN2	178	(130)	-271%	April 2015	Completed	
	A	IT	APSU General Controls Review	26	48	22	85%	FN2	160	(112)	-233%	April 2015	Completed	
	A	IS	TBR Research & Assessment Reporting Processes	16	24	8	50%	FN2	87	(63)	-263%	May 2015	Completed	
	A	IT	TSU General Controls Review	26	48	22	85%	FN2	124	(76)	-158%	May 2015	Completed	
Required Audits:														
	Required by TBR	F	IT	Follow-up on prior IT Audit recommendations	24	28	4	17%		24	4	14%	Ongoing	In Process
	Required by TBR	M	IT	IT Risk Assessment	4	4	0	0%		4	0	0%	July 2014	Completed
General Controls Reviews:														
	A	IT	RODP	100	100	0	0%		2	98	98%	August 2015	Delayed	
	A	IT	MTSU	150	150	0	0%		62	88	59%	June 2015	In Process	
	A	IT	TTU	150	150	0	0%		48	102	68%	July 2015	In Process	
	A	IT	CoSCC	150	150	0	0%		122	28	19%	June 2015	In Process	
	A	IT	DSCC	150	150	0	0%		55	95	63%	June 2015	In Process	
	A	IT	STCC	150	150	0	0%		61	89	59%	June 2015	In Process	
	A	IT	WSCC	150	150	0	0%		0	150	100%	July 2015	Scheduled	
IT / Business Projects:														
	Brought forward	C	IT	General Consulting	64	62	(2)	-3%	FN3	53	9	15%	Ongoing	In Process
	Brought forward	C	IT	Banner system "XE" up-grade and ODS data warehouse implementation	60	53	(7)	-12%	FN4	58	(5)	-9%	Ongoing	In Process
	Special Request from CIO	C	IS	Business Continuity Planning / IT Disaster Recovery	48	16	(32)	-67%		10	6	38%	Ongoing	Delayed by Team Mgr.
	Special Request from CIO	S	IT	Social engineering program	32	0	(32)	-100%	FN1	0	0	0%	February 2015	Combined
		C	IS	Business Process Management (IT impact)	24	4	(20)	-83%		4	0	0%	January 2015	Completed
Risk Based Audits:														
	Special Request from CIO	S	IS	Information Dissemination Standards	80	0	(80)	-100%	FN1	0	0	0%	February 2015	Combined
				Totals	1528	1528				1305				

Estimate-Hours Available For Audits = 1521

T--Tie

TBD-To Be Determined

Audit Types:	Functional Areas:	Status:
R - Required	AD - Advancement	Scheduled
A - Risk-Based (Assessed)	AT - Athletics	In Progress
S - Special Request	AX - Auxiliary	Completed
I - Investigation	FM - Financial Management	Removed
P - Project (Ongoing or Recurring)	IA - Instruction & Academic Support	
M - Management's Risk Assessment	IS - Institutional Support	
C - Consultation	IT - Information Technology	
F - Follow-up Review	PP - Physical Plant	
	RS - Research	
	SS - Student Services	

Footnotes:

- (1) Combined the Logical Access, Dissemination Standards and Social Engineering audits.
- (2) Completion of and report issuance for the FY 2014 GCR Audits in new format for report and workpapers
- (3) Consulting consisted primarily of IT request regarding Security
- (4) IT suspended the XE implementation in December

TCAT
Internal Audit Plan
Fiscal Year Ended June 30, 2015
as of April 30, 2015

Rank	Type	Area	Audit	Current Year Budget				Budget to Actual			Completion Date Estimated / Actual	Current Status	
				Original	Revised	Change Hours	Change Percentage	Actual Hours	Hours	Percentage			
Brought forward	F	FM	Morristown	25	25	0	0%	0	25	100%	August 2015	In Progress	
Brought forward	F	FM	Elizabethton	37.5	37.5	0	0%	FN 2	153.5	(116)	-309%	June 2015	In Progress
Brought forward	A	FM	Focused Review (System-Wide)	10	10	0	0%		0	10	100%	June 2015	In Progress
Brought forward	A	FM	Knoxville	10	10	0	0%	FN 3	59	(49)	-490%	August 19, 2014	Completed
Brought forward	A	FM	Jackson	10	10	0	0%	FN 3	45.5	(36)	-355%	September 5, 2014	Completed
Brought forward	A	FM	McKenzie	22	22	0	0%		33.5	(12)	-52%	November 11, 2014	Completed
Brought forward	A	FM	Pulaski	5	5	0	0%	FN 3	29.5	(25)	-490%	September 5, 2014	Completed
Brought forward	A	FM	McMinnowille	5	5	0	0%		7.5	(3)	-50%	May 19, 2014	Completed
Brought forward	A	FM	Ripley	50	50	0	0%		62	(12)	-24%	May 2015	In Progress
Brought forward	A	FM	Murfreesboro	5	5	0	0%		6	(1)	-20%	May 19, 2014	Completed
Brought forward	A	FM	Hartsville	37.5	37.5	0	0%		53.5	(16)	-43%	September 3, 2014	Completed
Brought forward	A	FM	Nashville	15	15	0	0%	FN 3	51	(36)	-240%	April 21, 2015	Completed
Brought forward	A	FM	Memphis	10	10	0	0%	FN 3	50	(40)	-400%	January 9, 2015	Completed
Brought forward	A	FM	Athens	37.5	37.5	0	0%		41	(4)	-9%	August 4, 2014	Completed
Brought forward	A	FM	Jacksboro	10	10	0	0%	FN 3	27.5	(18)	-175%	January 9, 2015	Completed
Brought forward	A	FM	Paris	20	20	0	0%	FN 3	48	(28)	-140%	January 29, 2015	Completed
Brought forward	A	FM	Crump	10	10	0	0%	FN 3	35.5	(26)	-255%	May 2015	In Progress
Brought forward	A	FM	Dickson	5	5	0	0%		6	(1)	-20%	May 19, 2014	Completed
			Directors Expenses-AR-Consumer Info			0		FN 1		0			
1	A	FM	Crossville	45	45	0	0%	FN 4	70.5	(26)	-57%	April 17, 2015	Completed
2	A	FM	Shelbyville	45	45	0	0%	FN 4	46.5	(2)	-3%	May 2015	In Progress
3	A	FM	Chattanooga	45	45	0	0%	FN 4	56.5	(12)	-26%	May 2015	In Progress
4	A	FM	Morristown	37.5	37.5	0	0%	FN 5	2	36	95%	June 2015	Scheduled
5	A	FM	Hohenwald	45	45	0	0%	FN 5	8	37	82%	June 2015	Scheduled
6	A	FM	Livingston	37.5	37.5	0	0%	FN 4	51	(14)	-36%	May 2015	In Progress
7	A	FM	Crump	37.5	37.5	0	0%		52	(15)	-39%	May 2015	In Progress
8	A	FM	Whiteville	37.5	37.5	0	0%	FN 4	52.5	(15)	-40%	May 2015	In Progress
9T	A	FM	Jackson	45	45	0	0%		46.5	(2)	-3%	May 2015	In Progress
9T	A	FM	Newbern	37.5	37.5	0	0%		41	(4)	-9%	May 2015	In Progress
10	A	FM	Dickson	45	45	0	0%		37.5	8	17%	May 2015	In Progress
11	A	FM	Hartsville	37.5	37.5	0	0%		28	10	25%	May 2015	In Progress
12	A	FM	Pulaski	37.5	37.5	0	0%		22.5	15	40%	May 2015	In Progress
13	A	FM	Murfreesboro	45	45	0	0%		20	25	56%	May 2015	In Progress
14	A	FM	Elizabethton	37.5	37.5	0	0%		2	36	95%	June 2015	Scheduled
15T	A	FM	Jacksboro	37.5	37.5	0	0%		20	18	47%	May 2015	In Progress
15T	A	FM	Harriman	37.5	37.5	0	0%		21.5	16	43%	May 2015	In Progress
16T	A	FM	McMinnowille	37.5	37.5	0	0%		17.5	20	53%	May 2015	In Progress
16T	A	FM	Memphis	37.5	40	3	7%		21.5	19	46%	May 2015	In Progress
16T	A	FM	Paris	37.5	37.5	0	0%		2	36	95%	June 2015	Scheduled
17	A	FM	McKenzie	37.5	37.5	0	0%		2	36	95%	June 2015	Scheduled
18	A	FM	Nashville	37.5	37.5	0	0%		2	36	95%	June 2015	Scheduled
19	A	FM	Knoxville	37.5	40	3	7%		2	38	95%	June 2015	Scheduled
20T	A	FM	Athens	37.5	37.5	0	0%		3.5	34	91%	May 2015	In Progress
20T	A	FM	Oneida	37.5	37.5	0	0%		3.5	34	91%	May 2015	In Progress
21	A	FM	Ripley	37.5	37.5	0	0%		2	36	95%	June 2015	Scheduled
22	A	FM	Covington	37.5	37.5	0	0%		2	36	95%	June 2015	Scheduled
	A	FM	TCAT Administration Audit Request	100	100	0	0%		100	0	0%	June 2015	In Progress
	C	FM	TCAT Consultation	15	15	0	0%		22	(7)	47%	June 2015	In Progress
	P	IS	RFP Project	37.5	37.5	0	0%		36.5	1	-3%	October 2014	Completed
			Totals	1542	1547			Totals	1503.5				

Estimate-Hours Available For Audits = 1429.5 (1 audit staff)

T--Tie

Audit Types:	Functional Areas:	Status:
R - Required	AD - Advancement	Scheduled
A - Risk-Based (Assessed)	AT - Athletics	In Progress
S - Special Request	AX - Auxiliary	Completed
I - Investigation	FM - Financial Management	Removed
P - Project (Ongoing or Recurring)	IA - Instruction & Academic Support	
M - Management's Risk Assessment	IS - Institutional Support	
C - Consultation	IT - Information Technology	
F - Follow-up Review	PP - Physical Plant	
	RS - Research	
	SS - Student Services	

Footnotes:

FN1: Based on discussions with the Director, it was decided to perform a desk review for 1-2 years of Directors Expenses, testing large or unusual items, follow up with AR findings and observations, and review specific activities identified in the Federal Consumer Information requirements.

FN2: Audit included follow up on previous investigation and was completed by investigative auditor.

FN3: Audit findings resulted in extra time to complete the audit.

FN4: New audit steps for Consumer information required more time to review auditees website and catalog than anticipated.

FN5: Re-scheduled

Tennessee Board of Regents - System-wide Internal Audit

Investigation Plan

Fiscal Year Ended June 30, 2015

Revised as of April 30, 2015

Rank	Type	Area	Audit	Current Year Budget				Actual Hours	Budget to Actual			Completion Date Estimated / Actual	Current Status
				Original	Revised	Change Hours	Change Percentage		Hours	Percentage			
Investigation	P	IS	INVESTIGATION MANAGEMENT	160	160	0	0%	170	(10)	-6%	Ongoing		
Investigation	C	IS	CAMPUS CONSULTATION	160	160	0	0%	136	24	15%	Ongoing		
Investigation (1)	I	FM	TBR 10-08		40	40	100%			0%	June 2015	In Progress	
Investigation (1)	I	FM	TBR 12-04		40	40	100%			0%	June 2015	In Progress	
Investigation (1)	I	FM	TBR 13-02		40	40	100%			0%	June 2015	In Progress	
Investigation (1)	I	IS	TBR 13-03		20	20	100%	25.5	(6)	-28%	May 2015	In Progress	
Investigation (1)	I	FM	TBR 14-03		20	20	100%	1	19	95%	May 2015	In Progress	
Investigation (1)	I	IA	TBR 14-04	20	20	0	0%	0	20	100%	June 2015	In Progress	
Investigation (1)	I	FM	TBR 14-06		4	4	100%	8	(4)	-100%	July 17, 2014	Completed	
Investigation (1)	I	FM	TBR 14-12	20	20	0	0%	11.5	9	43%	July 17, 2014	Completed	
Investigation (1)	I	FM	TBR 14-15	40	40	0	0%	22	18	45%	June 2015	In Progress	
Investigation (1)	I	IS	TBR 14-17		40	40	100%	1	39	98%	July 2014	Completed	
Investigation (1)	I	FM	TBR 14-19	40	500	460	1150%	957.5	(458)	-92%	December 15, 2014	Completed	
Investigation (1)	I	IS	TBR 14-20		40	40	100%	21	19	48%	May 2015	In Progress	
Investigation (1)	I	IS	TBR 14-21		40	40	100%	22	18	45%	February 10, 2015	Completed	
Investigation	I	FM	TBR 15-01		60	60	100%	27.5	33	54%	June 2015	In Progress	
Investigation	I	SS	TBR 15-02		5	5	100%	1.5	4	70%	9/2/2014	Completed	
Investigation	I	FM	TBR 15-03		40	40	100%	15	25	63%	June 2015	In Progress	
Investigation	I	FM	TBR 15-04		40	40		23.5	17	41%	TBD	In Progress	
	I	FM	Unscheduled Investigations	800	0	(800)	-100%		0		June 2015		
			Totals	1240	1329			1443	(114)	-9%			

Estimate-Hours Available For Audits = 1240 (1 audit staff)

T--Tie

TBD-To Be Determined

Audit Types:

R - Required

A - Risk-Based (Assessed)

S - Special Request

I - Investigation

P - Project (Ongoing or Recurring)

M - Management's Risk Assessment

C - Consultation

F - Follow-up Review

Functional Areas:

AD - Advancement

AT - Athletics

AX - Auxiliary

FM - Financial Management

IA - Instruction & Academic Support

IS - Institutional Support

IT - Information Technology

PP - Physical Plant

RS - Research

SS - Student Services

Status:

Scheduled

In Progress

Completed

Removed

Footnotes:

(1) Brought forward from prior year.



