

TENNESSEE BOARD OF REGENTS
Committee Meetings
Thursday, September 19, 2024 – 1:00 p.m. (Central)
Agenda

- I. Committee on Academic Policies and Programs and Student Life
 1. Consent Agenda:
 - A. Revisions to TBR Policy 2.01.00.00, General Education Requirements and Degree Requirements
 2. TCAT Program Approvals (*Reed*)
 3. Institutional Mission Profiles (*Deaton*)
 4. 2025 TBR General Education Core (*Reed/Denn*)
 5. Research and Innovation Projects (*Deaton/Moreland*)
 - Accelerated Courses
 - TN Coaching Project
 - Reimagining the Community College Experience
- II. Committee on Personnel and Compensation
 1. Consent Agenda:
 - A. Promotion Recommendation at Pellissippi State Community College
 - B. Faculty Promotion Increases Corrections from Pellissippi State Community College
 - C. Revisions to TBR Policy 6.04.00.00, Pregnancy, Childbirth and Related Medical Conditions
 2. Faculty Emeriti (*Reed*)
- III. Committee on Workforce Development
 1. THEC Workforce Contact Hours Report (*McCormick/Sisk*)
 2. Workforce Convening Outcomes (*Sisk/Adams*)
- IV. Committee on External Affairs
 1. Consent Agenda:
 - A. Revisions to TBR Policy 9.01.03.00, Advertising
 2. Legislative Priorities (*McCormick*)
- V. Committee on Finance and Business Operations
 1. Consent Agenda:
 - A. Revisions to TBR Policy 4.02.01.00, Approvals of Agreements and Contracts
 2. Legislative Priorities Budget Request (*Fox/McCormick/Deaton*)

- This meeting will be live-streamed and archived on the TBR website at <https://www.tbr.edu/board/september-2024-quarterly-board-meeting>.
- Persons who want to request to address the Board may follow the process authorized by [TBR Policy 1.02.12.00 – Requests to Address the Board](#).

TENNESSEE BOARD OF REGENTS
Quarterly Board Meeting
Friday, September 20, 2024 – 9:30 a.m. (Central)
Agenda

- I. **Minutes**
 - A. June 13, 2024 Quarterly Board Meeting
- II. **Report of Interim Action**
- III. **Report of the Committees**
 - A. Report of the Academic Policies and Programs/Student Life Committee Meeting on September 19, 2024
 - B. Report of the External Affairs Committee Meeting on September 19, 2024
 - C. Report of the Workforce Development Committee Meeting on September 19, 2024
 - D. Report of the Audit Committee Meeting on August 27, 2024
 - E. Report of the Finance and Business Operations Committee Meeting on September 19, 2024
 - F. Report of the Personnel and Compensation Committee Meeting on September 19, 2024
- IV. **Report of the Regents Award for Excellence in Philanthropy**
- V. **Report of the Chancellor**
 - Student Access and Success Data
- VI. **Unfinished Business**
- VII. **New Business**
 - A. Consent Agenda:
 - 1. Revisions to TBR Policy 1.08.04.00, Personally Identifiable Information
 - 2. Revisions to TBR Policy 1.08.03.00, Digital Identity, Authentication Management, and Access Control
 - B. Recommendation for Next President at TCAT Jackson (*Tydings*)
 - C. Proposed 2025 Meeting Dates (*Tydings*)

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QUARTERLY BOARD MEETING

Schedule of Events

TIME	EVENT	LOCATION
3:00 p.m.	Hotel Check-In	Holiday Inn Express & Suites (731-286-1021) Sleep Inn & Suites (731-287-0248)

THURSDAY, SEPTEMBER 19

TIME	EVENT	LOCATION
6:30 - 9:30 a.m.	Hotel's Complimentary Breakfast	
8:00 a.m.	Registration Opens	DSCC Student Center
8:15 a.m.	Bus Departs for DSCC Campus	Holiday Inn Express
8:30 a.m.	Bus Departs for TCAT Northwest Tour	DSCC Student Center
10:00 a.m.	Bus Dropoff & Pick Up at hotels and Return to DSCC Campus	DSCC Student Center
11:00 - 11:45 a.m.	DSCC Campus Tours	Dr. Carl Christian Andersen Hall, Front Entryway Facing Student Center
11:30 a.m.	Lunch	Sells Family Lobby DSCC Learning Resource Center
1:00 p.m.	TBR Committee Meetings	FCNB Auditorium, Dr. Carl Christian Andersen Hall

Committee meetings will begin immediately following lunch and will proceed throughout the afternoon. At the conclusion of the meetings, guests may return to the hotel or stay for the reception. Transportation will be provided to the hotel.

6:00 - 6:45 p.m.	Reception	DSCC Student Center
7:15 p.m.	Dinner	E.H. Lannom, Jr. Gymnasium, DSCC Campus
8:15 - 10:15 p.m.	Hospitality Suite - Sponsored by TCAT Henry/Carroll	Holiday Inn Express & Suites

**Transportation for the reception 5:40 p.m., departing the hotel at 5:50 p.m. to DSCC.*

**Transportation for the dinner 6:50 p.m., departing the hotel at 7:00 p.m. to DSCC.*

**Transportation will be provided from the reception in the Student Center to the dinner in the gymnasium.*

**Transportation back to the hotels will begin at 8:15 p.m., and will run every 15 minutes.*

**A phone number will be provided if additional pick up times are needed.*

***A guest hospitality suite stocked with snacks and refreshments is located in the Holiday Inn Express.*

FRIDAY, SEPTEMBER 20

TIME	EVENT	LOCATION
8:00 - 9:00 a.m.	Continental Breakfast sponsored by TCAT Northwest	DSCC Student Center
9:00 a.m.	Welcome and Presentations <ul style="list-style-type: none"> • Dr. Scott Cook, DSCC President, Dyersburg State Community College • Mr. John Penn Ridgeway, President, TCAT Henry/Carroll • Dr. Youlanda Jones, President, TCAT Northwest 	FCNB Auditorium, Dr. Carl Christian Andersen Hall
9:30 a.m.	TBR Quarterly Meeting	FCNB Auditorium, Dr. Carl Christian Andersen Hall
10:45 a.m.	Box lunches available	Dr. Carl Christian Andersen Hall Lobby

Dyersburg State Community College

Dyersburg Campus Map

1510 Lake Road, Dyersburg, TN 38024



TENNESSEE BOARD OF REGENTS
Quarterly Board Meeting
September 19 and 20, 2024

EXECUTIVE SUMMARY

Thursday, September 19, 2024

I. COMMITTEE ON ACADEMIC POLICIES AND PROGRAMS/STUDENT LIFE

1. CONSENT AGENDA

A. Proposed Revisions to TBR Policy 2.01.00.00, General Education Requirements and Degree Requirements

The review process for Policy 2.01.00.00 began in March 2024 with the General Education Core Steering Committee and was presented for first reading at the April 2024 Joint Academic Affairs/Student Affairs and Faculty Sub-council meetings. The policy was posted for a one-month, open comment period for all sub-council members, and suggested revisions were incorporated into the proposed final document. Those revisions are grouped into the following:

1. Reference the 2025 TBR Core framework document. (§I.A)
2. Remove sections pertaining to university governance and degrees. (§II. A)
3. Remove clauses more appropriate for other policies.
 - 2.00.01.06 Articulation and Transfer (§II.B.3)
 - 2.03.00.00 Admission at the Community Colleges (§IV)
 - 2.03.00.02 Community College Learning Support (§II.C)
4. Remove inactive links. (§I.C)
5. Specify degrees with special distribution requirements. (§I.D)
6. Delete defunct deficiency thresholds. (§II.D.)
7. Include Core course approval process. (§III)
8. General language cleanup/clarification/organization.

The proposed revised policy passed unanimously through the Joint Academic Affairs/Student Affairs Sub-council and the Faculty Sub-council during their July 2024 meetings. The proposed revisions were approved by the Presidents Council during their meeting on August 7, 2024. Policy 2.01.00.00 General Education Requirements and Degree Requirements is scheduled for the consent agenda at the Board's September 2024 meeting of the Committee on Academic Policies and Programs/Student Life.

Executive Summary – September 2024 Quarterly Meeting

2. **TCAT PROGRAM APPROVALS** (*Vice Chancellor Jothany Reed*)

Eighteen (18) program proposals are being presented for the Committee’s review and approval. These proposals will allow the Technical Colleges to be more responsive to the needs of students, businesses, and industries.

Seventeen (17) academic actions were submitted for September 2024 by a TCAT institution 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.

3. **INSTITUTIONAL MISSION PROFILES** (*Executive Vice Chancellor Russ Deaton*)

Per the Complete College Act of 2010 and reiterated in the FOCUS Act of 2016, the Tennessee Higher Education Commission (THEC) reviews and approves Institutional Mission Profiles annually for all community colleges and universities. In addition, TBR considers it a best practice to have the Board regularly review and approve Institutional Mission Statements as part of accreditation requirements. Each community college’s draft profile and mission statement are included for review. The institutional mission profiles are used primarily to communicate the institution’s distinct mission to stakeholders, and as a guide for THEC in the development of the outcomes-based funding formula. Institutions submit the proposed profile to their respective governing board for review and action before submission to THEC for action. If approved, TBR will submit the profiles to THEC for review and action at its November 2024 quarterly meeting, and it will provide each community college with its approved mission statement as it prepares for work related to institutional accreditation.

4. **2025 TBR GENERAL EDUCATION CORE** (*Vice Chancellor Jothany Reed/Associate Vice Chancellor Robert Denn*)

The 2025 TBR Core was unanimously approved by the 13 community colleges in March and will go into effect in the fall term next year. This is the first revision of general education since its inception in 2002. The 2025 Core is the product of a 5-year effort involving hundreds of faculty members, academic affairs leaders, student affairs personnel, institutional research teams, and research librarians.