TENNESSEE BOARD OF REGENTS

MEETING: June Quarterly Board Meeting

SUBJECT: Proposed Revisions to TBR Policy 3:02:00:01 and Chapter 0240-02-03 of the Rules and Regulations Regarding Student Conduct & Disciplinary Sanctions

DATE: June 19, 2015

PRESENTER: Mary G. Moody, General Counsel and Board Secretary

ACTION REQUIRED: Roll Call Vote

STAFF'S RECOMMENDATION: Approval

BACKGROUND INFORMATION:

On February 13, 2015 at a special called meeting, the Board approved revisions to the System-wide Student Rules, Chapter 0240-02-03, Student Conduct and Disciplinary Sanctions and to TBR Policy 3:02:00:01, General Policy on Student Conduct and Disciplinary Sanctions, to address the requirements of a Resolution Agreement between the Office of Civil Rights of the U.S. Department of Education and Middle Tennessee State University.

Following that approval, in accordance with the statutory procedures, the proposed Emergency Rule and Regular Rule were submitted to the Office of the Attorney General (OAG) for review and approval. The OAG has asked that certain revisions be made before they will approve the rules. The rules and policies presented today reflect those requested revisions.

I recommend approval of the revisions, which must be approved in three separate votes:

1. The Emergency Rules
2. The Regular Rules
3. The TBR Policy

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Emergency Rule Filing Form

Emergency rules are effective from date of filing for a period of up to 180 days.

Agency/Board/Commission:	Tennessee Board of Regents
Division:	System-wide Student Rules
Contact Person:	Mary G. Moody
Address:	Office of General Counsel 1415 Murfreesboro Rd., Ste. 336 Nashville, Tennessee
Zip:	37217
Phone:	615-366-4438
Email:	Mary.Moody@tbr.edu

Rule Type:

Emergency Rule

Revision Type (check all that apply):

Amendment
 New
 Repeal

Rule(s) Revised (ALL chapters and rules contained in filing must be listed here. If needed, copy and paste additional tables to accommodate multiple chapters. Please enter only **ONE Rule Number/Rule Title per row)**

Chapter Number	Chapter Title
0240-02-03	Student Conduct and Disciplinary Sanctions
Rule Number	Rule Title
0240-02-03-.02	Disciplinary Offenses
0240-02-03-.04	Disciplinary Sanctions
0240-02-03-.06	Disciplinary Procedures

Chapter 0240-02-03
Student Conduct and Disciplinary Sanctions
Amendments

0240-02-03-.02 DISCIPLINARY OFFENSES.

- (2) (a) **Threatening or Disruptive Conduct Dangerous to Self or Others.** Any conduct, or attempted conduct, which **poses a direct threat to the safety of others or where the student's behavior is materially and substantially disruptive of the institution's learning environment.** constitutes a danger to any person's health, safety, or personal well-being, including, but not limited to, the following:

1. Physical and/or verbal abuse;
2. Threats and/or intimidation;
3. Harm inflicted on self;

Authority: T.C.A. §§ 4-5-101 et. seq., 49-7-123(a)(1) and 49-8-203. Administrative History: Repeal of all rules by the Public Chapter 261; effective July 1, 1983. New rule filed April 28, 1983; effective July 13, 1983. Amendment filed August 28, 1984; effective November 13, 1984. Amendment filed May 13, 1991; effective August 28, 1991. Amendment filed July 3, 1996; effective November 28, 1996. Amendment filed November 20, 1996; effective March 28, 1997. Amendment filed February 18, 1999; effective June 28, 1999. Amendment filed August 11, 2004; effective December 29, 2004. Amendments filed November 12, 2008; effective March 30, 2009. Repeal and new rule filed August 10, 2011; effective January 29, 2012.

0240-02-03-.04 DISCIPLINARY SANCTIONS.

- (2) Definition of Sections:

- (m) **Interim Involuntary withdrawal** or ~~Interim~~ Suspension. As a general rule, the status of a student or student organization accused of violation of these regulations **or institutional policies** should not be altered until a final determination has been made in regard to the charges. However, **interim involuntary withdrawal or interim suspension**, pending the completion of disciplinary procedures, may be imposed upon a finding by the appropriate institutional official that the ~~continued presence of the accused on campus constitutes an immediate threat to the physical safety and well-being of the accused,~~ **conduct or attempted conduct of the student poses a direct threat to the safety of** any other member of the institution, its guests, property, or ~~substantial disruption of classroom~~ **the student's behavior is materially and substantially disruptive of the institution's learning environment**, or other campus activities. In any case of **interim involuntary withdrawal or interim suspension**, the student, or student organization, shall be given an opportunity at the time of the decision, or as soon thereafter as reasonably possible, to contest the suspension;

Authority: T.C.A. §§ 4-5-101 et seq. and 49-8-203. Administrative History: Repeal of all rules by Public Chapter 261; effective July 1, 1983. New rule filed April 28, 1983; effective July 13, 1983. Amendment filed August 28, 1984; effective November 13, 1984. Amendment filed August 11, 2004; effective December 29, 2004. Amendments filed November 12, 2008; effective March 30, 2009. Repeal and new rule filed August 10, 2011; effective January 29, 2012.

0240-02-03-.06 DISCIPLINARY PROCEDURES.

- (6) **Interim Involuntary Withdrawal or Interim Suspension Hearings:** Hearings conducted with regard to **interim involuntary withdrawals or interim suspensions**, **imposed prior to** or pending the outcome of a disciplinary investigation or proceeding shall be conducted consistent with the minimum requirements of due process applicable to an institutional hearing, taking into account the need for a timely hearing. The evidence presented at the hearing shall be limited to that which is relevant to the basis asserted for imposition of the **interim involuntary withdrawal or interim suspension**.

- (a) In determining whether a student should be involuntarily withdrawn or suspended for threatening or disruptive conduct, the institution shall consider the nature, duration, severity, and probability of the threat posed and/or the disruption caused by a student, relying on the best available objective evidence and, if applicable and obtainable, the most current medical evidence.
- (b) The institutions shall also determine whether reasonable modifications of its policies, practices, or procedures could sufficiently mitigate the risk.
- (c) Absent exigent circumstances creating an imminent risk of harm, the assessment will be made prior to a decision to involuntarily withdraw or suspend based on the threat he or she poses to others.
- (d) If exigent circumstances warrant the immediate removal of a student from the institution, the student will receive, at a minimum, notice and an initial opportunity to present evidence immediately after being placed on involuntary withdrawal and the opportunity for to initiate full due process within 30 days of the removal.

Authority: T.C.A. §§ 4-5-101 et seq. and 49-8-203. Administrative History: Original rule filed August 10, 2011; effective January 29, 2012.

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Emergency Rule Filing Form

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Agency/Board/Commission:	Tennessee Board of Regents
Division:	System-wide Student Rules
Contact Person:	Mary G. Moody
Address:	Office of General Counsel 1415 Murfreesboro Rd., Ste. 336 Nashville, Tennessee
Zip:	37217
Phone:	615-366-4438
Email:	Mary.Moody@tbr.edu

Rule Type:

Emergency Rule

Revision Type (check all that apply):

Amendment
 New
 Repeal

Rule(s) Revised (ALL chapters and rules contained in filing must be listed here. If needed, copy and paste additional tables to accommodate multiple chapters. Please enter only **ONE Rule Number/Rule Title per row)**

Chapter Number	Chapter Title
0240-02-03	Student Conduct and Disciplinary Sanctions
Rule Number	Rule Title
0240-02-03-.02	Disciplinary Offenses
0240-02-03-.04	Disciplinary Sanctions
0240-02-03-.06	Disciplinary Procedures

Chapter 0240-02-03
Student Conduct and Disciplinary Sanctions
Amendments

0240-02-03-.02 DISCIPLINARY OFFENSES.

- (2) (a) **Threatening or Disruptive Conduct Dangerous to Self or Others.** Any conduct, or attempted conduct, which **poses a direct threat to the safety of others or where the student's behavior is materially and substantially disruptive of the institution's learning environment**, constitutes a danger to any person's health, safety, or personal well-being, including, but not limited to, the following:
1. Physical and/or verbal abuse;
 2. Threats and/or intimidation;
 3. Harm inflicted on self;

Authority: T.C.A. §§ 4-5-101 et. seq., 49-7-123(a)(1) and 49-8-203. Administrative History: Repeal of all rules by the Public Chapter 261; effective July 1, 1983. New rule filed April 28, 1983; effective July 13, 1983. Amendment filed August 28, 1984; effective November 13, 1984. Amendment filed May 13, 1991; effective August 28, 1991. Amendment filed July 3, 1996; effective November 28, 1996. Amendment filed November 20, 1996; effective March 28, 1997. Amendment filed February 18, 1999; effective June 28, 1999. Amendment filed August 11, 2004; effective December 29, 2004. Amendments filed November 12, 2008; effective March 30, 2009. Repeal and new rule filed August 10, 2011; effective January 29, 2012.

0240-02-03-.04 DISCIPLINARY SANCTIONS.

- (2) Definition of Sections:
- (m) **Interim Involuntary withdrawal or Interim Suspension.** As a general rule, the status of a student or student organization accused of violation of these regulations **or institutional policies** should not be altered until a final determination has been made in regard to the charges. However, **interim involuntary withdrawal or interim suspension**, pending the completion of disciplinary procedures, may be imposed upon a finding by the appropriate institutional official that the ~~continued presence of the accused on campus constitutes an immediate threat to the physical safety and well-being of the accused,~~ **conduct or attempted conduct of the student poses a direct threat to the safety of any other member of the institution, its guests, property, or substantial disruption of classroom the student's behavior is materially and substantially disruptive of the institution's learning environment**, or other campus activities. In any case of **interim involuntary withdrawal or interim suspension**, the student, or student organization, shall be given an opportunity at the time of the decision, or as soon thereafter as reasonably possible, to contest the suspension;

Authority: T.C.A. §§ 4-5-101 et seq. and 49-8-203. Administrative History: Repeal of all rules by Public Chapter 261; effective July 1, 1983. New rule filed April 28, 1983; effective July 13, 1983. Amendment filed August 28, 1984; effective November 13, 1984. Amendment filed August 11, 2004; effective December 29, 2004. Amendments filed November 12, 2008; effective March 30, 2009. Repeal and new rule filed August 10, 2011; effective January 29, 2012.

0240-02-03-.06 DISCIPLINARY PROCEDURES.

- (6) **Interim Involuntary Withdrawal or Interim Suspension Hearings:** Hearings conducted with regard to **interim involuntary withdrawals or interim suspensions, imposed prior to** or pending the outcome of a disciplinary investigation or proceeding shall be conducted consistent with the minimum requirements of due process applicable to an institutional hearing, taking into account the need for a timely hearing. The evidence presented at the hearing shall be limited to that which is relevant to the basis asserted for imposition of the **interim involuntary withdrawal or interim suspension**.

- (a) In determining whether a student should be involuntarily withdrawn or suspended for threatening or disruptive conduct, the institution shall consider the nature, duration, severity, and probability of the threat posed **and/or** the disruption caused by a student, **relying on the best available objective evidence and, if applicable and obtainable, the most current medical evidence.**
- (b) The institutions shall also determine whether reasonable modifications of its policies, practices, or procedures could sufficiently mitigate the risk.
- (c) Absent exigent circumstances creating an imminent risk of harm, the assessment will be made prior to a decision to involuntarily withdraw or suspend based on the threat he or she poses to others.
- (d) If exigent circumstances warrant the immediate removal of a student from the institution, the student will receive, at a minimum, notice and an initial opportunity to present evidence immediately after being placed on involuntary withdrawal and the opportunity **for to initiate** full due process within 30 days of the removal.

Authority: T.C.A. §§ 4-5-101 et seq. and 49-8-203. Administrative History: Original rule filed August 10, 2011; effective January 29, 2012.

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Proposed Rule(s) Filing Form

Proposed rules are submitted pursuant to Tenn. Code Ann. §§ 4-5-202, 4-5-207, and 4-5-229 in lieu of a rulemaking hearing. It is the intent of the Agency to promulgate these rules without a rulemaking hearing unless a petition requesting such hearing is filed within ninety (90) days of the filing of the proposed rule with the Secretary of State. To be effective, the petition must be filed with the Agency and be signed by twenty-five (25) persons who will be affected by the amendments, or submitted by a municipality which will be affected by the amendments, or an association of twenty-five (25) or more members, or any standing committee of the General Assembly. The agency shall forward such petition to the Secretary of State.

Pursuant to Tenn. Code Ann. § 4-5-229, any new fee or fee increase promulgated by state agency rule shall take effect on July 1, following the expiration of the ninety (90) day period as provided in § 4-5-207. This section shall not apply to rules that implement new fees or fee increases that are promulgated as emergency rules pursuant to § 4-5-208(a) and to subsequent rules that make permanent such emergency rules, as amended during the rulemaking process. In addition, this section shall not apply to state agencies that did not, during the preceding two (2) fiscal years, collect fees in an amount sufficient to pay the cost of operating the board, commission or entity in accordance with § 4-29-121(b).

Agency/Board/Commission:	Tennessee Board of Regents
Division:	System-wide Student Rules
Contact Person:	Mary G. Moody
Address:	Office of General Counsel 1415 Murfreesboro Rd., Ste. 336
Zip:	37217
Phone:	615-366-4438
Email:	Mary.Moody@tbr.edu

Revision Type (check all that apply):

- Amendment
 New
 Repeal

Rule(s) Revised (ALL chapters and rules contained in filing must be listed here. If needed, copy and paste additional tables to accommodate multiple chapters. Please enter only ONE Rule Number/Rule Title per row)

Chapter Number	Chapter Title
0240-02-03	Student Conduct and Disciplinary Sanctions
Rule Number	Rule Title
0240-02-03-.01	Institution Policy Statement
0240-02-03-.02	Disciplinary Offenses
0240-02-03-.03	Academic and Classroom Misconduct
0240-02-03-.04	Disciplinary Sanctions
0240-02-03-.05	Traffic and Parking
0240-02-03-.06	Disciplinary Procedures

Chapter 0240-02-03
Student Conduct and Disciplinary Sanctions
Amendments

0240-02-03-.01 INSTITUTION POLICY STATEMENT.

- (1) Students enrolled in postsecondary educational institutions are citizens of their civic communities as well as the academic community. As such they are expected to conduct themselves as law-abiding members of each community at all times. Admission to an institution of postsecondary education carries with it special privileges and imposes special responsibilities apart from those rights and duties enjoyed by non-students. In recognition of the special relationship that exists between the institution and the academic community which it seeks to serve, the Tennessee Board of Regents ("TBR" or "the Board") has authorized the presidents of the institutions and directors of the ~~technology centers~~ **colleges of applied technology** under its jurisdiction to take such action as may be necessary to maintain campus conditions and preserve the integrity of the institution and its educational environment.
- (2) Pursuant to this authorization and in fulfillment of its duties to provide a secure and stimulating atmosphere in which individual and academic pursuits may flourish, the TBR has developed the following regulations, which are intended to govern student conduct on the several campuses under its jurisdiction. Each institution under the jurisdiction of the TBR is directed to implement policies subject to, and consistent with, these regulations. In student discipline policies, each institution may ~~expand on~~ **supplement** these regulations, subject to Board **prior review and approval by the TBR Offices of General Counsel and Academic Affairs**. In addition, students are subject to all federal, state and local laws and ordinances. If a student's violation of such laws or ordinances also adversely affects the institution's pursuit of its educational objectives, the institutions may enforce their own regulations **policies** regardless of the status or outcome of any external proceedings instituted by other civil or criminal authorities.
- (3) For the purpose of these regulations, a "student" shall mean any person who is admitted and/or registered for study at a TBR institution for any academic period. This shall include any period of time following admission and/or registration, but preceding the start of classes for any academic period. It will also include any period which follows the end of an academic period through the last day for registration for the succeeding academic period, and during any period while the student is under suspension from the institution. Finally, "Student" ~~"student"~~ shall also include any person subject to a period of suspension or removal from campus as a sanction which results from a finding of a violation of the **policies and** regulations governing student conduct. Students are responsible for compliance with the Rules of Student Conduct and with similar institutional policies at all times.
- (4) Disciplinary action may be taken against a student for violation of the **policies and** regulations which occur on institutionally owned, leased or otherwise controlled property, while participating in international or distance learning programs, and off campus, when the conduct impairs, interferes with, or obstructs any institutional activity or the mission, processes, and functions of the institution. ~~Institutions may enforce their own regulations regardless of the status or outcome of any external proceedings instituted in any other forum, including any civil or criminal proceeding.~~

Authority: T.C.A. §§ 4-5-101 et seq. and 49-8-203. Administrative History: Repeal of all rules by Public Chapter 261; effective July 1, 1983. New rule filed April 28, 1983; effective July 13, 1983. Amendment filed August 28, 1984; effective November 13, 1984. Amendment filed November 12, 2008; effective March 30, 2009. Repeal and new rule filed August 10, 2011; effective January 29, 2012.

0240-02-03-.02 DISCIPLINARY OFFENSES.

- (2) Institutions shall adopt and publish a non-exclusive list, providing notice of offenses for which both individuals and organizations may be subject to disciplinary action. The list may include any appropriate offense given the specific needs of the individual institution, subject to prior review and approval of the Board **by the TBR Offices of General Counsel and Academic Affairs**. Institutions are pre-authorized to implement any or all of the disciplinary offenses, in the form set forth immediately below, without need for prior review or approval by the Board **by the TBR Offices of General Counsel and Academic Affairs**.

- (a) **Threatening or Disruptive Conduct Dangerous to Self or Others.** Any conduct, or attempted conduct, which **poses a direct threat to the safety of others or where the student's behavior is materially and substantially disruptive of the institution's learning environment.** constitutes a danger to any person's health, safety, or personal well-being, including, but not limited to, the following:
1. Physical and/or verbal abuse;
 2. Threats and/or intimidation;
 3. Harm inflicted on self;
- (r) Violation of General **Policies** Rules and Regulations. Any violation of the general **policies** rules and regulations of the institution as published in an official institutional publication, including the intentional failure to perform any required action or the intentional performance of any prohibited action;
- (t) Violations of State or Federal Laws. Any violation of state or federal laws or regulations proscribing conduct or establishing offenses, **if a student's violation of such laws or ordinances-regulations also adversely affects the institution's' pursuit of its educational objectives which laws and regulations are incorporated herein by reference;**
- (v) Sexual **Misconduct** Battery or Rape. Committing any act of sexual **misconduct** battery or rape as defined by **TBR Policy 6:03:00:00** state law;
- (w) Harassment or Retaliation. Any act by an individual or group against another person or group in violation of TBR policies, as well as federal and/or state laws prohibiting discrimination, including, but not limited to, TBR policies **5:01:02:00, (F), 6:01:00:00, 6:02:00:00, 2:02:40:04** and TBR Guideline P-080;
- (y) Unauthorized Duplication or Possession of Keys. Making, causing to be made or the possession of, **with the intent to use or make available for use by others,** any key for an institutional facility without proper authorization;
- (3) Disciplinary action may be taken against a student for violations of the foregoing regulations **or institutional policies** which occur at or in association with enrollment at an institution governed by the TBR for any academic period. Each student shall be responsible for his/her conduct from the time of application for admission through the actual awarding of a degree including periods prior to or between semesters. Conduct occurring while a student is registered or enrolled at the institution, but not discovered until after **the student leaves the institution, including after** the awarding of a degree is actionable under these provisions and may result in the retroactive application of a disciplinary sanction. Should a student withdraw from the institution with disciplinary action or academic misconduct action pending, the student's record may be encumbered by the appropriate institutional office until the proceedings have been concluded.

Authority: T.C.A. §§ 4-5-101 et. seq., 49-7-123(a)(1) and 49-8-203. Administrative History: Repeal of all rules by the Public Chapter 261; effective July 1, 1983. New rule filed April 28, 1983; effective July 13, 1983. Amendment filed August 28, 1984; effective November 13, 1984. Amendment filed May 13, 1991; effective August 28, 1991. Amendment filed July 3, 1996; effective November 28, 1996. Amendment filed November 20, 1996; effective March 28, 1997. Amendment filed February 18, 1999; effective June 28, 1999. Amendment filed August 11, 2004; effective December 29, 2004. Amendments filed November 12, 2008; effective March 30, 2009. Repeal and new rule filed August 10, 2011; effective January 29, 2012.

0240-02-03-.03 ACADEMIC AND CLASSROOM MISCONDUCT.

- (1) The instructor has the primary responsibility for maintenance of academic integrity and controlling classroom behavior, and can order the temporary removal or exclusion from the classroom of any student engaged in disruptive conduct or conduct that violates the general **these** rules, and regulations **or policies** of the institution, for each class session during which the conduct occurs. Extended or

permanent exclusion from the classroom, beyond the session in which the conduct occurred, or further disciplinary action can be effected only through appropriate procedures of the institution.

- (4) Disruptive behavior in the classroom may be defined as, but not limited to, behavior that obstructs or disrupts the learning environment (e.g., offensive language, harassment of students and professors, repeated outbursts from a student which disrupt the flow of instruction or prevent concentration on the subject taught, failure to cooperate in maintaining classroom decorum, etc.), text messaging, and the continued use of any electronic or other noise or light emitting device which disturbs others. ~~(e.g., disturbing noises from beepers, cell phones, palm pilots, lap-top computers, games, etc.)~~

Authority: T.C.A. §§ 4-5-101 et seq. and 49-8-203. Administrative History: Repeal of all rules by Public Chapter 261; effective July 1, 1983. New rule filed April 28, 1983; effective July 13, 1983. Amendment filed August 28, 1984; effective November 13, 1984. Amendment filed August 11, 2004; effective December 29, 2004. Repeal and new rule filed August 10, 2011; effective January 29, 2012.

0240-02-03-.04 DISCIPLINARY SANCTIONS.

- (1) Institutions shall adopt and publish a policy, providing notice of potential disciplinary sanctions applicable to both individuals and organizations. The policy may include any appropriate sanction, given the specific needs of the individual institution, subject to prior review and approval **by the TBR Offices of General Counsel and Academic Affairs** of the Board. Institutions are pre-authorized to implement any or all of the sanctions, in the form set forth in sub-section (2) below, without need for prior review or approval by the Board. Upon a determination that a student or student organization has violated any of the disciplinary offenses set forth in these regulations, institutional disciplinary policies, or the general policies of an institution, disciplinary sanctions may be imposed, either singly or in combination, by the appropriate institution or school officials.

- (2) Definition of Sanctions:

(m) **Interim Involuntary withdrawal** or **Interim** Suspension. As a general rule, the status of a student or student organization accused of violation of these regulations **or institutional policies** should not be altered until a final determination has been made in regard to the charges. However, **interim involuntary withdrawal or interim** suspension, pending the completion of disciplinary procedures, may be imposed upon a finding by the appropriate institutional official that the ~~continued presence of the accused on campus constitutes an immediate threat to the physical safety and well-being of the accused,~~ **conduct, or attempted conduct of the student poses a direct threat to the safety of** any other member of the institution, its guests, property, or ~~substantial disruption of classroom~~ **the student's behavior is materially and substantially disruptive of the institution's learning environment,** or other campus activities. In any case of **interim involuntary withdrawal or interim** suspension, the student, or student organization, shall be given an opportunity at the time of the decision, or as soon thereafter as reasonably possible, to contest the suspension;

(n) Housing Probation. Continued residence in campus or student housing may be conditioned upon adherence to these regulations as well as institutional housing **policies** regulations. Any resident placed on housing probation will be notified in writing of the terms and length of the probation. Probation may include restrictions upon the activities of the resident, including any other appropriate special condition(s);

- ~~(3) The president/director of each institution is authorized, at his or her discretion, to intervene in order to negotiate a mutually acceptable resolution to any disciplinary proceeding, or, subsequently, to convert any sanction imposed to a lesser sanction, or to rescind any previous sanction, in appropriate cases.~~

Authority: T.C.A. §§ 4-5-101 et seq. and 49-8-203. Administrative History: Repeal of all rules by Public Chapter 261; effective July 1, 1983. New rule filed April 28, 1983; effective July 13, 1983. Amendment filed August 28, 1984; effective November 13, 1984. Amendment filed August 11, 2004; effective December 29, 2004. Amendments filed November 12, 2008; effective March 30, 2009. Repeal and new rule filed August 10, 2011; effective January 29, 2012.

0240-02-03-.05 TRAFFIC AND PARKING.

- (1) General: Institutions governed by the TBR shall adopt institutional policies governing traffic and parking on their respective campuses. The purpose of these **policies** regulations shall be to facilitate the orderly and efficient flow of traffic on those campuses, to provide a safe atmosphere for both pedestrians and motor vehicle operators, and to provide order with regard to parking within limited space. Institutional policies enacted in compliance with this rule shall be subject to prior review and approval of the TBR. Once adopted, such policies shall be published, at least annually, and, as appropriate, through signage, traffic/parking handbooks, student/faculty handbooks and institutional websites.

Authority: T.C.A. §§ 4-5-101 et seq. and 49-8-203. Administrative History: Original rule filed August 10, 2011; effective January 29, 2012.

0240-02-03-.06 DISCIPLINARY PROCEDURES

- (1) General: Institutions governed by the TBR, in the implementation of TBR **policies** regulations pertaining to discipline and conduct of students, shall insure the constitutional rights of students by affording a system of constitutionally and legally sound procedures which provide the protection of due process of law. In furtherance of this mandate, all TBR institutions shall enact policies setting forth the disciplinary procedures for the institution. All such policies shall be enacted in compliance with this rule, TBR Policy 3:02:01:00, and applicable state and federal law. All policies adopted pursuant to this rule shall be subject to prior review and approval by the Board of Regents. Once adopted or amended, all disciplinary procedures shall be affirmatively communicated to the faculty, staff, and students of the institution as well as published in appropriate websites, handbooks, or manuals.
- (2) Contested Case Procedure **TUAPA** All cases which may result in: (a) suspension or expulsion of a student, ~~or student organization~~, from the institution, for disciplinary reasons or (b) revocation of registration of a student organization, are subject to the contested case provisions of the **Tennessee** Uniform Administrative Procedures Act (**TUAPA**), T.C.A. §§ 4-5-301 et seq., and shall be processed in accord with the Uniform Contested Case procedures adopted by the Board of Regents unless the student or organization, after receiving written notice, waives those procedures and elects to have the case disposed of in accord with institutional procedures or waives all right to contest the case under any procedure. These procedures shall be described in the institution's policy.

For cases which may result in Interim Involuntary Withdrawal or Suspension, the institution must incorporate the guidelines set forth herein at (6) in its decision-making processes.

- (6) **Interim Involuntary Withdrawal or Interim**-Suspension Hearings: Hearings conducted with regard to **interim involuntary withdrawals or interim**-suspensions, **imposed prior to** or pending the outcome of a disciplinary investigation or proceeding shall be conducted consistent with the minimum requirements of due process applicable to an institutional hearing, taking into account the need for a timely hearing. The evidence presented at the hearing shall be limited to that which is relevant to the basis asserted for imposition of the **interim involuntary withdrawal or interim** suspension.