The foundational framework of the new model is the Core Competency Constellation; all category and course learning outcomes align with these 7 Core Competencies:

Scientific Inquiry & Mathematical Reasoning
Creative & Artistic Expression
Global & Cultural Awareness
Information Literacy
Communication
Ethical Reasoning
Critical Thinking

Executive Summary – September 2024 Quarterly Meeting

Leading up to the Core launch, each institution will engage in a Core Campaign with the purpose of cultivating awareness about the relevant, integral, and holistic nature of general education and its importance to students' personal and professional lives.

5. RESEARCH AND INNOVATION PROJECTS *(Executive Vice Chancellor Russ Deaton/ Assistant Vice Chancellor Amy Moreland)*

TBR's Office of Policy and Strategy conducts research projects to develop a deeper understanding of student outcomes, the barriers that students may encounter, and the practices that may improve student outcomes. With support from federal, state, and philanthropic grants, these projects explore innovative practices and test their effectiveness in improving student outcomes.

In this informational update, TBR staff will provide an overview of the goals, findings, and potential next steps for three current Research and Innovation Projects. These projects include:

- **The Tennessee Coaching Project:** a three-year pilot project at Jackson and Northeast State Community Colleges to test the impact of a new model of student success coaching for students who are placed into learning support and adult learners.
- **Fast Track to Success:** a two-year research project to explore student outcomes in 7-week accelerated courses, in partnership with Chattanooga, Dyersburg, and Nashville State Community Colleges.
- **Reimagining the Community College Experience:** a three-year pilot project to create academic programs and experience where every first-time student can earn a stackable workforce certificate in their first year of college, supported by robust career advising and exploration opportunities.

II. COMMITTEE ON PERSONNEL AND COMPENSATION

1. CONSENT AGENDA

A. Promotion Recommendation at Pellissippi State Community College

The Board will be asked to approve one recommendation for promoting faculty serving at Pellissippi Community Colleges. President Anthony Wise's has recommended Allison McKittrick, Library faculty, for promotion from Assistant Professor to Associate Professor. This request was inadvertently omitted in the June 2024 materials, so the request is for approval of the promotion with a backdate to July 1, 2024, to ensure the faculty member receives the appropriate compensation.

Executive Summary – September 2024 Quarterly Meeting

B. Faculty Promotion Increases Corrections from Pellissippi State Community College

In the June faculty promotion increase requests, Pellissippi State (PSCC) mistakenly omitted one (1) faculty members from their promotion list and list of corresponding increases. That individual and the applicable increase are below:

Name:	Allison McKittrick
Department:	Library Faculty
Current rank:	Assistant Professor
Proposed rank:	Associate Professor
Current salary:	\$60,540
Increase amount:	\$3,030
New salary:	\$63,570

Additionally, PSCC mistakenly sent through the wrong salary increase information on a faculty member in June:

Name:	Caleb Williamson
Department:	Computer Information Technology
Approved rank:	Associate Professor
Approved amount:	\$3,220
Correct amount:	\$4,020
Difference:	\$800

C. Revisions to TBR Policy 6.04.00.00 Pregnancy, Childbirth, and Related Medical Conditions

Proposed revisions to this policy are designed to comply with regulations implementing the Pregnant Workers Fairness Act. (Please note that this policy applies to employees and expands Title VII protections. The revisions are not based on the Title IX regulations, which have been enjoined.) The revisions accomplish the following primary purposes, as required by the regulations:

1. Clarify that the policy applies to employees.
2. Require that when an employee informs a supervisor she is pregnant, the supervisor tell the employee how to request a reasonable accommodation.
3. Limit the documentation HR may request and obtain from an employee to that which is reasonable under the circumstances. The College is not permitted to request excessive or unnecessary documentation.
4. Clarify that unpaid leave can be a form of reasonable accommodation.

These proposed revisions, in both tracked changes and clean copy format, have been reviewed by the HR Officers, Business Affairs Subcouncil, and the Presidents.

Executive Summary – September 2024 Quarterly Meeting

2. FACULTY EMERITI *(Vice Chancellor Jothany Reed)*

The following faculty emeritus candidates are being recommended to the Board for consideration and approval:

Candidate	Rank/Discipline	Service Dates	College
Vera Brooks	Associate Professor of Business	1980-2024	Motlow State
Daniel Hyder	Associate Professor of Environ. Health Tech.	1988-1992; 1994-2024	Roane State
Xiaoping Wang	Associate Professor of English	1990-2022	Northeast State
Rosie Graham	Associate Professor of Computer Science	1983-2023	Motlow State

III. COMMITTEE ON WORKFORCE DEVELOPMENT

1. THEC WORKFORCE CONTACT HOURS REPORT *(Executive Vice Chancellor Kim McCormick/Executive Director Jeff Sisk)*

Executive Vice Chancellor for External Affairs Kim McCormick and TBR's Center for Workforce Development Executive Director Jeff Sisk will share an overview of the THEC Workforce Contact Hours Report.

2. WORKFORCE CONVENING OUTCOMES *(Executive Director Jeff Sisk/Assistant Vice Chancellor Zachary Adams)*

Dr. Jeff Sisk and Assistant Vice Chancellor for Academic Affairs and Workforce Alignment Zachary Adams will share a summary on outcomes from the statewide Workforce Convening held on April 22, 2024 at Volunteer State Community College

IV. COMMITTEE ON EXTERNAL AFFAIRS

1. CONSENT AGENDA

A. Revisions to TBR Policy 9.01.03.00 Advertising

The proposed revisions add a new subsection to the policy. The revisions are intended to clarify two issues.

Executive Summary – September 2024 Quarterly Meeting

1. Non-credit and workforce development programs must be marketed in accordance with applicable marketing policies.
2. Some non-credit programs are created and taught by third parties, and those who complete the programs receive a credential from the third party. The revision is to clarify that marketing materials must explain in such situations that any credential received will be from a third party, and not the college.

The proposed revisions have been reviewed by the Chief Marketing Officers and the Presidents.

2. LEGISLATIVE PRIORITIES (*Executive Vice Chancellor Kim McCormick*)

Executive Vice Chancellor Kim McCormick will present an overview of the 2025 Legislative Priorities, which are applicable for the upcoming legislative session. These priorities were developed by TBR System Leadership and TBR Presidents. The 114th Tennessee General Assembly will convene on January 14, 2025, and the Department of Government Relations in the Office of External Affairs will advocate on behalf of TBR to the members of the Tennessee General Assembly.

V. COMMITTEE ON FINANCE AND BUSINESS OPERATIONS

1. CONSENT AGENDA

A. Revisions to TBR Policy 4.02.01.00 Approvals of Agreements and Contracts

The substantive proposed revisions to this policy are as follows:

1. The proposed revisions consistently use the term “contract” when referring to any type of document that meets the policy’s definition of a contract and that must be reviewed and approved in accordance with policy.
2. The revisions in Section II.A.9 bring the policy into alignment with predominant practices. The documents indicated in the stricken language currently are not routinely submitted for approval by the Chancellor and do not need to be approved by the Chancellor (unless required by a separate provision of the policy).
3. Section II.A.10 is designed primarily to ensure that the Chancellor approves any contract in which student information will be shared with a researcher pursuant to FERPA’s “studies” exception. This provision applies only to the sharing of student information pursuant to the FERPA provisions identified in the policy and does not include sharing of student information authorized by other FERPA provisions, specifically including, but not limited to, outsourcing of services that could be performed by school officials.

Executive Summary – September 2024 Quarterly Meeting

4. Section II.A.11 clarifies that TCAT contracts must be approved by the Chancellor, unless there is a specific exception.

The proposed revisions, which have been through the Business Affairs Subcouncil and Presidents Council, are attached in tracked changes and clean copy format.

2. LEGISLATIVE PRIORITIES BUDGET REQUEST *(Vice Chancellor Alisha Fox/Executive Vice Chancellor Kim McCormick/ Executive Vice Chancellor Russ Deaton)*

On an annual basis, Board staff develop a list of System funding needs that are not recognized through the higher education funding formula. Items identified are intended to have broad benefit across the System and to align with the State's strategic goals. Review of these items by the Board is the first step in this process. Items will be then submitted to the Tennessee Higher Education Commission for its consideration. TBR items endorsed by the Commission are then forwarded to the Governor for his consideration in developing his FY 2025-2026 budget recommendations to the General Assembly. The legislature then ultimately determines which items recommended are funded. There are five funding requests and one legislative request, totaling approximately \$456,250,000 million (\$25,700,000 million Recurring and \$430,550,000 Non-recurring).

While each of the included items is worthy of consideration, it is noted that the System's priority is that THEC's formula funding recommendations be sufficient to recognize improvements in outcomes funded through the outcome formula.

FRIDAY, SEPTEMBER 20, 2024

I. MINUTES

A. Minutes from the June 13, 2024 Quarterly Board Meeting

The Board will consider approving minutes from the June 13, 2024 quarterly board meeting.

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:

- A. Report of the Academic and Policies Programs/Student Life Committee on September 19, 2024
- B. Report of the External Affairs Committee Meeting on September 19, 2024
- C. Report of the Workforce Development Committee Meeting on September 19, 2024
- D. Report of the Audit Committee Meeting on August 27, 2024
- E. Report of the Finance and Business Operations Committee Meeting on September 19, 2024
- F. Report of the Personnel and Compensation Committee Meeting on September 19, 2024

Executive Summary – September 2024 Quarterly Meeting

IV. REPORT OF THE REGENTS AWARD FOR EXCELLENCE IN PHILANTHROPY

Recipients of the Regents award for Excellence in Philanthropy are selected based on the generous giving of their time, resources, influence on volunteers to become involved in fundraising, active promotion of higher education, leadership in philanthropy, exceptional civic responsibility, and integrity. The Board will receive a report on the following awards presented on July 29, 2024, and July 30, 2024:

State Representative Greg Vital

State Representative Greg Vital, President and Co-Founder of Morning Pointe Senior Living, accepted the 2024 Regents Award for Excellence in Philanthropy as nominated by Chattanooga State Community College. The award was presented by Regent Tom White during a ceremony in the Gerald McCormick Center held on July 29, 2024.

Dr. Karen A. Bowyer

Dr. Karen A. Bowyer accepted the 2024 Regents Award for Excellence in Philanthropy as nominated by Dyersburg State Community College. The award was presented by Regent Kyle Spurgeon at the DSCC Annual Foundation Dinner on July 30, 2024.

V. REPORT OF THE CHANCELLOR

• Student Access and Success Data

VI. UNFINISHED BUSINESS

VII. NEW BUSINESS

A. CONSENT AGENDA

1. Revisions to TBR Policy 1.08.04.00 Personally Identifiable Information

TBR institutions create, collect, maintain, use, and transmit personally identifiable information relating to individuals associated with the institution including, but not limited to, students, alumni, faculty, administrators, staff, and service employees. TBR institutions are committed to protecting PII against inappropriate access and use in compliance with applicable laws and regulations.

The proposed revisions, which have been approved by the IT Sub council and Presidents Council, are attached in tracked changes and clean copy form.

Executive Summary – September 2024 Quarterly Meeting

2. Revisions to TBR Policy 1.08.03.00, Digital Identity, Authentication Management, and Access Control

This policy revision enhances the existing Access Control policy, 1.08.03.00 by eliminating redundant wording and establishes a minimum expectation with respect to digital identity authentication methods, access controls, and password construction to protect data stored on computer systems throughout the TBR system. This also includes a policy title revision to 1.08.03.00, Digital Identity, Authentication Management, and Access Control.

The proposed revisions were approved by the IT Sub council and Presidents Council.

Current and revised versions are enclosed. Due to the comprehensive nature of revisions, tracked changes are not included.

B. RECOMMENDATION FOR NEXT PRESIDENT AT TCAT JACKSON (*Chancellor Flora Tydings*)

The Board approved the search criteria and recruitment for the next president at TCAT Jackson at the regular Board meeting on June 13, 2024.

On-campus interviews took place on September 4, 2024.

After careful consideration of the feedback received, the Chancellor will recommend the next president of TCAT Jackson.

C. APPROVAL OF PROPOSED 2025 MEETING DATES (*Chancellor Flora Tydings*)

The Board will be asked to review and consider the following dates and locations for quarterly meetings in 2025.

Wednesday, February 26, 2025	TBR System Office
Thursday and Friday, June 12 and 13, 2025	Northeast State Community College
Thursday and Friday, September 18 and 19, 2025	Roane State Community College
Tuesday, December 9, 2025	TBR System Office



Tennessee Board of Regents
Committee on Academic Policies and Programs and Student Life
September 19, 2024

AGENDA

1. CONSENT AGENDA

A. PROPOSED REVISIONS TO TBR POLICY: 2:01:00:00 GENERAL EDUCATION REQUIREMENTS AND DEGREE REQUIREMENTS
(Vice Chancellor Jothany Reed)

The review process for Policy 2.01.00.00 began in March 2024 with the General Education Core Steering Committee and was presented for first reading at the April 2024 Joint Academic Affairs/Student Affairs and Faculty Sub-council meetings. The policy was posted for a one-month, open comment period for all sub-council members, and suggested revisions were incorporated into the proposed final document. Those revisions are grouped into the following:

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Seventeen (17) academic actions were submitted by a TCAT institution 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.

3. INSTITUTIONAL MISSION PROFILES *(Executive Vice Chancellor Russ Deaton)*

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4. 2025 TENNESSEE BOARD OF REGENTS GENERAL EDUCATION CORE *(Vice Chancellor Jothany Reed/Associate Vice Chancellor Robert Denn)*

The 2025 TBR Core was unanimously approved by the 13 community colleges in March and will go into effect in the fall term next year. This is the first revision of general education since its inception in 2002. The 2025 Core is the product of a 5-year effort involving hundreds of faculty members, academic affairs leaders, student affairs personnel, institutional research teams, and research librarians.

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BOARD TRANSMITTAL

MEETING: Committee on Academic Policies/Programs, Student Life

SUBJECT: Policy 2.01.00.00 General Education Requirements and Degree Requirements

DATE: September 19, 2024

PRESENTER: Vice Chancellor Jothany Reed
Associate Vice Chancellor Robert Denn

PRESENTATION REQUIREMENTS: 5 Minutes

ACTION REQUIRED: Voice Vote

STAFF RECOMMENDATION: Recommend Approval

The review process for Policy 2.01.00.00 began in March 2024 with the General Education Core Steering Committee and was presented for first reading at the April 2024 Joint Academic Affairs/Student Affairs and Faculty Sub-council meetings. The policy was posted for a one-month, open comment period for all sub-council members, and suggested revisions were incorporated into the proposed final document. Those revisions are grouped into the following:

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revisions were approved by the Presidents Council during their meeting on August 7, 2024. Policy 2.01.00.00 General Education Requirements and Degree Requirements is scheduled for the consent agenda at the Board's September 2024 meeting of the Committee on Academic Policies and Programs/Student Life.

Marked-up and clean copies of the policy are enclosed.

2.01.00.00 General Education Requirements and Degree Requirements



2.01.00.00 General Education Core and Degree Requirements

Policy/Guideline Area

Academic Policies

Applicable Division

Community Colleges

Purpose

The purpose of this policy is to specify the ~~common~~ general education core requirements for degrees conferred by community colleges at the lower division, for institutions governed by the Tennessee Board of Regents.

Policy/Guideline

- I. General Education Core Requirements
 - A. ~~Effective Fall Semester 2004, each institution in the State University and cCommunity cCollege System of Tennessee (hereafter identified as the Tennessee Board of Regents System)~~ will subscribe to the common general education core requirements stated in the policy sections below and as published in the TBR Core framework document, effective fall semester 2025 (see exhibit A), at the lower division.
 - B. These requirements consist of forty-one (41) semester hours in the following subject categories and are required for completion of the Associate of Arts (A.A.), Associate of Science (A.S.), Associate of Science in Teaching (A.S.T.), and Associate of Fine Arts (A.F.A.) ~~at baccalaureate degrees.~~
 1. Communication: 9 semester hours
 - a. Six (6) semester hours of English composition and three (3) semester hours in English oral presentational communication are required.
 2. Humanities and/or Fine Arts: 9 semester hours

- a. One course must be in literature.
- 3. Social/Behavioral Sciences: 6 semester hours
- 4. History: 6 semester hours
 - a. ~~Students who lack the required one unit (one year) of American history from high school as an admissions requirement must complete six (6) semester hours of American History or three (3) semester hours of American History and three (3) semester hours of Tennessee History to fulfill the history requirement in general education. Otherwise, students may choose from among the history courses approved at a particular institution to fulfill the six semester hour requirement in history.~~
- 5. Natural Sciences: 8 semester hours
- 6. Mathematics: 3 semester hours

C. ~~Total 41 semester hours.~~

~~C.D.~~ Courses specified as meeting general education requirements are published in the catalog of each institution, ~~and may be viewed at the following TBR link. <https://www.tbr.edu/academics/transfer-and-articulation>~~

E. ~~Students pursuing a Bachelor of Arts degree shall be required to demonstrate proficiency in a foreign language equivalent to completion of two years of college level work.~~

F. ~~Students pursuing an Associate of Arts degree shall be required to demonstrate proficiency in a foreign language equivalent to completion of one year of college level work.~~

~~D.G.~~ Students pursuing ~~ans~~ Associates of Fine Arts degree in Music as a Tennessee Transfer Pathway will complete all of the required ~~g~~General ~~e~~Education hours in Section B. above except for six hours of the humanities requirement, including one course in literature, which must be completed at a university upon transfer. ~~Total 35 hours.~~

II. ~~Undergraduate~~ Degree Requirements and Provisions

A. ~~All baccalaureate degrees offered by institutions in the Tennessee Board of Regents System shall require a maximum of 120 semester hours except in certain degree programs in which approval to exceed the~~

~~maximum has been granted. The programs approved as exceptions to the maximum are identified in institutional catalogs.~~

B. ~~A.~~ —All ~~A~~associate of ~~A~~arts and ~~A~~associate of ~~S~~science degrees offered by institutions in the Tennessee Board of Regents System shall be designated on the THEC Academic Program inventory as University Parallel degrees and require a maximum of 60 semester hours except in certain degree programs in which approval to exceed the maximum has been granted. The programs approved as exceptions to the maximum are identified in institutional catalogs. For students who complete a Tennessee Transfer Pathway, the corresponding ~~A~~associate of ~~A~~arts, ~~or~~ ~~A~~associate of ~~S~~science, or ~~A~~associate of ~~F~~fine ~~A~~arts degree shall include the title of the pathway in the catalog and on the diploma.

C. ~~Credit hours earned in remedial, developmental or learning support courses are institutional credit; they are not applicable to credit hours required for any certificate, associate, or baccalaureate degree.~~

D. ~~College courses taken to address course deficiencies in high school preparation and to meet minimum university admission requirements effective fall 1989 may be used concurrently to satisfy general education requirements specified above with the exception of foreign language.~~

B. Students pursuing an Associate of Arts degree shall be required to demonstrate proficiency in a foreign language equivalent to completing of one year of college-level work.

~~E. Relative to removing course deficiencies in foreign language, the following provisions apply:~~

~~1. Students who pursue programs leading to the Associate of Science or Bachelor of Science degrees may apply foreign language courses taken to remove the deficiencies as electives, if appropriate, or otherwise as add-on hours.~~

~~2. Students who pursue programs leading to the Associate of Arts and Bachelor of Arts degrees may apply foreign language courses taken to remove deficiencies toward fulfillment of degree requirements.~~

C. The Associate of Applied Science (A.A.S.) degree is not generally designed to transfer to baccalaureate programs without the creation of specific articulation agreements; however, a general education component is required.