(a) In determining whether a student should be involuntarily withdrawn or suspended for threatening or disruptive conduct, the institution shall consider the nature, duration, severity, and probability of the threat posed and/or the disruption caused by a student, relying on the best available objective evidence and, if applicable and obtainable, the most current medical evidence.

(b) The institutions shall also determine whether reasonable modifications of its policies, practices, or procedures could sufficiently mitigate the risk.

(c) Absent exigent circumstances creating an imminent risk or harm, the assessment will be made prior to a decision to involuntarily withdraw or suspend based on the threat he or she poses to others.

(d) If exigent circumstances warrant the immediate removal of a student from the institution, the student will receive, at a minimum, notice and an initial opportunity to present evidence immediately after being placed on involuntary withdrawal, and the opportunity ~~for to~~ initiate

full due process within 30 days of the removal.

- (8) ~~The president /director of each institution is authorized, at his or her discretion, to intervene in order to negotiate a mutually acceptable resolution to any disciplinary proceeding, or, subsequently, to convert any finding or sanction imposed to a lesser finding or sanction, or to rescind any previous finding or sanction, in appropriate cases.~~

Authority: T.C.A. §§ 4-5-101 et seq. and 49-8-203. Administrative History: Original rule filed August 10, 2011; effective January 29, 2012.

General Regulations Policy on Student Conduct & Disciplinary Sanctions: 3:02:00:01

Policy/Guideline Area

Student Policies
Applicable Divisions

TCATs, Community Colleges, Universities
Purpose

The Tennessee Board of Regents authorizes the institutions under its jurisdiction to take such action as may be necessary to maintain campus conditions and preserve the integrity of the institution and its educational environment. **Institutional policies on this subject shall be subject to prior review and approval by the TBR Offices of General Counsel and Academic Affairs.**

Definitions

- For the purpose of **this policy** ~~these regulations~~, a “student” shall mean any person who is admitted and/or registered for study at a State Board of Regents institution for any academic period. This shall include any period of time following admission and/or registration, but preceding the start of classes for any academic period. It will also include any period which follows the end of an academic period through the last day for registration for the succeeding academic period, and during any period while the student is under suspension from the institution.
- Finally, **“Student”** “student” shall also include any person subject to a period of suspension or removal from campus as a sanction which results from a finding of a violation of the **policies and regulations** governing student conduct.
- Definitions of “Disciplinary Offenses” and “Disciplinary Sanctions” are included in their respective sections, II. and IV.

Policy/Guideline

I. Policy Statement

- A. Students enrolled in postsecondary educational institutions are citizens of their civic communities as well as the academic community. As such they are expected to conduct themselves as law-abiding members of each community at all times.
- B. Admission to an institution of postsecondary education carries with it special privileges and imposes special responsibilities apart from those rights and duties enjoyed by nonstudents. In recognition of the special relationship that exists between the institution and the academic community which it seeks to serve, the Tennessee Board of Regents (“TBR” or “the Board”) ~~has authorized~~ authorizes the presidents of the institutions and directors of the colleges of applied technology under its jurisdiction to take such action as may be necessary to maintain campus conditions and preserve the integrity of the institution and its educational environment.
- C. Pursuant to this authorization and in fulfillment of its duties to provide a secure and stimulating atmosphere in which individual and academic pursuits may flourish, the State Board of Regents has developed the following policy ~~regulations~~, which is intended to govern student conduct on the several campuses under its jurisdiction.
- D. Each institution under the jurisdiction of the TBR is directed to implement policies subject to, and consistent with, ~~these regulations~~ this policy.
- E. In student discipline policies, each institution may ~~expand on~~ supplement these regulations this policy, subject to ~~Board~~ prior review and approval by the TBR Offices of General Counsel and Academic Affairs. In addition, students are subject to all federal, state and local laws and ordinances. If a student’s violation of such laws or ordinances also adversely affects the institution’s pursuit of its educational objectives, the institutions may enforce their own policies ~~regulations~~ regardless of the status or outcome of any external proceedings instituted by other civil or criminal authorities.

F. Students are responsible for compliance with the ~~Rules of Student Conduct~~ Policy and with similar institutional policies at all times.

G. Disciplinary action may be taken against a student for violation of the policies and regulations, which violations occur on institutionally owned, leased or otherwise controlled property, while participating in international or distance learning programs, and off campus, when the conduct impairs, interferes with, or obstructs any institutional activity or the mission, processes, and functions of the institution. ~~Institutions may enforce their own regulations regardless of the status or outcome of any external proceedings instituted in any other forum, including any civil or criminal proceeding.~~

H. ~~These regulations~~ This policy, and related material incorporated herein by reference, are is applicable to student organizations as well as individual students. Student organizations are subject to discipline for the conduct and actions of individual members of the organization while acting in their capacity as members of, or while attending or participating in any activity of, the organization.

I. Confidentiality of Discipline Process. Subject to the exceptions provided pursuant to the Family Educational Rights and Privacy Act of 1974 (FERPA), 20 U.S.C. 1232g and/or the Tennessee Open Records Act, T.C.A. § 10-7-504(a)(4), a student's disciplinary files are considered "educational records" and are confidential within the meaning of those Acts.

II. Disciplinary Offenses

A. Institutional disciplinary measures shall be imposed, through appropriate due process procedures, for conduct which adversely affects the institution's pursuit of its educational objectives, which violates or shows a disregard for the rights of other members of the academic community, or which endangers property or persons on property owned or controlled by an institution.

B. Institutions shall adopt and publish a non-exclusive list, providing notice of offenses for which both individuals and organizations may be subject to disciplinary action.

C. The list may include any appropriate offense given the specific needs of the individual institution, subject to prior review and approval of the Board **by the TBR Offices of General Counsel and Academic Affairs.**

D. Institutions are pre-authorized to implement any or all of the disciplinary offenses, in the form set forth immediately below, without need for prior review or approval by the Board:

a. **Threatening or Disruptive** ~~Conduct Dangerous to Self or Others.~~ Any conduct, or attempted conduct, which **poses a direct threat to the safety of others or where the student's behavior is materially and substantially disruptive of the institution's learning environment.** ~~constitutes a danger to any person's health, safety, or personal wellbeing, including, but not limited to, the following:~~

- a. ~~Physical and/or verbal abuse,~~
 - b. ~~Threats and/or intimidation,~~
 - c. ~~Harm inflicted on self.~~
2. Hazing. Hazing, as defined in T.C.A. § 49-7-123(a)(1), means any intentional or reckless act, on or off the property, of any higher education institution by an individual acting alone, or with others, which is directed against any other person(s) that endangers the mental or physical health or safety of that person(s), or which induces or coerces a person(s) to endanger such person(s) mental or physical health or safety. Hazing does not include customary athletic events or similar contests or competitions, and is limited to those actions taken and situations created in connection with initiation into or affiliation with any organization;
 3. Disorderly Conduct. Any individual or group behavior which is abusive, obscene, lewd, indecent, violent, excessively noisy, disorderly, or which unreasonably disturbs institutional functions, operations, classrooms, other groups or individuals;
 4. Obstruction of or Interference with institutional activities or facilities. Any intentional interference with or obstruction of any institutional, program, event, or facility including the following:

- a. Any unauthorized occupancy of facilities owned or controlled by an institution or blockage of access to or from such facilities,
 - b. Interference with the right of any institution member or other authorized person to gain access to any activity, program, event or facilities sponsored or controlled by an institution,
 - c. Any obstruction or delay of a campus security officer, public safety officer, police officer, firefighter, EMT, or any official of an institution, or failure to comply with any emergency directive issued by such person in the performance of his or her duty;
5. Misuse of or Damage to Property. Any act of misuse, vandalism, malicious or unwarranted damage or destruction, defacing, disfiguring or unauthorized use of property belonging to another including, but not limited to, any personal property, fire alarms, fire equipment, elevators, telephones, institution keys, library materials and/or safety devices;
 6. Theft, Misappropriation, or Unauthorized Sale of Property;
 7. Misuse of Documents or Identification Cards. Any forgery, alteration of or unauthorized use of institutional documents, forms, records or identification cards, including the giving of any false information, or withholding of necessary information, in connection with a student's admission, enrollment or status in the institution;
 8. Firearms and Other Dangerous Weapons. Any possession of or use of firearms, dangerous weapons of any kind, or replica/toy guns, e.g. BB guns, pellet guns, paintball guns, water guns, cap guns, toy knives or other items that simulate firearms or dangerous weapons;
 9. Explosives, Fireworks, and Flammable Materials. The unauthorized possession, ignition or detonation of any object or article which would cause damage by fire or other means to persons or property or possession of any substance which could be considered to be and used as fireworks;
 10. Alcoholic Beverages. The use and/or possession of alcoholic beverages on institution owned or controlled property. This offense includes the violation of any local ordinance, state, or federal law concerning alcoholic beverages, on or off institution owned or

controlled property, where an affiliated group or organization has alcoholic beverages present and available for consumption;

11. Drugs. The unlawful possession or use of any drug or controlled substance (including, but not limited to, any stimulant, depressant, narcotic or hallucinogenic drug, or marijuana), sale or distribution of any such drug or controlled substance. This offense includes the violation of any local ordinance, state, or federal law concerning the unlawful possession or use of drugs, on or off institution owned or controlled property;
12. Drug Paraphernalia. The use or possession of equipment, products or materials that are used or intended for use in manufacturing, growing, using or distributing any drug or controlled substance. This offense includes the violation of any local ordinance, state, or federal law concerning the unlawful possession of drug paraphernalia, on or off institution owned or controlled property;
13. Public Intoxication. Appearing on institution owned or controlled property or at an institutional sponsored event while under the influence of a controlled substance or of any other intoxicating substance;
14. Gambling. Unlawful gambling in any form;
15. Financial Irresponsibility. Failure to meet financial responsibilities to the institution promptly including, but not limited to, knowingly passing a worthless check or money order in payment to the institution;
16. Unacceptable Conduct in Disciplinary Proceedings. Any conduct at any stage of an institutional disciplinary proceeding or investigation that is contemptuous, disrespectful, threatening, or disorderly, including false complaints, testimony or other evidence, and attempts to influence the impartiality of a member of a judicial body, verbal or physical harassment or intimidation of a judicial board member, complainant, respondent or witness;
17. Failure to Cooperate with Institutional Officials. Failure to comply with directions of institutional officials acting in the performance of their duties;

18. Violation of General ~~**Policies**~~ Rules and Regulations. Any violation of the general **policies** ~~rules and regulations~~ of the institution as published in an official institutional publication, including the intentional failure to perform any required action or the intentional performance of any prohibited action;
19. Attempts, Aiding and Abetting. Any attempt to commit any of the offenses listed under this section or the aiding or abetting of the commission of any of the offenses listed under this section (an attempt to commit an offense is defined as the intention to commit the offense coupled with the taking of some action toward its commission). Being present during the planning or commission of any offense listed under this section will be considered as aiding and abetting. Students who anticipate or observe an offense must remove themselves from the situation and are required to report the offense to the institution;
20. Violations of State or Federal Laws. Any conviction of violation of state or federal laws or regulations proscribing conduct or establishing offenses, **if a student's violation of such laws or ordinances regulations also adversely affects the institution's pursuit of its educational objectives**, ~~which laws and regulations are incorporated herein by reference;~~
21. Violation of Imposed Disciplinary Sanctions. Intentional or unintentional violation of a disciplinary sanction officially imposed by an institution official or a constituted body of the institution;
22. Sexual ~~**Misconduct**~~ Battery or Rape. Committing any act of sexual **misconduct** ~~battery or rape~~ as defined by **TBR Policy 6:03:00:00** state law;
23. Harassment or Retaliation. Any act by an individual or group against another person or group in violation of TBR policies, as well as federal and/or state laws prohibiting discrimination, including, but not limited to, TBR policies 5:01:02:00,(F), **6:01:00:00**; **6:02:00:00**; 5:01:02:00, 2:02:10:04 and TBR Guideline P-080;
24. Academic Misconduct. Plagiarism, cheating, fabrication. For purposes of this section the following definitions apply:

- a. Plagiarism. The adoption or reproduction of ideas, words, statements, images, or works of another person as one's own without proper attribution,
 - b. Cheating. Using or attempting to use unauthorized materials, information, or aids in any academic exercise or test/examination. The term academic exercise includes all forms of work submitted for credit or hours,
 - e. Fabrication. Unauthorized falsification or invention of any information or citation in an academic exercise.
25. Unauthorized Duplication or Possession of Keys. Making, causing to be made, or the possession of **with the intent to use or make available for use by others**, any key for an institutional facility without proper authorization;
26. Litter. Dispersing litter in any form onto the grounds or facilities of the campus;
27. Pornography. Public display of literature, films, pictures or other materials which an average person applying contemporary community standards would find, (1) taken as a whole, appeals to the prurient interest, (2) depicts or describes sexual conduct in a patently offensive way, and (3) taken as a whole, lacks serious literary, artistic, political or scientific value;
28. Abuse of Computer Resources and Facilities. Misusing and/or abusing campus computer resources including, but not limited to the following:
- a. Use of another person's identification to gain access to institutional computer resources,
 - b. Use of institutional computer resources and facilities to violate copyright laws, including, but not limited to, the act of unauthorized distribution of copyrighted materials using institutional information technology systems,
 - e. Unauthorized access to a computer or network file, including but not limited to, altering, using, reading, copying, or deleting the file,
 - d. Unauthorized transfer of a computer or network file,
 - e. Use of computing resources and facilities to send abusive or obscene correspondence,

- f. Use of computing resources and facilities in a manner that interferes with normal operation of the institutional computing system,
 - g. Use of computing resources and facilities to interfere with the work of another student, faculty member, or institutional official,
 - h. Violation of any published information technology resources policy,
 - i. Unauthorized peer-to-peer file sharing;
29. Unauthorized Access to Institutional Facilities and/or Grounds. Any unauthorized access and/or occupancy of institutional facilities and grounds is prohibited, including, but not limited to, gaining access to facilities and grounds that are closed to the public, being present in areas of campus that are open to limited guests only, being present in academic buildings after hours without permission, and being present in buildings when the student has no legitimate reason to be present;
30. Providing False Information. Giving any false information to, or withholding necessary information from, any institutional official acting in the performance of his/her duties in connection with a student's admission, enrollment, or status in the institution;
31. Unauthorized Surveillance. Making or causing to be made unauthorized video or photographic images of a person in a location in which that person has a reasonable expectation of privacy, without the prior effective consent of the individual, or in the case of a minor, without the prior effective consent of the minor's parent or guardian. This includes, but is not limited to, taking video or photographic images in shower/locker rooms, residence hall rooms, and men's or women's restrooms, and storing, sharing, and/or distributing of such unauthorized images by any means;
32. Smoking Violations. Violation of any TBR and/or institutional smoking or other tobacco use rules or policies.
- B. Disciplinary action may be taken against a student for violations of the foregoing **policies** regulations which occur at or in association with enrollment at an institution governed by the State Board of Regents for any academic period.