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D. The following distribution of general education core courses is required for the A.A.S. degree in all community colleges within the Tennessee Board of Regents System:

1. English Composition: 3 semester hours
2. *Humanities and/or Fine Arts: 3 semester hours
3. *Social/Behavioral Sciences: 3 semester hours
4. *Natural Science/Mathematics: 3-4 semester hours
5. One additional course from the categories of Communication, Humanities and/or Fine Arts, Social/Behavioral Sciences, or Natural Science/Mathematics 3-4 semester hours

E. Total 15-17 semester hours

F. *Specific courses satisfying these requirements must be the same courses that satisfy the general education core requirement for the Associate of Arts or Associate of Science degrees.

III. Core Course Approval

- A. Each community college will list its general education core courses in its catalog and on its website where appropriate.
- B. All core courses must be approved by the systemwide Core Review Committee.
- C. The Core Review Committee will include one representative from each community college as appointed by its Chief Academic Officer.
- D. The Core Review Committee may include one representative from each of the six locally governed TN public universities and one from the UT system.

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IV. Transfer Provisions of the General Education Core and Tennessee Transfer Pathway Courses

- A. Students who complete the Associate of Arts or Associate of Science or Associate of Science in Teaching degree and transfer to a university within the Tennessee Board of Regents System will have satisfied all lower division general education requirements.
- A.B. University to university transfer students and Community college students who do not complete the Associate of Arts, ~~or~~ Associate of Science, ~~or~~ Associate of Science in Teaching, or Associate of Fine Arts degree and transfer to another community college institution within the

Tennessee Board of Regents System but who complete blocks of subject categories will have satisfied the general education requirements for the categories of note.

1. For example, if the eight (8) semester hours of natural sciences are completed, then this block of the general education requirement is fulfilled upon transfer to an ~~other community college institution~~ within the Tennessee Board of Regents System.
2. When a subject category is incomplete, a course by-course evaluation will be conducted, and the student will be subject to specific requirements of the receiving institution.
3. ~~If a student is following a Tennessee Transfer Pathway, all courses contained within the curriculum of that pathway completed by the student prior to transfer shall be accepted by the institution and be applied either to the general education requirement or area of emphasis requirement as listed in that Tennessee Transfer Pathway.~~

C. ~~Institutional/departmental requirements of the grade of "C" will be honored.~~

- ~~1. If credit is granted for a course with the grade of "D," any specific requirements for the grade of "C" by the receiving institution will be enforced, except as provided in Section B of Calculation of Grade Point Averages (GPAs) for Courses Transferred and Related Applications.~~

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D. ~~In certain majors, specific courses must also be taken in general education.~~

- ~~1. It is important that students and advisors be aware of any major requirements that must be fulfilled under lower division general education.~~
- ~~2. In cases where specific courses are required as a part of general education for certain majors, the student is responsible for enrolling in the correct courses.~~
- ~~3. Failure to fulfill specific major requirements in lower division general education may result in the need to complete additional courses.~~

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IV. ~~Calculation of Grade Point Averages (GPAs) for all Courses Transferred and Related Applications~~

- ~~A. Upon receiving courses for transfer, the receiving institution will exclude grades in the calculation of Grade Point Averages (GPAs).~~

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1. ~~Credit will be given for all courses in which passing grades are achieved, including the grade of D.~~
2. ~~All grades, including F's, W's, etc., must be included on the transfer record.~~
3. ~~The entire record of transfer students will be considered for eligibility of admission into programs that require attainment of specific grade point averages or where external entities stipulate consideration of the entire student record.~~

B. ~~Specific application regarding the grade of D pertains as follows:~~

1. ~~Community college students who complete approved Tennessee Transfer Pathways (TTPs) or parts thereof, the grade of D will be honored and affected courses will not be subject to repetition, except in certain cases where requirements stipulate specific courses must be achieved with a grade of C (2.0) or higher.~~
2. ~~In routes of transfer outside the TTPs, institutional practices regarding the applicability of the grade of D will be honored.~~

C. ~~Institutions will follow prescribed state practices in evaluating continuing eligibility for the Tennessee Lottery Scholarship Program, which requires inclusion of calculating the cumulative GPA on all courses taken after graduation from high school.~~

D. ~~Institutions have the prerogative to develop criteria for honors designations.~~

E. ~~In cases where a student repeats a course at another institution, the receiving institution should utilize its own repeat policy to exclude the grade/credit originally earned.~~

F. ~~The provisions noted above will be effective for course work presented for transfer to enroll in summer 2015 and thereafter.~~

IV. ~~General Education Requirements for the Associate of Applied Science Degree~~

A. ~~The Associate of Applied Science (A.A.S.) degree is not designed to transfer to baccalaureate programs; however, a general education component is required.~~

B. ~~The following distribution of general education courses is required for the A.A.S. degree in all community colleges within the Tennessee Board of Regents System:~~

1. ~~English Composition: 3 semester hours~~
2. ~~*Humanities and/or Fine Arts: 3 semester hours~~

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3. ~~*Social/Behavioral Sciences: 3 semester hours~~

4. ~~*Natural Science/Mathematics: 3 semester hours~~

a. ~~One additional course from the categories of Communication, Humanities and/or Fine Arts, Social/Behavioral Sciences, or Natural Science/Mathematics 3-4 semester hours~~

C. ~~Total 15-17 semester hours~~

D. ~~*Specific courses satisfying these requirements must be the same courses that satisfy the general education requirement for the Associate of Arts, Associate of Science, or baccalaureate degrees.~~

VI. Graduate

A. ~~Graduate Degree Requirements and Provisions~~

1. ~~Graduate degree requirements vary by discipline and level. Generally, master and doctoral programs require a 3.0 GPA or higher for graduation as stated by the institution.~~

B. ~~Transfer Provision for Graduate Courses~~

1. ~~Transfer credit provisions are set by the institutions in keeping with best practice guidelines. As such, transfer of graduate credit is limited in a number of areas.~~

a. ~~For example,~~

(1) ~~the number of hours that may be transferred,~~

(2) ~~in equivalency of requirements,~~

(3) ~~the procedures for acceptance of graduate transfer credits,~~

(4) ~~the period in which courses may be taken and time limits on graduate work varies by institution,~~

(5) ~~department and academic program.~~

2. ~~In general, courses are eligible for transfer if the grade earned is a "B" or better.~~

Sources

Authority

T.C.A. § 49-8-203; THEC; SACS

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[Exhibit](#)

[2025 TBR Core Model](#)

History

TBR Meetings, June 25, 1976; June 25, 1982; March 20, 1987; June 24, 1988; December 5, 1997; June 29, 2004; September 24, 2004; March 27, 2008; TBR Board Meeting September 25, 2009. TBR Board Meeting, December 2, 2010; September 21, 2012; December 21, 2014 (Removed language in Section I.D. ~~referring~~[referring](#) to finding the course information on the TBR and/or Policies & Guideline website. This information will now be on the individual institution's website.); (Added a new link for pathways information.) TBR Meeting March 30, 2016; Revised at Board Meeting June 20, 2019.

2.01.00.00 General Education Requirements and Degree Requirements



2.01.00.00 General Education Core and Degree Requirements

Policy/Guideline Area

Academic Policies

Applicable Division

Community Colleges

Purpose

The purpose of this policy is to specify the general education core requirements for degrees conferred by community colleges.

Policy/Guideline

- I. General Education Core Requirements
 - A. Each community college will subscribe to the general education core requirements stated in the policy sections below and as published in the TBR Core framework document, effective fall semester 2025 (see exhibit A).
 - B. These requirements consist of forty-one (41) semester hours in the following subject categories and are required for completion of the Associate of Arts (A.A.), Associate of Science (A.S.), Associate of Science in Teaching (A.S.T.), and Associate of Fine Arts (A.F.A.).
 1. Communication: 9 semester hours
 - a. Six (6) semester hours of English composition and three (3) semester hours in English oral presentational communication are required.
 2. Humanities and/or Fine Arts: 9 semester hours
 - a. One course must be in literature.
 3. Social/Behavioral Sciences: 6 semester hours

4. History: 6 semester hours
 5. Natural Sciences: 8 semester hours
 6. Mathematics: 3 semester hours
- C. Courses specified as meeting general education requirements are published in the catalog of each institution.
- D. Students pursuing an Associate of Fine Arts degree in Music as a Tennessee Transfer Pathway will complete all of the required general education hours in Section B. above except for six hours of the humanities requirement, including one course in literature, which must be completed at a university upon transfer.

II. Degree Requirements and Provisions

- A. All Associate of Arts and Associate of Science degrees offered by institutions in the Tennessee Board of Regents System shall be designated on the THEC Academic Program inventory as University Parallel degrees and require a maximum of 60 semester hours except in certain degree programs in which approval to exceed the maximum has been granted. The programs approved as exceptions to the maximum are identified in institutional catalogs. For students who complete a Tennessee Transfer Pathway, the corresponding Associate of Arts, Associate of Science, or Associate of Fine Arts degree shall include the title of the pathway in the catalog and on the diploma.
- B. Students pursuing an Associate of Arts degree shall be required to demonstrate proficiency in a foreign language equivalent to completing of one year of college-level work.
- C. The Associate of Applied Science (A.A.S.) degree is not generally designed to transfer to baccalaureate programs without the creation of specific articulation agreements; however, a general education component is required.
- D. The following distribution of general education core courses is required for the A.A.S. degree in all community colleges within the Tennessee Board of Regents System:
1. English Composition: 3 semester hours
 2. *Humanities and/or Fine Arts: 3 semester hours
 3. *Social/Behavioral Sciences: 3 semester hours

4. *Natural Science/Mathematics: 3-4 semester hours
 5. One additional course from the categories of Communication, Humanities and/or Fine Arts, Social/Behavioral Sciences, or Natural Science/Mathematics 3-4 semester hours
- E. Total 15-17 semester hours
- F. *Specific courses satisfying these requirements must be the same courses that satisfy the general education core requirement for the Associate of Arts or Associate of Science degrees.

III. Core Course Approval

- A. Each community college will list its general education core courses in its catalog and on its website where appropriate.
- B. All core courses must be approved by the systemwide Core Review Committee.
- C. The Core Review Committee will include one representative from each community college as appointed by its Chief Academic Officer.
- D. The Core Review Committee may include one representative from each of the six locally governed TN public universities and one from the UT system.

IV. Transfer Provisions of the General Education Core and

- A. Community college students who do not complete the Associate of Arts, Associate of Science, Associate of Science in Teaching, or Associate of Fine Arts degree and transfer to another community college within the Tennessee Board of Regents System but who complete blocks of subject categories will have satisfied the general education requirements for the categories of note.
 1. For example, if the eight (8) semester hours of natural sciences are completed, then this block of the general education requirement is fulfilled upon transfer to another community college within the Tennessee Board of Regents System.
 2. When a subject category is incomplete, a course by-course evaluation will be conducted, and the student will be subject to specific requirements of the receiving institution

Sources

Authority

T.C.A. § 49-8-203; THEC; SACS

Exhibit

2025 TBR Core Model

History

TBR Meetings, June 25, 1976; June 25, 1982; March 20, 1987; June 24, 1988; December 5, 1997; June 29, 2004; September 24, 2004; March 27, 2008; TBR Board Meeting September 25, 2009. TBR Board Meeting, December 2, 2010; September 21, 2012; December 21, 2014 (Removed language in Section I.D. referring to finding the course information on the TBR and/or Policies & Guideline website. This information will now be on the individual institution's website.); (Added a new link for pathways information.) TBR Meeting March 30, 2016; Revised at Board Meeting June 20, 2019.

BOARD TRANSMITTAL

MEETING:	Committee on Academic Policies/Programs, Student Life
SUBJECT:	TCAT Program Approvals
DATE:	September 19, 2024
PRESENTER:	Vice Chancellor Jothany Reed
PRESENTATION REQUIREMENTS:	10 minutes with discussion
ACTION REQUIRED:	Voice Vote
STAFF RECOMMENDATION:	Recommend Approval

Program Proposals requiring Board approval from TCAT Committee:

Eighteen (18) program proposals are being presented for the Committee's review and approval. These proposals will allow the Technical Colleges to be more responsive to the needs of students, businesses, and industries. Please see corresponding implementation proposals for each program following the list below. The proposals are:

1. Implement the Cosmetology program at TCAT Crump main campus.
2. Replicate the existing Truck Driving program at TCAT Crump main campus.
3. Replicate the existing Truck Driving program at TCAT Crump Henderson-Chester Technology Center Instructional Service Center (2B).
4. Replicate the existing Welding Technology program at TCAT Crump- Wayne County Technology Center (2D).
5. Implement the Heating, Ventilation, Air Conditioning and Refrigeration program at TCAT Harriman main campus.
6. Implement the Heavy Equipment Service Technician program at TCAT Harriman main campus.
7. Implement the Millwright Skills program at TCAT Harriman main campus.

8. Implement the Pipefitting and Plumbing Technology PFP program at TCAT Harriman main campus.
9. Implement the Telecommunications, Networking, and Cybersecurity program at TCAT Harriman main campus.
10. Implement the Industrial Maintenance (IMS) program at TCAT Hartsville main campus and Tri-County Career and Technical Education Center (AC).
11. Implement the 911 Dispatcher dual enrollment only program at TCAT Hohenwald – Perry County High School (2P).
12. Implement the Advanced Manufacturing Technology traditional/hybrid program at TCAT Hohenwald - Perry County Instructional Service Center (2E).
13. Replicate the existing Welding Technology as a part-time, evening program at TCAT Jackson - Chester County High School Instructional Service Center (J1).
14. Implement the Administrative Assistant Technology program at TCAT Jackson main campus.
15. Replicate the existing Practical Nursing as a part-time, evening program at TCAT Jackson -West Tennessee Healthcare Instructional Service Center (pending THEC site code approval).
16. Replicate the existing Welding Technology evening program at TCAT Knoxville - Karns Instructional Service Center (pending THEC site code approval).
17. Implement the Computer Operating Systems, Networking, and Cybersecurity program at TCAT Knoxville main campus.
18. Replicate the existing Nursing Aide program at TCAT Knoxville - Parkwest Instructional Service Center (3D).

Academic Actions for September 2024 Requiring Only Notification to Vice Chancellor

Seventeen (17) academic actions were submitted by a TCAT institution 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 the need was provided. The proposals are as follows:

College	Summary of Proposal	New Costs/Funding Source	Approval/ Implementation Date
TCAT Athens	Duplicate the Computer Electronics program and offer evening part-time 20 hours a week 4 days a week 5 hours a day.	\$105,000	Spring 2025
TCAT Dickson	Terminate the evening Practical Nursing program at the Clarksville Campus (2P) due to lack of interest.	None	Fall 2024
TCAT Elizabethton	Change the program name from Online Dietary Manager program to the Online Nutrition and Foodservice Professional Training Program (NFP).	None	Summer 2025
TCAT Harriman	Modify the evening Practical Nursing program located at the Loudon County Instructional Service Center (2H) to a full-time day program at the same location.	None	Summer 2025
TCAT Harriman	Terminate the Building Construction Technology program offered at the Lenoir City Instructional Service Center (2N) due to lack of enrollment.	None	Fall 2024
TCAT Harriman	Terminate the Industrial Maintenance Repair program located at our main campus due to lack of enrollment.	None	Spring 2025

TCAT Harriman	Terminate the Diesel-Powered Equipment Technology program located at our Loudon County Instructional Service Center (2H) due to enrollment.	None	Spring 2025
TCAT Jacksboro	Terminate the Industrial Maintenance program due to inability to find qualified instructor.	None	Fall 2024
TCAT Jacksboro	Terminate the Nursing Aide program due to low enrollment.	None	Fall 2024
TCAT Jacksboro	Modify the Emergency Medical Technology program modality from Hybrid/On Ground to On-Ground only.	None	Spring 2025
TCAT Knoxville	Terminate the Computer Information Technology program due to low completion numbers.	None	Spring 2026
TCAT Murfreesboro	Modify the Collision Repair Technology program clock hours from 1728 hours to 1296 hours to align with statewide curriculum.	None	Fall 2024
TCAT Nashville	Terminate the Early Childhood Education program at the main campus due to lack of interest. The currently enrolled students will graduate April 24, 2025.	None	Fall 2024
TCAT Nashville	Terminate the Practical Nursing program at the Portland Campus (2J) due to lack of enrollment. The current class will be completed by August 27, 2024.	None	Fall 2024
TCAT Upper Cumberland	Modify the Criminal Justice Correctional Officer Program at the Livingston campus from 864 to 600 hours.	None	Fall 2024
TCAT Upper Cumberland	Modify the Welding Technology program by adding Welding Helper	None	Fall 2024

	to enable dual enrollment students to obtain the first level certificate available in the program.		
TCAT Upper Cumberland	Modify the Collision Repair Technology from 1728 to 1296 hours to align with statewide curriculum.	None	Fall 2024

PROGRAM IMPLEMENTATION PROPOSAL – 1

INSTITUTION: Tennessee College of Applied Technology
Crump

PROPOSED PROGRAM TITLE: Cosmetology

PROPOSAL: Tennessee College of Applied Technology Crump proposes to implement Cosmetology at the main campus. The program is 1500 clock hours and awards a Cosmetologist Diploma.

PROGRAM ACCREDITOR: TN Cosmetology and Barber Examiners

EFFECTIVE DATE: Spring 2025

OBJECTIVE: The Cosmetology program is designed to help the student master all the skills necessary for passing the State Board Examination, selecting the phase or phases of Cosmetology in which to specialize, and entering employment. The program also provides for the upgrading and updating of employed workers.

NEED: The THEC "Academic Supply for Occupational Demand Report, 2024" Hairdressers, Hairstylists, and Cosmetologists are all in-demand occupations statewide. Additionally, local cosmetologists and advisory committee members feel strongly that this program is needed in our area.

PROJECTED ENROLLMENT:	YEAR	ENROLLMENT	COMPLETERS
	1	10	0
	2	15	12
	3	20	16

PROJECTED COSTS:	YEAR	COST
	1	\$200,000
	2	\$10,000
	3	\$10,000

NEW FACULTY NEEDED:	YEAR	NUMBER	COST
	1st Year:	1	\$55,000

2nd Year:	1	\$55,000
3rd Year:	1	\$55,000

FISCAL RESOURCES:

Equipment funds are budgeted in the TCAT Master Plan Capital Budget. Instructor salary and operating cost will be provided through the TCAT Crump budget and with revenue generated from student enrollment and live work projects.

FACILITIES:

The program will occupy existing space at the Main Campus.

ACTION REQUIRED:

Staff recommends approval.

PROGRAM IMPLEMENTATION PROPOSAL – 2

INSTITUTION: Tennessee College of Applied Technology Crump

PROPOSED PROGRAM TITLE: Truck Driving

PROPOSAL: Tennessee College of Applied Technology Crump proposes to replicate the Truck Driving program at Henderson-Chester Technology Center Instructional Service Center (2B). The program is 222 clock hours and awards the Truck Driving certificate.

PROGRAM ACCREDITOR: N/A

EFFECTIVE DATE: Summer 2025

OBJECTIVE: The Truck Driving Program prepares individuals to build skills in safety practices, operation, vehicle maintenance, and non-vehicle activities associated with truck driving. Instruction includes the operation of vehicles on the interstate, on two-lane highways, in the city, backing and maneuvering. Also included are recordkeeping and performing pre-trip/post-trip inspections and defensive driving.

NEED: The THEC "Academic Supply for Occupational Demand Report, 2024" indicates there are 20,026 job openings for Truck Drivers.