- C. Each student shall be responsible for his/her conduct from the time of application for admission through the actual awarding of a degree including periods prior to or between semesters.
- D. Conduct occurring while a student is registered or enrolled at the institution, but not discovered until after **the student leaves the institution, including after** the awarding of a degree, is actionable under these provisions and may result in the retroactive application of a disciplinary sanction.
- E. Should a student withdraw from the institution with disciplinary action or academic misconduct action pending, the student's record may be encumbered by the appropriate institutional office until the proceedings have been concluded.

II. Academic and Classroom Misconduct

- A. The instructor has the primary responsibility for maintenance of academic integrity and controlling classroom behavior, and can order the temporary removal or exclusion from the classroom of any student engaged in disruptive conduct or conduct that violates the general rules and **policies** ~~regulations~~ of the institution for each class session during which the conduct occurs. Extended or permanent exclusion from the classroom, beyond the session in which the conduct occurred, or further disciplinary action can be effected only through appropriate procedures of the institution.
- B. Plagiarism, cheating, and other forms of academic dishonesty are prohibited. Students guilty of academic misconduct, either directly or indirectly, through participation or assistance, are immediately responsible to the instructor of the class. In addition to other possible disciplinary sanctions which may be imposed through the regular institutional disciplinary procedures, the instructor has the authority to assign an appropriate grade for the exercise or examination, proportional to the nature and extent of academic misconduct. Disciplinary sanctions will be imposed only through the appropriate institutional student disciplinary processes.
- C. Students may appeal a grade assignment associated with a finding of academic misconduct, as distinct from a student disciplinary sanction, through appropriate institutional academic misconduct or grade appeal procedures. Courses may not be dropped pending the final resolution of an allegation of academic misconduct.

D. Disruptive behavior in the classroom may be defined as, but not limited to, behavior that obstructs or disrupts the learning environment (e.g., offensive language, harassment of students and professors, repeated outbursts from a student which disrupt the flow of instruction or prevent concentration on the subject taught, failure to cooperate in maintaining classroom decorum, etc.), text messaging, and the continued use of any electronic or other noise or light emitting device which disturbs others (e.g., ~~disturbing noises from beepers, cell phones, palm pilots, lap-top computers, games, etc.~~).

III. Disciplinary Sanctions

A. Institutions shall adopt and publish a policy, providing notice of potential disciplinary sanctions applicable to both individuals and organizations. The policy may include any appropriate sanction, given the specific needs of the individual institution, subject to prior review and approval **by the TBR Office of General Counsel and Academic Affairs** of the ~~Board~~. Institutions are preauthorized to implement any or all of the sanctions, in the form set forth in sub-section (2B) below, without need for prior review or approval. ~~by the Board~~. Upon a determination that a student or student organization has violated any of the disciplinary offenses set forth in ~~these regulations~~ **this policy**, institutional disciplinary policies, or the general policies of an institution, disciplinary sanctions may be imposed, either singly or in combination, by the appropriate institution or school officials.

B. Definition of Sanctions:

1. Restitution. Restitution may be required in situations which involve destruction, damage, or loss of property, or unreimbursed medical expenses resulting from physical injury. When restitution is required, the student or student organization is obligated by the appropriate judicial authority to compensate a party or parties for a loss suffered as a result of disciplinary violation(s). Any such payment in restitution shall be limited to actual cost of repair, replacement or financial loss;
2. Warning. The appropriate institutional official may notify the student or student organization that continuation or repetition of specified conduct may be cause for other disciplinary action;

3. Reprimand. A written or verbal reprimand or censure may be given to any student or student organization whose conduct violates any part of ~~these regulations~~ **these policies** and provides notice that that any further violation(s) may result in more serious penalties;
4. Service to the Institution or Community. A student, or student organization, may be required to donate a specified number of service hours to the institution performing reasonable tasks for an appropriate institution office, official(s), or the local community. The service required shall be commensurate to the offense (e.g., service for maintenance staff for defacing institutional property);
5. Specified Educational/Counseling Program. A student or student organization may be required to participate in specified educational or counseling program(s) relevant to the offense, or to prepare a project or report concerning a relevant topic;
6. Apology. A student or student organization may be required to apologize to an affected party, either verbally or in writing, for the behavior related to a disciplinary offense;
7. Fines. Penalties in the form of fines may be imposed against a student or student organization whenever the appropriate institutional authority deems appropriate. The sanction of fines may be imposed in addition to other forms of disciplinary sanctions. Failure to pay fines may result in further disciplinary action;
8. Restriction. A restriction upon a student's or student organization's privileges for a period of time may be imposed. This restriction may include, for example, denial of the ability to represent the institution at any event, ability to participate in institution or TBR sponsored travel, use of facilities, parking privileges, participation in extracurricular activities or restriction of organizational privileges;
9. Probation. Continued enrollment of a student or recognition of a student organization on probation may be conditioned upon adherence to these **policies** regulations. Any student or organization placed on probation will be notified in writing of the terms and length of the probation. Probation may include restrictions upon extracurricular activities, or any other appropriate special condition(s). Any conduct in further violation of these **policies**

regulations while on probationary status or the failure to comply with the terms of the probationary period may result in the imposition of further disciplinary action;

10. Suspension. Suspension is the separation of a student or student organization from the institution for a specified period of time. Suspension may be accompanied by special conditions for readmission or recognition;
11. Expulsion. Expulsion entails a permanent separation from the institution. The imposition of this sanction is a permanent bar to the student's admission, or a student organization's recognition to the institution. A student or organization that has been expelled may not enter institution property or facilities without obtaining prior approval from an appropriate campus official with knowledge of the expulsion directive;
12. Revocation of Admission, Degree, or Credential;
13. **Interim Involuntary Withdrawal or Interim**-Suspension. As a general rule, the status of a student or student organization accused of violation of these **TBR** regulations, **this policy, or institutional policies** should not be altered until a final determination has been made in regard to the charges. However, **interim involuntary withdrawal or interim** suspension, pending the completion of disciplinary procedures, may be imposed upon a finding by the appropriate institutional official that the ~~continued presence of the accused on campus constitutes an immediate threat to the physical safety and well-being of the accused,~~ **conduct, or attempted conduct of the student poses a direct threat to the safety of** any other member of the institution its guests, property, or substantial disruption of classroom ~~the student's behavior is materially and substantially disruptive of the institution's learning environment~~ **the student's behavior is materially and substantially disruptive of the institution's learning environment** or other campus activities. In any case of **interim involuntary withdrawal or interim**-suspension, the student, or student organization, shall be given an opportunity at the time of the decision, or as soon thereafter as reasonably possible, to contest the suspension;
14. Housing Probation. Continued residence in campus or student housing may be conditioned upon adherence to these **policies** regulations as well as institutional housing **policies** regulations. Any resident placed on housing probation will be notified in writing

of the terms and length of the probation. Probation may include restrictions upon the activities of the resident, including any other appropriate special condition(s);

15. Housing Suspension and Forfeiture. A resident suspended from housing may not reside, visit, or make any use whatsoever of a housing facility or participate in any housing activity during the period for which the sanction is in effect. A suspended resident shall be required to forfeit housing fees (including any unused portion thereof and the Housing Deposit). A suspended resident must vacate the housing unit. Housing suspension shall remain a part of the student resident's disciplinary record.

~~C. The president/director of each institution is authorized, at his or her discretion, to intervene in order to negotiate a mutually acceptable resolution to any disciplinary proceeding, or, subsequently, to convert any sanction imposed to a lesser sanction, or to rescind any previous sanction, in appropriate cases.~~

IV. Traffic and Parking

A. General: Institutions governed by the TBR shall adopt institutional policies governing traffic and parking on their respective campuses. The purpose of these policies regulations shall be to facilitate the orderly and efficient flow of traffic on those campuses, to provide a safe atmosphere for both pedestrians and motor vehicle operators, and to provide order with regard to parking within limited space. Institutional policies enacted in compliance with this rule shall be subject to prior review and approval of the TBR. Once adopted, such policies shall be published, at least annually, and, as appropriate, through signage, traffic/parking handbooks, student/faculty handbooks and institutional websites.

B. Registration of Automobiles/Permits/Decals: TBR institutions shall adopt policies regarding the registration of vehicles and/or the issuance of decals and/or permits on campus, and/or the alternate use of campus access fees in lieu of registration of individual vehicles for the purpose of effective enforcement of campus traffic and/or parking regulations. Reasonable fees/costs may be assessed in association with the vehicle registration, permit, or decal issuance process. Any fees/costs associated with registration of vehicles or the issuance of permits/decals, together with appropriate information sufficient to justify the fee/cost amount,

shall be submitted for review and approval by the TBR prior to implementation at any institution, pursuant to the requirement set forth in TBR policy.

- C. Parking: TBR institutions shall adopt policies with regard to parking on institution owned, operated, or controlled sites. Those policies shall reflect the physical availability and limitations of parking facilities at institution owned, operated, or controlled sites. TBR institutions are further authorized to adopt appropriate parking zones or designated parking systems for faculty, staff, students, residents of campus housing, visitors, and other appropriate groups. Institutions may also establish a schedule of hours for enforcement for parking regulations at their various campus sites. Reasonable fees/costs may be assessed in association with the issuance of parking decals or passes as set forth in section (2) above. Any fees/costs associated with parking permits/decals, together with appropriate information sufficient to justify the fee/cost amount, shall be submitted for review and approval by the TBR prior to implementation at any institution, pursuant to the requirement set forth in TBR policy.
- D. Traffic: TBR institutions shall adopt policies with regard to motor and other vehicular traffic on institution owned, operated, or controlled sites. Those policies shall reflect the nature of traffic patterns, roads, and physical limitations of the particular institution owned or controlled site. TBR institutions are further directed to adopt and publish a traffic code reflecting the traffic rules and offenses for that institution's sites. Such violations may include, but are not limited to, all traffic offenses provided under state, county, or municipal ordinance applicable to the locality of each institutional site. Adoption of such policies shall be subject to prior review and approval by the TBR. Once adopted or amended all traffic and parking regulations shall be affirmatively communicated to the faculty, staff, and students of the institution as well as published in appropriate websites, handbooks, or manuals.
- E. Fines/Penalties: TBR institutions shall have the authority to adopt appropriate fines and/or disciplinary sanctions for violations of the traffic and parking regulations established pursuant to sections (3) & (4) above. Fines may be set as determined necessary at each institution, but shall not exceed the amounts provided for by the higher of state law, county, or municipal ordinance for the same offense. Such fines are subject to the prior review and approval of the

TBR, pursuant to the requirement set forth in TBR policy. Proposed fines shall be submitted to the TBR together with information sufficient to justify the fine. Such information shall include consideration of state/county/municipal fines for the same offense, fines for the same offense at similarly situated institutions, association to enforcement costs at the institution, and/or the unique traffic/parking considerations at each institution. Once adopted or amended, all fines shall be affirmatively communicated to the faculty, staff, and students of the institution as well as published in appropriate websites, handbooks, or manuals.

- F. Appeals: Institutions shall establish an appropriate system of due process associated with any traffic/parking codes or fines, consistent with the due process requirements set forth in TBR System wide Rule 0240-02-03-.06 below, wherein persons cited for violation of institutional traffic/parking regulations may contest their citations. Institutions are authorized to establish alternative or multiple methods/bodies for hearings and/or for the resolution of such matters.

V. Disciplinary Procedures

- A. General: Institutions governed by the TBR, in the implementation of TBR policies regulations pertaining to discipline and conduct of students, shall ensure the constitutional rights of students by affording a system of constitutionally and legally sound procedures which provide the protection of due process of law. In furtherance of this mandate, all TBR institutions shall enact policies setting forth the disciplinary procedures for the institution. All such policies shall be enacted in compliance with TBR Systemwide Student Rules, this policy TBR Policy 3:02:01:00, and applicable state and federal law. All policies adopted pursuant to this rule shall be subject to prior review and approval by ~~the Board of Regents~~. Once adopted or amended, all disciplinary procedures shall be affirmatively communicated to the faculty, staff, and students of the institution as well as published in appropriate websites, handbooks, or manuals.

- B. **Contested Case Procedure: TUAPA:** All cases which may result in: (a) suspension or expulsion of a student, ~~or student organization,~~ from the institution, for disciplinary reasons or (b) revocation of registration of a student organization, are subject to the contested case provisions of the **Tennessee** Uniform Administrative Procedures Act (TUAPA), T.C.A. § 4-5-

301 et seq., and shall be processed in accord with the Uniform Contested Case procedures adopted by the Board of Regents unless the student or organization, after receiving written notice, waives those procedures and elects to have the case disposed of in accord with institutional procedures or waives all right to contest the case under any procedure. These procedures shall be described in the institution's policy.