PROJECTED ENROLLMENT:	YEAR	ENROLLMENT	COMPLETERS
	1	8	7
	2	8	7
	3	8	7

PROJECTED COSTS:	YEAR	COST
	1	\$10,000
	2	\$10,000
	3	\$10,000

NEW FACULTY NEEDED:	YEAR	NUMBER	COST
	1st Year:	.5	\$24,000
	2nd Year:	0	\$24,000
	3rd Year:	0	\$24,000

FISCAL RESOURCES:

Funding for the program is available through the Governor's CDL Expansion Grant and through student maintenance fees and mandatory fees.

FACILITIES:

The program will utilize existing space on the Henderson/Chester ISC campus.

ACTION REQUIRED:

Staff recommends approval.

PROGRAM IMPLEMENTATION PROPOSAL – 3

INSTITUTION: Tennessee College of Applied Technology Crump

PROPOSED PROGRAM TITLE: Truck Driving

PROPOSAL: Tennessee College of Applied Technology Crump proposes to replicate the Truck Driving program on the main campus. The program is 222 clock hours and awards the Truck Driving certificate.

PROGRAM ACCREDITOR: N/A

EFFECTIVE DATE: Spring 2025

OBJECTIVE: The Truck Driving Program prepares individuals to build skills in safety practices, operation, vehicle maintenance, and non-vehicle activities associated with truck driving. Instruction includes the operation of vehicles on the interstate, on two-lane highways, in the city, backing and maneuvering. Also included are recordkeeping and performing pre-trip/post-trip inspections and defensive driving.

NEED: According to the THEC "Academic Supply for Occupational Demand Report, 2024" there are 21,060 Heavy and Tractor-Trailer Truck Driver jobs in Tennessee and there are 20,026 job openings for Truck Drivers.

PROJECTED ENROLLMENT:	YEAR	ENROLLMENT	COMPLETERS
	1	12	10
	2	20	16
	3	24	20

PROJECTED COSTS:	YEAR	COST
	1	\$25,000
	2	\$25,000
	3	\$25,000

NEW FACULTY NEEDED:	YEAR	NUMBER	COST
	1st Year:	1	\$55,000
	2nd Year:	0	\$55,000
	3rd Year:	0	\$55,000

FISCAL RESOURCES: Funding for the expansion is provided through the Governor's CDL Expansion Grant.

FACILITIES: Theory instruction will utilize existing space on the Main Campus. The program will use the skills pad at the Parsons Extension Campus.

ACTION REQUIRED: Staff recommends approval.

PROGRAM IMPLEMENTATION PROPOSAL – 4

INSTITUTION: Tennessee College of Applied Technology Crump

PROPOSED PROGRAM TITLE: Welding Technology

PROPOSAL: Tennessee College of Applied Technology Crump proposes to replicate the Welding Technology program at the Wayne County Technology Center (2D). The program is 1296 clock hours and awards a Gas Tungsten Arc Welder/Combination Welder diploma.

PROGRAM ACCREDITOR: N/A

EFFECTIVE DATE: Spring 2025

OBJECTIVE: Students will learn to perform entry level proficiency in shielded metal arc, gas metal arc, flux core arc and gas tungsten arc welding. Materials to be joined include carbon steel, stainless steel and aluminum. The students will be using sheet, plate and pipe, incorporating both fillet and groove weldments in the 1F-2F and 1G-4G positions for sheet/plate, as well as both 2G & 6G positions for pipe. AWS, ASME and API qualification/certification paths are available for those that choose to pursue those options.

NEED: The THEC 2024 Academic Supply for Occupational Demand Report lists Welders, Cutters, Solderers, and Braziers as an in-demand occupation in Tennessee. There are 1,996 job openings advertised online.

PROJECTED ENROLLMENT:	YEAR	ENROLLMENT	COMPLETERS
	1	10	8
	2	15	12
	3	20	16

PROJECTED COSTS:

YEAR	COST
1	\$15,000
2	\$15,000
3	\$15,000

NEW FACULTY NEEDED:

YEAR	NUMBER	COST
1st Year:	.5	\$25,000
2nd Year:	0	\$25,000
3rd Year:	0	\$25,000

FISCAL RESOURCES:

The college currently operates a daytime Welding Technology dual enrollment program and will utilize the same equipment and space for this additional adult evening program.

FACILITIES:

Existing facilities at Wayne County Technology Center will be utilized.

ACTION REQUIRED:

Staff recommends approval.

PROGRAM IMPLEMENTATION PROPOSAL – 5

INSTITUTION:	Tennessee College of Applied Technology Harriman						
PROPOSED PROGRAM TITLE:	Heating, Air Conditioning and Refrigeration (HAC)						
PROPOSAL:	Tennessee College of Applied Technology Harriman proposes to implement Heating, Air Conditioning and Refrigeration at the main campus. The program is 1296 clock hours and awards an HAC Technical Studies Diploma.						
PROGRAM ACCREDITOR:	N/A						
EFFECTIVE DATE:	Summer 2025						
OBJECTIVE:	To prepare graduates to troubleshoot, repair, and maintain residential and commercial refrigeration; air conditioning; heat pumps; humidifiers; and electrical and gas heating. Graduates also understand the fundamentals of electricity, electric motors, and controls. Graduates of the program will be able to install and braze refrigeration tubing, diagnose electrical problems; install duct systems; repair light commercial equipment; recover air conditioning and refrigeration refrigerants; locate and repair leaks.						
NEED:	Employment of heating, air conditioning, and refrigeration mechanics and installers is projected to grow 6 percent from 2022 to 2032, faster than the average for all occupations. About 37,700 openings for heating, air conditioning, and refrigeration mechanics and installers are projected each year, on average, over the decade. Many of those openings are expected to result from the need to replace workers who transfer to different occupations or exit the labor force, such as to retire.						
PROJECTED ENROLLMENT:	<table><thead><tr><th>YEAR</th><th>ENROLLMENT</th><th>COMPLETERS</th></tr></thead><tbody><tr><td>1</td><td>10</td><td>7</td></tr></tbody></table>	YEAR	ENROLLMENT	COMPLETERS	1	10	7
YEAR	ENROLLMENT	COMPLETERS					
1	10	7					

2	20	15
3	20	15

PROJECTED COSTS:

YEAR	COST
1	\$150,000
2	\$100,000
3	\$100,000

NEW FACULTY NEEDED:

YEAR	NUMBER	COST
1st Year:	1	\$77,000
2nd Year:	0	\$77,000
3rd Year:	0	\$77,000

FISCAL RESOURCES:

The program costs and salary associated with the program will be funded through TCAT-Harriman's budget.

FACILITIES:

The program will occupy existing space at the Main Campus.

ACTION REQUIRED:

Staff recommends approval.

PROGRAM IMPLEMENTATION PROPOSAL – 6

INSTITUTION: Tennessee College of Applied Technology
Harriman

PROPOSED PROGRAM TITLE: Heavy Equipment Service Technician

PROPOSAL: Tennessee College of Applied Technology Harri-
man proposes to implement Heavy Equipment Ser-
vice Technician at the main campus. The program is
2160 clock hours and awards a Heavy Equipment
Service Technician Diploma.

PROGRAM ACCREDITOR: Automotive Service Excellence (ASE)

EFFECTIVE DATE: Summer 2025

OBJECTIVE: The program will provide practical experience in
the repair and maintenance of engines, electrical
systems, hydraulics, drivelines and axles, frame and
suspension systems, steering systems, brake sys-
tems, and heating, ventilation, and air conditioning
systems. Students will receive instruction in diag-
nosing trouble, system analysis, disassembly, re-
placing defective parts, reassembling, etc. By work-
ing on actual heavy equipment, students are well
prepared to enter the workforce after graduation.

NEED: According to O-Net Online, heavy equipment tech-
nicians are considered to have a bright outlook with
faster than average growth projected.

PROJECTED ENROLLMENT:	YEAR	ENROLLMENT	COMPLETERS
	1	10	7
	2	20	15
	3	20	15

PROJECTED COSTS:	YEAR	COST
	1	\$250,000
	2	\$125,000
	3	\$250,000

NEW FACULTY NEEDED:	YEAR	NUMBER	COST
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1st Year:	0	\$0
2nd Year:	0	\$0
3rd Year:	0	\$0

FISCAL RESOURCES:

TCAT-Harriman has applied for grants through business and industry partners and Perkins READI V2. If the grants are not awarded, the program costs and salary associated with the program will be funded through TCAT-Harriman's budget.

FACILITIES:

The program will occupy existing space at the main campus.

ACTION REQUIRED:

Staff recommends approval.

PROGRAM IMPLEMENTATION PROPOSAL – 7

INSTITUTION: Tennessee College of Applied Technology
Harriman

PROPOSED PROGRAM TITLE: Millwright Skills

PROPOSAL: Tennessee College of Applied Technology
Harriman proposes to implement Millwright Skills
at the main campus. The program is 1296 clock
hours and awards a Millwright Maintenance
Mechanic Diploma.

PROGRAM ACCREDITOR: NCCER National Center for Construction and
Education Research)

EFFECTIVE DATE: Summer 2025

OBJECTIVE: Graduates will learn the installation, alignment, and
maintenance of all types of industrial equipment
and machinery, using the latest technologies in
troubleshooting, alignment, leveling and repairing.
Instruction is given in blueprint reading, welding,
industrial electricity, lubrication, pipefitting, and
heating, ventilation and air conditioning in order to
give the student multiple craft skills.

NEED: The local Chamber and East Tennessee Economic
Council have identified millwright training as a
need in the nuclear and construction industries in
our service area. According to O-Net Online, the
projected growth 2020-2030 is 13% in Tennessee.

PROJECTED ENROLLMENT:	YEAR	ENROLLMENT	COMPLETERS
	1	10	7
	2	20	15
	3	20	15

PROJECTED COSTS:	YEAR	COST
	1	\$150,000
	2	\$100,000
	3	\$100,000

NEW FACULTY NEEDED:

YEAR	NUMBER	COST
1st Year:	1	\$77,000
2nd Year:	0	\$77,000
3rd Year:	0	\$77,000

FISCAL RESOURCES:

TCAT-Harriman has applied for grants through business and industry partners. If the grant is not awarded, the program costs and salary associated with the program will be funded through TCAT-Harriman's budget.