For cases which may result in Interim Involuntary Withdrawal or Suspension, the institution must incorporated the guidelines set forth below at (F) in its decision-making processes.

- C. Institutional Procedures: For matters not subject to the requirements of TUAPA, each institution shall include in its policies a description of the procedures applicable at each level of a student/organizational misconduct, student housing violation or traffic/parking violation proceeding, including procedures for the initiation, investigation, resolution and/or prosecution of a violation applicable at each level, including appeal(s). This policy shall also set forth minimum requirements for advance notice of charges/violations as well as the time, date, and place for any procedure or hearing.
- D. Institutional Hearings: For matters not subject to the requirements of TUAPA, institutions shall establish a body or bodies, with authority to hear student/organizational misconduct, student housing violations, or traffic/parking violations. Such body may be constituted as determined by the institution and may consist of one (1) individual or a committee. Authority may be vested in a single entity or in separate bodies.
- E. Minimum Requirements of Due Process for Institutional Hearings: Institutional hearing bodies and procedures governing discipline in cases of student/organizational misconduct, student housing violations and/or traffic/parking violations may be structured in any manner deemed appropriate given the organizational structure of the individual institution, but shall include the following minimal procedural components:
 - 1. The student shall be advised, in writing, of the breach of regulation(s) of which she/he is charged;

2. The student shall be advised of the time, date, and place of the hearing allowing reasonable time for preparation;
3. The student shall be advised of the following rights applicable at the hearing:
 - a. The right to present his or her case,
 - b. The right to be accompanied by an advisor,
 - c. The right to call witnesses in his or her behalf,
 - d. The right to confront witnesses against him or her, and
 - e. The student shall be advised of the method and time limitations for appeal, if any is applicable.
4. Students subject to any disciplinary sanction are entitled to a due process hearing unless that right is waived by the student after receiving written notice of the available procedures.

F. **Interim Involuntary Withdrawal or Interim** Suspension Hearings: Hearings conducted with regard to **interim involuntary withdrawal or interim**-suspensions imposed **prior to or** pending the outcome of a disciplinary investigation or proceeding shall be conducted consistent with the minimum requirements of due process applicable to an institutional hearing, taking into account the need for a timely hearing. The evidence presented at the hearing shall be limited to that which is relevant to the basis asserted for imposition of the **interim involuntary withdrawal or interim**-suspension.

- 1. In determining whether a student should be involuntarily withdrawn or suspended for threatening or disruptive conduct, the institution shall consider the nature, duration, severity, and probability of the threat posed or the disruption caused by a student, relying the best available objective evidence and, if applicable and obtainable, on the most current medical evidence.**
- 2. The institutions shall also determine whether reasonable modifications of its policies, practices, or procedures could sufficiently mitigate the risk.**
- 3. Absent exigent circumstances creating an imminent risk or harm, the assessment will be made prior to a decision to involuntarily withdraw or suspend based on the threat he or she poses to others.**
- 4. If exigent circumstances warrant the immediate removal of a student from the institution, the student will receive, at a minimum, notice and an initial opportunity to present evidence immediately after being placed on involuntary withdrawal, and the opportunity to initiate full due process within 30 days of the removal.**

G. Alternative Resolution Procedures: Institutions are authorized to establish alternative or multiple methods/bodies for hearings and/or for the resolution of disciplinary matters, with the consent of all relevant parties. Alternative resolution methods may include, but are not limited to, mediation, diversion programs, and/or negotiated resolutions.

H. ~~The president /director of each institution is authorized, at his or her discretion, to intervene in order to negotiate a mutually acceptable resolution to any disciplinary proceeding, or, subsequently, to convert any finding or sanction imposed to a lesser finding or sanction, or to rescind any previous finding or sanction, in appropriate cases.~~

Sources

TBR Meetings, December 2, 1977; March 3, 1978; March 18, 1983; September 30, 1983; TBR Board Meeting, March 29, 2012

Related Policies

- Student Due Process Procedure
- Equal Employment Opportunity and Affirmative Action
- **Sex Discrimination, Sexual Harassment or Sexual Misconduct**
- **Sex Discrimination and Sexual Harassment**
- **Sexual Misconduct**



TENNESSEE BOARD OF REGENTS

MEETING: Quarterly Meeting

SUBJECT: Building Naming Request From
Austin Peay State University

DATE: June 19, 2015

PRESENTER: Chancellor John G. Morgan

ACTION REQUIRED: Voice Vote

STAFF'S RECOMMENDATION: Approve

BACKGROUND INFORMATION:

President Alisa White requests that the Austin Peay State University newly acquired building located at 524 College Street, Clarksville, Tennessee, be named the "Wayne and Marianne Ard Building."

This property was previously known as the Church of Christ Student Center. Once the renovations are complete the building will be used for health and psychology counseling services.

Mr. Wayne Ard and his late wife, Marianne, were generous benefactors to the university. Their significant contributions to Austin Peay State University inspired other friends and supporters of the university to a similar level of generosity.

The Austin Peay State University Naming Committee met on April 27, 2015. They voted to approve this naming. It is in compliance with TBR Policy 4:02:05:01- Naming Buildings and Facilities and Building Plaques.



TENNESSEE BOARD OF REGENTS

Office of the Chancellor

1415 Murfreesboro Road, Suite 340 | Nashville, TN 37217-2833 | Phone 615.366.4403 | Fax 615.366.3922 | www.tbr.edu

May 5, 2015

Dr. Alisa White
President
Austin Peay State University
601 College St.
Clarksville, TN 37044

Dear President White:

This letter is to confirm receipt of your April 28, 2015, request that the newly acquired building at Austin Peay State University Campus be known as the "Wayne and Marianne Ard Building." I will place this recommendation on the agenda for the June 19, 2015, Board Meeting under New Business.

Sincerely,

John G. Morgan
Chancellor

JGM/KF



TENNESSEE BOARD OF REGENTS

1415 Murfreesboro Road, Suite 940 | Nashville, TN 37217-2833 | Phone 615.366.4403 | Fax 615.366.3922 | www.tbr.edu

MEMORANDUM

TO: Chancellor Morgan

FROM: David Gregory *David Gregory*

SUBJECT: Building Naming at Austin Peay State University

DATE: May 5, 2015

I have reviewed President Alisa White's letter dated April 28, 2015, requesting that the newly acquired building at Austin Peay State University Campus be named the "Wayne and Marianne Ard Building".

This building located at 524 College Street, Clarksville, Tennessee 37040 was previously known as the Church of Christ Student Center. It is currently being renovated. Once the renovations are complete the building will be used for health and psychology counseling services.

Mr. Wayne Ard and his wife, Mrs. Marianne Ard, were both generous benefactors to the university during their lifetime. Mr. and Mrs. Ard made significant contributions to Austin Peay State University and inspired other friends and supporters of the university to a similar level of generosity.

The Austin Peay State University naming committee met on April 27, 2015. They voted to approve this naming and the request is in compliance with TBR Policy 4:02:05:01 - Naming Buildings and Facilities and Building Plaques. I recommend that this request be approved.

Attachments



Office of the President

April 28, 2015

Chancellor John Morgan
Tennessee Board of Regents
1415 Murfreesboro Road, Suite 350
Nashville, TN 37217

Dear Chancellor Morgan:

It is my pleasure to recommend that Austin Peay State University's newly acquired building on the corner of University Avenue and College Street be named the **Wayne and Marianne Ard Building** in recognition of the generosity of this family to the university. This recommendation to name the building was made by a campus committee appointed in compliance with TBR Policy 4:02:05:01.

Thank you for your consideration of this naming request. Please contact my office if additional information is needed.

Sincerely,

Alisa White
President

Enclosure



Office of Academic Affairs

April 27, 2015

Dr. Alisa White, President
Austin Peay State University
601 College Street
Clarksville, TN 37044

Dear President White,

The Naming Committee for the newly acquired building on the corner of University Avenue and College Street, met on Monday, April 27, 2015. Dr. Dixie Webb, Dr. Eleanor Jator, Mr. Zachary Gillman and I discussed and voted unanimously to name the building:

Wayne and Marianne Ard Building

Sincerely,

A handwritten signature in blue ink, appearing to read 'Jaime Taylor'.

Jaime Taylor, PhD
Interim Provost and Vice President for Academic Affairs

Minutes - Naming Committee Meeting

Building set at University Avenue and College Street

Clarksville, Tennessee

Monday - April 27, 2015

Committee Members Present: Jaime Taylor (chair), Eleanor Jator, Dixie Webb, Zachary Gillman

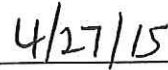
No committee members were absent.

The meeting was called to order by Jaime Taylor. The committee considered and discussed various ways to name the building on the corner of University Avenue and College Street at Austin Peay State University, including consideration of individuals who had significantly contributed to APSU.

After discussion, the committee came to a unanimous decision that the individuals who was most engaged and motivated was Mr. Wayne Ard (and wife, Marianne who passed away in December of 2014). The committee thus chose the name of The "Wayne and Marianne Ard" Building as their recommendation. Jaime Taylor agreed to notify the president of their decision.



Jaime Taylor, Chair



Date



TENNESSEE BOARD OF REGENTS

MEETING: Quarterly Meeting

SUBJECT: Building Naming Request From
Tennessee Tech University

DATE: June 19, 2015

PRESENTER: Chancellor John G. Morgan

ACTION REQUIRED: Voice Vote

STAFF'S RECOMMENDATION: Approve

BACKGROUND INFORMATION:

President Philip Oldham requests that the Tennessee Tech University building known as South Hall which houses the College of Agriculture and Human Ecology, be named "Oakley Hall."

Millard and J.J. Oakley are both generous benefactors to the university. The Okleys have made significant contributions, particularly concerning agricultural students with the recent gift of the Oakley Farm to Tennessee Tech University.

The Tennessee Tech University Naming Committee met on April 9, 2015. They voted to approve this naming. The request is in compliance with TBR Policy 4:02:05:01- Naming Buildings and Facilities and Building Plaques.



TENNESSEE BOARD OF REGENTS

Office of the Chancellor

1415 Murfreesboro Road, Suite 340 | Nashville, TN 37217-2833 | Phone 615.366.4403 | Fax 615.366.3922 | www.tbr.edu

May 5, 2015

Dr. Philip Oldham
President
Tennessee Technological University
1 Williams Jones Drive
Cookeville, Tennessee 38505

Dear President Oldham:

This letter is to confirm receipt of your April 20, 2015, request that the renovated South Hall at Tennessee Tech University Campus be known as the "Oakley Hall." This is in honor of Millard and J.J. Oakley's generosity to TTU. I will place this recommendation on the agenda for the June 19, 2015, Board Meeting under New Business.

Sincerely,

John G. Morgan
Chancellor

JGM/KF



TENNESSEE BOARD OF REGENTS

1415 Murfreesboro Road, Suite 340 | Nashville, TN 37217-2833 | Phone 615.366.4403 | Fax 615.366.3922 | www.tbr.edu

MEMORANDUM

TO: Chancellor Morgan

FROM: David Gregory *David Gregory*

SUBJECT: Building Naming at Tennessee Technological University

DATE: May 5, 2015

I have reviewed President Philip Oldham's letter dated April 20, 2015, requesting the newly renovated building known as South Hall which houses the College of Agriculture and Human Ecology, to be named the "Oakley Hall."

Millard and J.J. Oakley are both generous benefactors to the university. Millard and J.J. Oakley have made significant contributions, particularly in agricultural students with the recent gift of the Oakley Farm to Tennessee Technological University.

The Tennessee Technological University naming committee met on April 9, 2015. They voted to approve this naming and request in compliance with TBR Policy 4:02:05:01- Naming Buildings and Facilities and Building Plaques. I recommend that this request be approved.

Attachments



OFFICE OF THE PRESIDENT

Box 5007 • Cookeville TN 38505-0001 • 931-372-3241 • Fax 931-372-6332 • tntech.edu

April 20, 2015

Mr. John Morgan, Chancellor
Tennessee Board of Regents
1415 Murfreesboro Road, Suite 350
Nashville, TN 37217-2833

Dear Chancellor Morgan:

With this letter I am recommending that Tennessee Technological University's building which houses the College of Agriculture and Human Ecology (South Hall) be named the "Oakley Hall" in recognition of Millard and J. J. Oakley. This recommendation is to honor the Oakley's generosity to Tennessee Tech University (TTU) as promoters of higher education in all aspects for the region as well as the State of Tennessee. They have enriched the lives of so many students with their continued generosity, and in particular agricultural students with the recent gift of the Oakley Farm to TTU. A monetary value of this particular donation is estimated to be approximately \$8 million, yet to be determined by an appraiser. However, a monetary value cannot be placed on the educational significance this gift will provide in opportunities for TTU students.

Finishing touches to renovations and upgrades totaling \$4 million plus are being completed on this building, and the College of Agriculture and Human Ecology along with other academic and administrative unit offices will soon reoccupy this building. So, this is an opportune time to officially name the building for the Oakley's rich contributions to the University.

The naming recommendation of this building was made by a campus committee appointed in compliance with TBR Policy 4:02:05:01 and the TTU Facilities Naming Policy. Support documentation is enclosed.

Thank you for your consideration of this naming request. Please contact my office if additional information is needed.