FACILITIES:

The program will occupy existing space at the Main Campus.

ACTION REQUIRED:

Staff recommends approval.

PROGRAM IMPLEMENTATION PROPOSAL – 8

INSTITUTION: Tennessee College of Applied Technology
Harriman

PROPOSED PROGRAM TITLE: Pipefitting and Plumbing Technology PFP

PROPOSAL: Tennessee College of Applied Technology Harriman proposes to implement Pipefitting and Plumbing Technology at the main campus. The program is 1296 clock hours and awards a Pipefitting and Plumbing Technician Diploma.

PROGRAM ACCREDITOR: NCCER (National Center for Construction and Education Research)

EFFECTIVE DATE: Summer 2025

OBJECTIVE: The Pipefitting and Plumbing Technology program is to prepare students for a career as a pipefitter and/or plumber in the nuclear industry in our service area. Training includes both classroom (theory) and hands-on (skill) assignments where students will learn various pipe and welding fabrication techniques including interpreting blueprints and specifications.

NEED: Working with our local Chamber and East Tennessee Economic Council, pipefitting has been identified as a need in the nuclear and construction industries in our service area.

PROJECTED ENROLLMENT:	YEAR	ENROLLMENT	COMPLETERS
	1	10	7
	2	20	15
	3	20	15

PROJECTED COSTS:	YEAR	COST
	1	\$150,000
	2	\$100,000
	3	\$100,000

NEW FACULTY NEEDED:	YEAR	NUMBER	COST
	1st Year:	1	\$77,000

2nd Year:	0	\$77,000
3rd Year:	0	\$77,000

FISCAL RESOURCES:

TCAT-Harriman has applied for grants through business and industry partners. If the grant is not awarded, the program costs and salary associated with the program will be funded through TCAT-Harriman's budget.

FACILITIES:

The program will occupy existing space at the Main Campus.

ACTION REQUIRED:

Staff recommends approval.

PROGRAM IMPLEMENTATION PROPOSAL – 9

INSTITUTION: Tennessee College of Applied Technology
Harriman

PROPOSED PROGRAM TITLE: Telecommunications, Networking, and
Cybersecurity

PROPOSAL: Tennessee College of Applied Technology
Harriman proposes to implement
Telecommunications, Networking, and
Cybersecurity program at the main campus. The
program is 1728 clock hours and awards a
Telecommunications Network Technician
Diploma.

PROGRAM ACCREDITOR: N/A

EFFECTIVE DATE: Summer 2025

OBJECTIVE: Students will receive instruction in safety, copper,
fiber, and various systems that an entry level
telecommunications technician would expect to be
familiar with on the job. Further study includes
networking skills, satellite installation fundamentals,
including use of test equipment to troubleshoot and
diagnose common issues with communications
electronics, and the fundamental skills needed
to protect sensitive data across networks.

NEED: TCAT-Harriman has worked with the Tennessee
Department of Economic and Community
Development and our local utilities companies
to identify the need for telecommunications,
networks, and cybersecurity in our service area.

PROJECTED ENROLLMENT:	YEAR	ENROLLMENT	COMPLETERS
	1	10	7
	2	20	15
	3	20	15

PROJECTED COSTS:	YEAR	COST
	1	\$150,000

2 \$100,000
3 \$100,000

NEW FACULTY NEEDED:

YEAR	NUMBER	COST
1st Year:	1	\$77,000
2nd Year:	0	\$77,000
3rd Year:	0	\$77,000

FISCAL RESOURCES:

TCAT-Harriman has been awarded grant monies from a telecommunications grant sponsored by the Tennessee Department of Economic and Community Development.

FACILITIES:

The program will occupy existing space at the Main Campus.

ACTION REQUIRED:

Staff recommends approval.

PROGRAM IMPLEMENTATION PROPOSAL – 10

INSTITUTION: Tennessee College of Applied Technology Hartsville

PROPOSED PROGRAM TITLE: Industrial Maintenance (IMS)

PROPOSAL: Tennessee College of Applied Technology Hartsville proposes to implement Industrial Maintenance (IMS) at the main campus and the Tri County Career and Technical Education Center (AC). The program is 1728 clock hours and awards an Automation and Controls Technician Diploma.

PROGRAM ACCREDITOR: N/A

EFFECTIVE DATE: Spring 2025

OBJECTIVE: The Industrial Maintenance program will educate and train students in all key areas in the field of Industrial Maintenance. The students in this program will acquire proficiencies in set up, programming, troubleshooting, and repair of industrial equipment. The program offers the student an E-Learn curriculum with a majority of hands-on training that will evolve to keep pace with the rapid growth of technology in the field of Industrial Maintenance.

NEED: Per our industry partners, the rapid advancement of technology, particularly in the realm of Siemens automation and control systems, has created a significant demand for highly qualified individuals who possess the expertise to maintain and optimize industrial equipment.

PROJECTED ENROLLMENT:

YEAR	ENROLLMENT	COMPLETERS
1	15	12
2	18	15
3	20	18

PROJECTED COSTS: No projected program cost.

NEW FACULTY NEEDED:

No new faculty needed.

FISCAL RESOURCES:

The program will overlay onto existing Industrial Maintenance/Mechatronics program expanding student choice based upon alternate industrial maintenance competencies.

FACILITIES:

The program will occupy existing.

ACTION REQUIRED:

Staff recommends approval.

PROGRAM IMPLEMENTATION PROPOSAL – 11

INSTITUTION: Tennessee College of Applied Technology Hohenwald

PROPOSED PROGRAM TITLE: 911 Dispatcher - Dual enrollment only

PROPOSAL: Tennessee College of Applied Technology Hohenwald proposes to implement 911 Dispatcher dual enrollment only program at Perry County High School (2P). The program is 40 clock hours and awards a 911 Dispatch certificate.

PROGRAM ACCREDITOR: National Emergency Communications Institute

EFFECTIVE DATE: Fall 2024

OBJECTIVE: It is the goal of the First Responder: National Standard Curriculum to provide students with the core knowledge, skills and attitudes to function in the capacity of a first responder.

NEED: There is industry demand for the 911 Dispatch course in TCAT Hohenwald's primary service area which consists of approximately 216,979 residents. The training provided by the 911 Dispatch course will prepare students to meet the needs of local industry.

PROJECTED ENROLLMENT:	YEAR	ENROLLMENT	COMPLETERS
	1	20	19
	2	20	19
	3	20	19

PROJECTED COSTS: No new projected costs.

NEW FACULTY NEEDED: No new faculty needed.

FISCAL RESOURCES: No new fiscal resources are needed for this program.

FACILITIES: No additional space is needed. The existing space at Perry County High School will be used for the 911 Dispatch course

ACTION REQUIRED:

Staff recommends approval.

PROGRAM IMPLEMENTATION PROPOSAL – 12

INSTITUTION: Tennessee College of Applied Technology Hohenwald

PROPOSED PROGRAM TITLE: Advanced Manufacturing Technology

PROPOSAL: Tennessee College of Applied Technology Hohenwald proposes to implement Advanced Manufacturing Technology at the Perry County Instructional Service Center (2E). The program is 2160 clock hours and awards a Robotics Automation Technician Diploma.

PROGRAM ACCREDITOR: N/A

EFFECTIVE DATE: Spring 2025

OBJECTIVE: This program trains students extensively in manufacturing processes with emphasis on developing and utilizing skills in the maintenance, installation and troubleshooting of electro-mechanical equipment. Areas of study include safety practices, worker characteristics, personal protective equipment, lockout/tag-out, hydraulics, pneumatics, robotics, programmable logic controllers and preventative maintenance.

NEED: There is industry demand for an Advanced Manufacturing Technology program in TCAT Hohenwald's primary service area which consists of approximately 216,979 residents. The training provided by the Advanced Manufacturing Technology program will prepare students to meet the needs of local industry.

PROJECTED ENROLLMENT:	YEAR	ENROLLMENT	COMPLETERS
	1	20	19
	2	20	19
	3	20	19

PROJECTED COSTS:	YEAR	COST
	1	\$150,000

2	\$125,000
3	\$125,000

NEW FACULTY NEEDED:

YEAR	NUMBER	COST
1st Year:	1	\$58,000
2nd Year:	0	\$58,000
3rd Year:	0	\$58,000

FISCAL RESOURCES:

The program costs and salary associated with the Advanced Manufacturing Technology program will be funded through TCAT Hohenwald's budget.

FACILITIES:

No additional space is needed. The existing space in the Industrial Maintenance and Welding programs at the Perry County Instructional Service Center will be used for the Advanced Manufacturing Technology program.

ACTION REQUIRED:

Staff recommends approval.

PROGRAM IMPLEMENTATION PROPOSAL – 13

INSTITUTION: Tennessee College of Applied Technology Jackson

PROPOSED PROGRAM TITLE: Welding Technology

PROPOSAL: Tennessee College of Applied Technology Jackson proposes to replicate the evening Welding Technology program at the Chester County High School Instructional Service Center (J1). This program is 1296 clock hours and awards a Gas Tungsten Arc Welder/Combination Welder diploma.

PROGRAM ACCREDITOR: N/A

EFFECTIVE DATE: Spring 2025

OBJECTIVE: Students will learn to perform entry level proficiency in shielded metal arc, gas metal arc, flux core arc and gas tungsten arc welding. Materials to be joined include carbon steel, stainless steel and aluminum.

NEED: There is no potential for program duplication within the TCAT or community college system in TCAT Jackson's primary service area. Local industry fully supports the program and has agreed to serve in the critical occupational advisor role.