Sincerely,

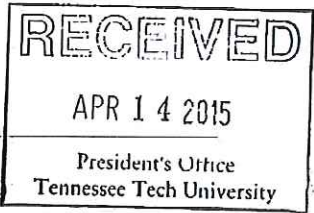
Philip B. Oldham
President

PBO:tt

Enclosures



Office of the Dean • College of Agriculture and Human Ecology
Box 5165 • Cookeville, TN 38505-0001 • (931) 372-3149 • Fax (931) 372-3150



MEMORANDUM

TO: Dr. Philip Oldham, President

FROM: Dr. Lizabeth Self Mullens, *Liz Mullens* Dean, College of Agriculture & Human Ecology
Chair, Naming Committee for South Hall

DATE: April 13, 2015

RE: Naming Committee Report for South Hall

On behalf of the ad-hoc Naming Committee for South Hall, I am pleased to report that the committee has completed deliberations according to the guidelines in the TTU and TBR policies on naming buildings. The committee recommends that South Hall be renamed "Oakley Hall".

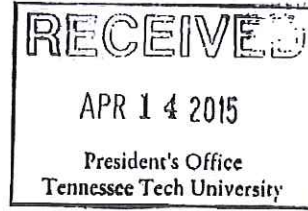
The members of the committee included . . .

- Allison Barlow, Student, College of Agriculture & Human Ecology,
- Michael Best, Professor, Agriculture Economics, School of Agriculture
- Lizabeth Mullens, Professor & Dean, College of Agriculture & Human Ecology
- Tiff Rector, Associate Vice President for Advancement
- Claire Stinson, Vice President for Planning & Finance
- Melinda Swafford, Professor, Family & Consumer Sciences, School of Human Ecology

The unanimous decision was based on the many contributions of Mr. Millard Oakley to agriculture and to families and children in the region. Mr. Oakley's support of the Tennessee Tech School of Agriculture was particularly noted in the availability of the Oakley Sustainable Agriculture Center for student lab experiences and for faculty and student research. We are pleased to honor the Oakleys in this way.

C: Tiff Rector, Associate Vice President for Advancement
Bahman Ghorashi, Provost & Vice President for Academic Affairs

**Naming Committee Meeting
South Hall
April 9, 2014**



Minutes

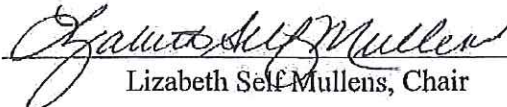
Present: Michael Best, Lizabeth Mullens (chair), Tiff Rector, Claire Stinson, Melinda Swafford
Absent: Allison Barlow

The meeting was called to order by Lizabeth Mullens. President Philip Oldham presented the charge to the committee regarding the renaming of South Hall.

The many contributions of Mr. Millard Oakley to the College of Agriculture and Human Ecology were discussed, as well as his contributions to children and families in the surrounding region. One other potential candidate was considered; however, the committee determined that the support of the Oakleys to the TTU community was unsurpassed at this time. The committee decided unanimously to rename South Hall to Oakley Hall.

Lizabeth Mullens will notify student member Allison Barlow of the decision.

Respectfully submitted,


Lizabeth Self Mullens, Chair


Date



TENNESSEE BOARD OF REGENTS

MEETING: Quarterly Meeting

SUBJECT: Building Naming Request From
Volunteer State Community College

DATE: June 19, 2015

PRESENTER: Chancellor John G. Morgan

ACTION REQUIRED: Voice Vote

STAFF'S RECOMMENDATION: Approve

BACKGROUND INFORMATION:

President Jerry Faulkner has requested that the Volunteer State Community College new humanities building be named the "Steinhauer – Rogan – Black Humanities Building."

The building naming would honor John and Jane Steinhauer, Marion (Chet) and Clara Rogan, and Dr. David Black and U.S. Congressman Diane Black. The three families recognized for this building naming are highly respected and are significant supporters of Volunteer State Community College. For this reason, the naming committee chose this specific name as a reflection of their joint active participation and extensive community involvement.

The Volunteer State Community College Naming Committee met on April 29, 2015. They voted to approve this naming. It is in compliance with TBR Policy 4:02:05:01- Naming Buildings and Facilities and Building Plaques.



TENNESSEE BOARD OF REGENTS

Office of the Chancellor

1415 Murfreesboro Road, Suite 340 | Nashville, TN 37217-2833 | Phone 615.366.4403 | Fax 615.366.3922 | www.tbr.edu

May 13, 2015

Dr. Jerry Faulkner
President
Volunteer State Community College
1480 Nashville Pike
Gallatin, Tennessee 37066-3188

Dear President Faulkner:

This letter is to confirm receipt of your May 1, 2015, request that the new humanities building at Volunteer State Community College Campus be known as the “Steinhauer – Rogan – Black Humanities Building.” This building naming is the desire of Dr. David Black and U.S. Congressman Diane Black request to acknowledge and honor two outstanding families in Sumner County. I will place this recommendation on the agenda for the June 19, 2015, Board Meeting under New Business.

Sincerely,

John G. Morgan
Chancellor

JGM/KF




TENNESSEE BOARD OF REGENTS

1415 Murfreesboro Road, Suite 340 | Nashville, TN 37217-2833 | Phone 615.366.4403 | Fax 615.366.8922 | www.tbr.edu

MEMORANDUM

TO: Chancellor John G. Morgan

FROM: David Gregory 

SUBJECT: Building Naming at Volunteer State Community College

DATE: May 15, 2015

I have reviewed President Jerry Faulkner's letter dated May 1, 2015, requesting that the new humanities building located on the main campus of Volunteer State Community College be named the "Steinhauer – Rogan – Black Humanities Building."

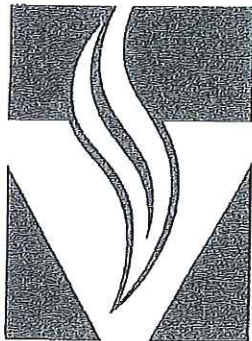
The Volunteer State Community College Naming Committee convened April 29, 2015. The unanimous recommendation of this committee was to recommend the name of this new facility to be the "Steinhauer – Rogan – Black Humanities Building." The building naming would honor Dr. David Black and U.S. Congressman Diane Black, John and Jane Steinhauer and Marion (Chet) and Clara Rogan.

The new humanities building will house 23 classrooms, seven computer labs, an art gallery, art/printing studio, commercial music recording studio suite, instrumental ensemble classrooms, multiple faculty offices, a variety of other specialized instructional spaces including the Honors Program, conference area, and dedicated classroom with study space.

The Naming Committee that met on April 29, 2015, voted unanimously to honor these three families for their dedication and support to Volunteer State Community College and the community. This request is in compliance with TBR Policy 4:02:05:01- Naming Buildings and Facilities and Building Plaques. I therefore recommend that this request be approved.

Attachments

**VOLUNTEER
STATE**



**COMMUNITY
COLLEGE**

**Office of
the President**

Main Campus
1480 Nashville Pike
Gallatin, TN 37066-3188
615-452-8600
1-888-335-VSCC (8722)

Vol State at Livingston
113 Windle Community Rd
Livingston, TN 38570
931-823-7065
1-800-563-8220

Vol State at Highland Crest
150 Laureate Avenue
Springfield, TN 37172
615-433-7030
1-855-724-8722

Vol State at McGavock
3150 McGavock Pike
Nashville, TN 37214-1634
615-885-8910

Volunteer State Community College, a Tennessee Board of Regents Institution is an AA/EEO employer and does not discriminate on the basis of race, color, national origin, sex, disability, age, religion, sexual orientation, or veteran status in its program and activities. The following person has been designated to handle inquiries regarding the nondiscrimination policies: Director of Human Resources, Affirmative Action Officer, Title IX Coordinator, 1480 Nashville Pike, Gallatin, TN 37066, 615.230.3592.

May 1, 2015

Chancellor John Morgan
Tennessee Board of Regents
1415 Murfreesboro Road, Suite 350
Nashville, TN 37217-2833

Chancellor Morgan,

This letter is to request that the Board approve the name for the new humanities building as the Steinhauer – Rogan - Black Humanities Building. This is the name suggested by Dr. David Black and his wife Congressman Diane Black. As you know the Black's contributed \$1 million toward the cost of the building. The name speaks to the generosity of the Blacks and honors their desire to recognize two outstanding families in Sumner County.

A committee consisting of students, staff, and faculty met to consider the matter and recommend the name. Minutes of their meeting are attached. I've also included some biographical information about the Steinhauers, Rogans, and Blacks.

If you need additional information, please let me know. Thank you for your consideration.

Sincerely,

Jerry L. Faulkner

MINUTES OF
COMMITTEE ON NAMING OF THE
NEW HUMANITIES BUILDING

Wednesday, April 29, 2015 3:30 PM

MEMBERS PRESENT:

Lauren Collier, Executive Assistant to President; Alycia Ehlert, Dean of Humanities
Karen Mitchell, VP Resource Development; James Story, Department Chair, Humanities
Tami Wallace, Director Public Relations; Len Assante, Communications Faculty
Sue Mulcahy, Art Faculty; Carol Bazenet, Secretary II, Career Placement
Jessie Versage, SGA President

The meeting was called to order by Lauren Collier. She explained the purpose of the Committee and outlined the process for naming the Humanities building. The task of the Committee was to recommend a name to Dr. Faulkner who, if in support, would recommend the name to TBR for approval.

Karen Mitchell explained that with the generous donation of one million dollars from Dr. David and Congressman Diane Black came the right to suggest a name for the building. The Blacks have requested the building be named the "Steinhauer, Rogan, and Black Humanities Building" to include their long-time friends and active community members, John and Jane Steinhauer and Marion (Chet) and Clara Rogan. The Blacks feel it is an appropriate way to honor their friends for their extensive community involvement. Karen expressed that given the Blacks' and the Steinhauers' differing political affiliations, the offer provides balance to the name.

James Story added to the discussion his long involvement with and support from both the Rogan and Steinhauer families, expressing what fine people they are.

Tami Wallace raised the question about what the shorter colloquial name of the building may be. All were in agreement that it would likely arise organically, but likely be called the SRB. Dr. Black had also raised the question with Karen Mitchell and did not have a preference.

No other names were suggested. Len Assante moved to vote on the name. The motion was seconded by James Story. The vote to name the new Humanities building the "Steinhauer, Rogan, and Black Humanities Building" passed unanimously.

Alycia Ehlert opened a discussion to pool the faculty and staff donations to earn naming rights for the Honors Suite. She mentioned interest from colleagues to honor Jenny Thigpen for her support, passion and enthusiasm for the college and its progress. The naming of suites/rooms was tabled for further discussion with Karen Mitchell and the Foundation closer to the opening of the building.

The meeting was dismissed at 3:45.

RECORDER: Lori Thomas, Secretary II Office of the President

MINUTES APPROVED: 

Lauren Collier, Ph.D., Executive Assistant to the President

Volunteer State Community College

Biographical Support for Honorees of the Proposed Steinhauer, Rogan, and Black Humanities Building

Dr. David and Congressman Diane Black

Congressman Diane Black currently serves in the U.S. House of Representatives as the Representative from Tennessee's 6th Congressional District. She is a member of the Ways and Means and Budget Committees and professes an unwavering commitment to restore fiscal sanity in Washington. She has worked to enact market-based health care reform and return America to principles of limited government and free enterprise. She served in the Tennessee General Assembly from the 45th District for six years, became a state senator in 2004, and was elected to Congress in 2010. Her early career path included work as a nurse, small businesswoman, and educator.

David L. Black, Ph.D. is an internationally recognized forensic toxicologist and founder of Aegis Sciences Corporation. He earned his undergraduate degree from Loyola College (Baltimore, Maryland) and doctorate in forensic toxicology from the University of Maryland at Baltimore. Dr. Black is a Diplomate of the American Board of Forensic Toxicology (D-ABFT) and a Fellow of the American Institute of Chemists (FAIC). Dr. Black is currently a Clinical Associate Professor with an appointment in Pathology at Vanderbilt University. Dr. Black has extensive experience as an expert witness in court cases involving drug use and testing. He consults with major organizations for the development of substance abuse prevention and testing programs.

Dr. and Mrs. Black have three grown children and six grandchildren.

Mr. and Mrs. Marion "Chet" Rogan (Clara)

Clara and Chet Rogan have been active community members throughout their lives. Mrs. Rogan has served on the boards of a number of local nonprofits including the Shalom Zone, Good Neighbor Mission, Sumner County United Way, and Volunteer State College Foundation. Stephanie Meadows, executive director of Good Neighbor Mission, said "You can't know Clara and not love her. We are so appreciative of her work." Chet Rogan is retired from the Transportation Department.

The Rogans and Blacks met when Diane worked at Sumner Regional Medical Center. The Rogans' son Tommy has catered barbecue for Dr. Black's company since it began and throughout its growth from 20 to over 650 employees. The families have been friends for many years.

Mr. and Mrs. Rogan raised five children.

Mr. and Mrs. John Steinhauer (Jane)

Former Rep. John Steinhauer served as representative to the Tennessee General Assembly from the 45th District for three consecutive terms. A polio survivor, he met and was greatly influenced by President Franklin D. Roosevelt. John was known as a strong voice for education, health, and human services during his legislative tenure. Interestingly, Diane Black later held the same seat as a republican.

John studied political science at Peabody College for Teachers and the University of Tennessee and public administration at Vanderbilt University. He and his wife Jane had five children, including Joni Steinhauer Warsham who was the first female to register at Volunteer State Community College.

The Steinhauers and Blacks met and became friends at St. Timothy Lutheran Church soon after the Blacks moved to the area. Through the years and across political differences, the families have remained close.



TENNESSEE BOARD OF REGENTS

MEETING: Quarterly Meeting

SUBJECT: Building Naming Request From
Jackson State Community College

DATE: June 19, 2015

PRESENTER: Chancellor John G. Morgan

ACTION REQUIRED: Voice Vote

STAFF'S RECOMMENDATION: Approve

BACKGROUND INFORMATION:

President Bruce Blanding has requested that the new nursing building be named "Jim Moss Center for Nursing."

Mr. Moss has served as CEO of the Jackson-Madison County General Hospital and West Tennessee Healthcare. His accomplishments and support to Jackson State Community College will help educate many future generations in the medical field. He has played a vital role in the initiation of the nursing program of Jackson State Community College, through financial support and advocacy for the program.

The Jackson State Community College Naming Committee met on March 30, 2015. They voted to approve this naming. It is in compliance with TBR Policy 4:02:05:01- Naming Buildings and Facilities and Building Plaques.



TENNESSEE BOARD OF REGENTS

Office of the Chancellor

1415 Murfreesboro Road, Suite 340 | Nashville, TN 37217-2833 | Phone 615.366.4403 | Fax 615.366.3922 | www.tbr.edu

April 28, 2015

Dr. Bruce Blanding
President
Jackson State Community College
2046 N. Parkway
Jackson, TN 38301

Dear President Blanding:

This letter is to confirm receipt of your April 24, 2015, request that the new nursing building at Jackson State Community College Campus be known as the "Jim Moss Center for Nursing." I will place this recommendation on the agenda for the June 19, 2015, Board Meeting under New Business.

Sincerely,

John G. Morgan
Chancellor

JGM/KF



TENNESSEE BOARD OF REGENTS

1415 Murfreesboro Road, Suite 340 | Nashville, TN 37217-2833 | Phone 615.366.4403 | Fax 615.366.9922 | www.tbr.edu

MEMORANDUM

TO: Chancellor Morgan

FROM: David Gregory

SUBJECT: Naming of the Nursing Building at the Jackson State Community College Campus

DATE: April 27, 2015

I have reviewed Dr. Bruce Blanding's letter dated April 24, 2015, requesting the new nursing building that will accommodate instructional and office space for the nursing program, be named the "Jim Moss Center for Nursing."

Mr. Moss has served as CEO of the Jackson-Madison County General Hospital and West Tennessee Healthcare. His accomplishments and support to Jackson State Community College will help educate many future generations in the medical field. He has played a vital role in the initiation of the nursing program of Jackson State Community College, through financial support and advocacy for the program approval.

The Jackson State Community College naming committee met on March 30, 2015. They voted to approve this naming and request in compliance with TBR Policy 4:02:05:01- Naming Buildings and Facilities and Building Plaques. I recommend that this request be approved.

Attachments



**Jackson State
Community College**

2046 N. Parkway
Jackson, TN 38301
www.jsc.edu

April 24, 2015

Mr. John Morgan, Chancellor
Tennessee Board of Regents
1415 Murfreesboro Road
Nashville, TN 37217

Dear Chancellor,

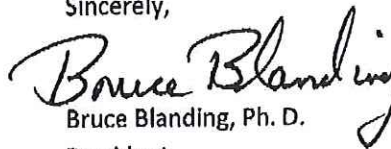
As you know, Jackson State Community College is in the final stages of construction of a Nursing building that will provide instructional and office space for our nursing program. This would not have been possible without the leadership of you and the Board, as well as the financial support of the state of Tennessee. In addition, the majority of local matching funds, and the ongoing support and partnership of West Tennessee Healthcare were an integral part of this project becoming a reality.

A campus naming committee, chaired by Dr. Leslie West-Sands, Dean of Nursing and operating in accordance with TBR policy has recommended naming the building the Jim Moss Center for Nursing. Attached is an email from Dr. West-Sands delineating the committee's action.

Mr. Moss was the long serving CEO of Jackson-Madison County General Hospital and West Tennessee Healthcare. Under his leadership, the hospital has been extraordinarily supportive of Jackson State, especially with regard to our Nursing program. Please note the attachment describing Mr. Moss and his extensive accomplishments and support.

I am proud to recommend to you, with a request that you recommend to the Board for their consideration and approval, the naming of Jackson State's new Nursing building the Jim Moss Center for Nursing. Thank you for your consideration and your support.

Sincerely,


Bruce Blanding, Ph. D.
President

attachments

Office of the President

731.425.2602 • Fax 731.425.2642

Jackson State Community College is a Tennessee Board of Regents Institution.

Memorandum

TO: Bruce Blanding, Ph.D., President

FROM: Jackson State Building Naming Committee
Leslie West Sands, Ph.D., Chair *LWS*

TOPIC: Report of the Building Naming Committee

DATE: April 3, 2015

The Building Naming Committee met on Monday March 30th, with all committee members in attendance. TBR policy 4:02:05:01 was provided for each member of the committee to review. The group discussed suitable names for the new nursing building and generated the following proposals:

The Jim Moss Center for Nursing

The Jim Moss Nursing Center

The Jim Moss Center for Nursing Education

The Jim Moss Nursing Building

The committee recommendation is The Jim Moss Center for Nursing, as this name reflects the building's purpose and is also consistent with the naming of the Ned McWherter Center for Advanced Industrial Technologies. If any additional work is desired of the committee, please advise.

Jim Moss and West Tennessee Healthcare

Jim Moss served as the President and CEO of Jackson-Madison County General Hospital from 1986 to 2007. During his tenure, Mr. Moss guided the hospital from its role as a primary care general hospital into its current position as the tertiary care hospital for the entire West Tennessee region.

Mr. Moss joined Jackson-Madison County General Hospital in 1982 as associate administrator and led an expansion project that featured an eight-story tower, as well as the introduction and expansion of specialized services such as cancer treatment and heart surgery.

By expanding the role of Jackson-Madison County General Hospital, Mr. Moss also positioned the organization to provide numerous additional opportunities for local colleges and universities to place students for clinical rotations and jobs.

In addition to the role he played in leading the development of Jackson-Madison County General Hospital, Mr. Moss was also actively involved in improving the economic health of Jackson and the West Tennessee region. He led a Chamber of Commerce effort in 1992 to raise \$1.3 million for economic development efforts. Under his direction the effort, known as the 21st Century Project Phase II raised more than \$2 million from local businesses and was the largest amount of money raised in any single effort in Madison County up to that point in the community's history.

Mr. Moss always was a strong, active supporter of the Tennessee Hospital Association (THA) and an advocate for hospitals. He served as chairman of the THA Board of Directors from 1988-89 and chaired many of the association's committees and councils during his tenure at THA. He also served on the TennCare task force for many years addressing challenges of providing health care for low income individuals and families, and he provided the major push to form the Coalition to Protect Tennessee's Hospitals, a multi-year educational media campaign that was designed to educate the public about financial challenges facing the state's hospitals. In addition, Mr. Moss developed the significant grassroots program for THA's government relations division that still exists today. He was the recipient of the THA Distinguished Service Award, the highest honor presented by the association, in 1990.

Mr. Moss was also a strong supporter of the American Hospital Association (AHA). He was appointed to serve a three-year term on the AHA Board of Trustees from 2002-2004, was a THA delegate and a metropolitan delegate to the AHA Regional Policy Board 4 for several years, served as the AHA Section for Long-Term Care and Rehabilitation board liaison in 2004, and was a member of the AHA Advisory Group on Hospital Billing and Collection Practices in 2003.

Locally, Mr. Moss played a vital role in the initiation of the nursing program of Jackson State Community college, through financial support and advocacy for program approval. As a leader in economic development he realized the importance of a well-prepared workforce and the long-term benefits of supporting nursing education. Under his leadership a nursing student scholarship

program was initiated which enabled hundreds of students to attain their goal of becoming a registered nurse. Upon graduation most of these students were employed as RNs by Jackson-Madison County General Hospital. Through his leadership, annual contributions to the nursing program grew from \$40,000 to \$320,000, and the program grew to be one of the largest in the state. He consistently supported the college's efforts to initiate new programming, expand existing health programs, and fund faculty positions, equipment, and facilities to enable the nursing program to grow, excel, and meet the nursing workforce needs of the community. He pledged financial support for a series of campus building proposals for new health science buildings and in 2007 approved a \$750,000 donation to renovate space to relocate the nursing program to the McWherter Center for Advanced Technologies. Throughout his tenure as CEO of Jackson-Madison County General Hospital Mr. Moss worked diligently to ensure the Jackson State Community College Nursing Program received both the funding and equipment necessary to support the preparation of highly-skilled RNs who now serve the healthcare needs of the west Tennessee community.

Mr. Moss was a visionary, developing a healthcare system in West Tennessee that included providing a broad continuum of care and cost containment efforts that continue today. His commitment and dedication to high quality health care, the hospital and the patients it serves have been at the forefront of every decision he has made. His loyalty and determination to always do the right thing have earned him the respect and admiration of his peers and colleagues locally, regionally, and at the state and national levels.

He was, and is, a force in health care as we know it in Tennessee.



TENNESSEE BOARD OF REGENTS

MEETING: Quarterly Meeting

SUBJECT: Building Naming Request From
Motlow State Community College

DATE: June 19, 2015

PRESENTER: Chancellor John G. Morgan

ACTION REQUIRED: Voice Vote

STAFF'S RECOMMENDATION: Approve

BACKGROUND INFORMATION:

On March 17, 2015, Motlow State Community College Naming Committee met to discuss the naming of the Smyrna Campus science-technology-allied health building. Vice President for Business Affairs Hilda Tunstill conducted the meeting that brings forth this recommendation to name the Smyrna Campus science-technology-allied health building as the "MaryLou Apple Science-Technology- Allied Health Building."

Dr. Apple's tenure of 30 years in higher education service spans from faculty to president. Her nursing background signifies her interest in science and allied health programs. As President of Motlow State Community College, she worked tenaciously and successfully secured funding needed for the Community College Special Capital Outplay Program. She not only met the required 15% match but doubled the match for a second building at the Smyrna Campus. Dr. Apple has been a strong and valuable asset to the Motlow College foundation.

This request is in compliance with TBR Policy 4:02:05:01- Naming Buildings and Facilities and Building Plaques.



TENNESSEE BOARD OF REGENTS

Office of the Chancellor

1415 Murfreesboro Road, Suite 340 | Nashville, TN 37217-2833 | Phone 615.366.4403 | Fax 615.366.3922 | www.tbr.edu

May 5, 2015

Hilda Tunstill
Vice President for Business Affairs
Motlow State Community College
P.O. Box 8500, Dept. 120
Lynchburg, Tennessee 37352

Dear Hilda Tunstill:

This letter is to confirm receipt of your March 31, 2015, request that the Science Technology Allied Health Building at the Smyrna Campus be known as "MaryLou Apple Science Technology Allied Health Building." I will place this recommendation on the agenda for the June 19, 2015, Board Meeting under New Business.

Sincerely,

John G. Morgan
Chancellor

JGM/KF



TENNESSEE BOARD OF REGENTS

1415 Murfreesboro Road, Suite 340 | Nashville, TN 37217-2833 | Phone 615.366.4403 | Fax 615.366.3922 | www.tbr.edu

MEMORANDUM

TO: Chancellor Morgan

FROM: David Gregory *David Gregory*

SUBJECT: Building Naming at Motlow State Community College, Smyrna Campus

DATE: May 5, 2015

I have reviewed Hilda Tunstill's letter dated March 31, 2015 requesting that the Smyrna Campus-Science-Technology-Allied Health Building be named the "MaryLou Apple Science-Technology-Allied Health Building".

Dr. Apple has committed herself to higher education for over 30 years of service from a faculty member to President. Her nursing background signifies her interest in science and the allied health programs. Dr. Apple worked within a 10-week period to secure funding needed for the Community College Special Capital Outplay Program, which required a 15% match for a second Smyrna building. She was able to double the percentage needed for the match. Her dedication to higher education is evidenced by her life-long contributions to higher education.

The Motlow State Community College naming committee met on March 17, 2015. They voted to approve this naming and the request is in compliance with TBR Policy 4:02:05:01 - Naming Buildings and Facilities and Building Plaques.

I recommend that this request be approved.

Attachment



MOTLOW COLLEGE

My Motlow. My Future.

March 31, 2015

OFFICE OF BUSINESS AFFAIRS

Vice Chancellor David Gregory
Tennessee Board of Regents
1415 Murfreesboro Road, Suite 350
Nashville, TN 37217.2833

Dear Vice Chancellor Gregory,

The naming committee for the Smyrna Campus – Science-Technology-Allied Health Building met on Tuesday, March 17, 2015 at 1 p.m. Members present included:

Sidney-Anthony McPhee – Staff	Dr. Sam Ingram - Community
Elizabeth Fitch – Faculty	Jerry Cooper - Community
Tequila Zayas – Student	Hilda Tunstill - Staff

The meeting was conducted by Hilda Tunstill. The committee reviewed the Tennessee Board of Regents Policy 4:02:05:01 (Naming Buildings and Facilities and Building Plaques). We discussed possible recommendations for the naming of the Smyrna Campus – Science-Technology-Allied Health Building. The committee considered individuals and groups that were instrumental in making this second building a reality for the Smyrna Campus.

The committee unanimously voted that the Smyrna Campus building be named the MaryLou Apple Science-Technology-Allied Health Building. Dr. Apple has announced her retirement effective June 30, 2015.

Justification for this recommendation is evidenced by her commitment to higher education for over 30 years of service from a faculty member to President. Her nursing background signifies her interest in science and the allied health programs. Dr. Apple worked within a 10-week period to secure funding needed for the Community College Special Capital Outlay Program which required a 15% match for a second Smyrna building. She was able to double the percentage needed for the match. Her dedication to higher education is evidenced by her life-long contributions to higher education.

Please advise if you have any questions of the nominating committee.

Sincerely,

Hilda Tunstill

Vice President for Business Affairs

P.O. Box 8500 ♦ Dept. 120 ♦ Lynchburg, TN 37352-8500
931-393-1686 ♦ Fax 931-393-1902 ♦ www.mscc.edu
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