PROJECTED ENROLLMENT:	YEAR	ENROLLMENT	COMPLETERS
	1	10	8
	2	20	18
	3	20	18

PROJECTED COSTS:	YEAR	COST
	1	\$55,000
	2	\$55,000
	3	\$55,000

NEW FACULTY NEEDED:	YEAR	NUMBER	COST
	1st Year:	1	\$35,000
	2nd Year:	0	\$35,000
	3rd Year:	0	\$35,000

FISCAL RESOURCES:

Program costs will be obtained by state appropriations and student tuition.

FACILITIES:

This program will be offered at the new Chester County High School Instructional Service Center, which will provide space for it at no cost to the institution.

ACTION REQUIRED:

Staff recommends approval.

PROGRAM IMPLEMENTATION PROPOSAL – 14

INSTITUTION: Tennessee College of Applied Technology Jackson

PROPOSED PROGRAM TITLE: Administrative Assistant Technology

PROPOSAL: Tennessee College of Applied Technology Jackson proposes implementing Administrative Assistant Technology on the main campus. The program is 648 clock hours and awards an Administrative Assistant diploma.

PROGRAM ACCREDITOR: N/A

EFFECTIVE DATE: Spring 2025

OBJECTIVE: This program provides essential training in business office procedures, customer service skills, business communications, keyboarding and document processing, proofreading and editing, business etiquette, problem solving, business writing, records and file management, and business computer skills. The administrative office students will receive specialized training in general office assisting and administrative support assisting and will receive a certificate upon completion of this training.

NEED: Local industry employers are in full support of the program and have pledged to invest by serving in the critical occupational advisor role. They also express a high demand for trained office staff.

PROJECTED ENROLLMENT:	YEAR	ENROLLMENT	COMPLETERS
	1	48	38
	2	48	38
	3	48	38

PROJECTED COSTS:	YEAR	COST
	1	\$2,500
	2	\$2,500
	3	\$2,500

NEW FACULTY NEEDED:

YEAR	NUMBER	COST
1st Year:	0	\$0
2nd Year:	0	\$0
3rd Year:	0	\$0

FISCAL RESOURCES:

No new resources will be needed. Program costs and salaries are in current budget expenditures and no additional funding will be necessary.

FACILITIES:

The program will occupy existing.

ACTION REQUIRED:

Staff recommends approval.

PROGRAM IMPLEMENTATION PROPOSAL – 15

INSTITUTION: Tennessee College of Applied Technology Jackson

PROPOSED PROGRAM TITLE: Practical Nursing

PROPOSAL: Tennessee College of Applied Technology Jackson proposes to replicate the evening Practical Nursing program at the West Tennessee Healthcare Instructional Service Center (pending THEC site code approval). This program is 1296 clock hours and awards a Practical Nursing diploma.

PROGRAM ACCREDITOR: Tennessee Board of Nursing

EFFECTIVE DATE: Spring 2025

OBJECTIVE: The Practical Nursing Program is a 12-month diploma program, which consists of a combination of classroom, laboratory and clinical experiences. These experiences expose the student to the wide variety of tasks and responsibilities required of today's practical nurse.

NEED: There is no potential for program duplication within the TCAT or community college system in TCAT Jackson's primary service area. Local healthcare providers fully support the program and have agreed to serve in the critical occupational advisor role.

PROJECTED ENROLLMENT:	YEAR	ENROLLMENT	COMPLETERS
	1	28	25
	2	28	25
	3	28	25

PROJECTED COSTS:	YEAR	COST
	1	\$50,000
	2	\$10,000
	3	\$10,000

NEW FACULTY NEEDED:	YEAR	NUMBER	COST
	1st Year:	2	\$100,000
	2nd Year:	0	\$0

3rd Year: 0 \$0

FISCAL RESOURCES:

The Governor has provided start-up funding through capacity grant funding and committed to recurring support through the Tennessee Board of Regents.

FACILITIES:

This program will be offered at the new West Tennessee Healthcare Instructional Service Center. The center will provide space for the program at no cost to the institution.

ACTION REQUIRED:

Staff recommends approval.

PROGRAM IMPLEMENTATION PROPOSAL – 16

INSTITUTION: Tennessee College of Applied Technology Knoxville

PROPOSED PROGRAM TITLE: Welding Technology

PROPOSAL: Tennessee College of Applied Technology Knoxville proposes to replicate the evening Welding Technology program at Karns High School Instructional Service Center (pending THEC site code approval). This program is 1296 clock hours and awards a Gas Tungsten Arc Welder/Combination Welder diploma.

PROGRAM ACCREDITOR: N/A

EFFECTIVE DATE: Summer 2025

OBJECTIVE: Students will learn to perform entry level proficiency in shielded metal arc, gas metal arc, flux core arc and gas tungsten arc welding. Materials to be joined include carbon steel, stainless steel and aluminum.

NEED: According to Jobs4TN, Welding is listed as an in-demand job in east Tennessee. An expanded section would allow more applicants to be admitted while utilizing existing welding technology resources with minimal additional costs. This replication would not overlap primary service areas or represent unnecessary program expansions given the proven workforce needs and lack of current duplicative options for locally pursuing this in-demand field.

PROJECTED ENROLLMENT:	YEAR	ENROLLMENT	COMPLETERS
	1	20	0
	2	20	15
	3	20	15

PROJECTED COSTS:	YEAR	COST
	1	\$15,000
	2	\$40,000

3 \$40,000

NEW FACULTY NEEDED:

YEAR	NUMBER	COST
1st Year:	1	\$25,000
2nd Year:	0	\$60,711
3rd Year:	0	\$60,711

FISCAL RESOURCES:

TCAT Knoxville's existing budget will be used for the proposed Welding Technology program's costs and salary. A full-time Welding Technology Instructor is in the existing budget.

FACILITIES:

The facilities will be provided by Karns High School.

ACTION REQUIRED:

Staff recommends approval.

PROGRAM IMPLEMENTATION PROPOSAL – 17

INSTITUTION: Tennessee College of Applied Technology Knoxville

PROPOSED PROGRAM TITLE: Computer Operating Systems, Networking, and Cybersecurity

PROPOSAL: Tennessee College of Applied Technology Knoxville proposes to implement Computer Operating Systems, Networking, and Cybersecurity on the main campus. The program is 1296 clock hours and awards a Computer Operating Systems & Network Technology diploma.

PROGRAM ACCREDITOR: N/A

EFFECTIVE DATE: Summer 2025

OBJECTIVE: The Computer Operating Systems & Network Technology program is designed to prepare students to apply technical knowledge and skills to assemble, install, operate, maintain, and repair computers and related instruments. Include instruction in power supplies, number systems, memory structure, buffers and registers, microprocessor design, peripheral equipment, programming, and networking.

NEED: According to jobs4tn.gov website that states that employment of Network and Computer Systems Administrators is expected to grow, largely due to the growing population and expanding cities in east Tennessee.

PROJECTED ENROLLMENT:	YEAR	ENROLLMENT	COMPLETERS
	1	20	0
	2	60	30
	3	60	45

PROJECTED COSTS:	YEAR	COST
	1	\$10,000

2	\$20,000
3	\$15,000

NEW FACULTY NEEDED:

No new faculty needed.

FISCAL RESOURCES:

Fiscal resources will be obtained through state appropriations, tuition, and fees.

FACILITIES:

The program will be located at the Tennessee College of Applied Technology Knoxville main campus.

ACTION REQUIRED:

Staff recommends approval.

PROGRAM IMPLEMENTATION PROPOSAL – 18

INSTITUTION: Tennessee College of Applied Technology Knoxville

PROPOSED PROGRAM TITLE: Nursing Aide

PROPOSAL: Tennessee College of Applied Technology Knoxville proposes to replicate the Nursing Aide program at TCAT Knoxville Parkwest Instruction Service Center (3D). This program is 120 clock hours and awards a Nursing Assistant certificate.

PROGRAM ACCREDITOR: Tennessee Board of Health

EFFECTIVE DATE: Summer 2025

OBJECTIVE: This course prepares a person for gainful employment in a healthcare setting. The education shall be in an organized program with planned learning experiences in a logical sequence. Both theory and clinical will enable the learner to obtain knowledge, skills, and attitude to function within the defined job scope of the nursing assistant. The graduate is prepared to complete the certification exam.

NEED: According to Jobs4TN, Nursing Aide is listed as an in-demand job in Tennessee.

PROJECTED ENROLLMENT:	YEAR	ENROLLMENT	COMPLETERS
	1	20	15
	2	40	30
	3	40	30

PROJECTED COSTS:	YEAR	COST
	1	\$3,000
	2	\$6,000
	3	\$6,000

NEW FACULTY NEEDED:	YEAR	NUMBER	COST
	1st Year:	1	\$20,000

2nd Year:	0	\$57,273
3rd Year:	0	\$57,273

FISCAL RESOURCES:

Fiscal resources will be obtained through state appropriations along with tuition and fees.

FACILITIES:

The facilities will be provided by Parkwest Medical Center.

ACTION REQUIRED:

Staff recommends approval.

BOARD TRANSMITTAL

MEETING: Committee on Academic Policies/Programs, Student Life

SUBJECT: Institutional Mission Profiles

DATE: September 19, 2024

PRESENTER: Executive Vice Chancellor Russ Deaton

PRESENTATION REQUIREMENTS: 5 minutes with discussion

ACTION REQUIRED: Voice Vote

STAFF RECOMMENDATION: Recommend Approval

Per the Complete College Act of 2010 and reiterated in the FOCUS Act of 2016, the Tennessee Higher Education Commission (THEC) reviews and approves Institutional Mission Profiles annually for all community colleges and universities. In addition, TBR considers it a best practice to have the Board regularly review and approve Institutional Mission Statements as part of accreditation requirements. Each community college's draft profile and mission statement are included for review. The institutional mission profiles are used primarily to communicate the institution's distinct mission to stakeholders, and as a guide for THEC in the development of the outcomes-based funding formula. Institutions submit the proposed profile to their respective governing board for review and action before submission to THEC for action. If approved, TBR will submit the profiles to THEC for review and action at its November 2024 quarterly meeting, and it will provide each community college with its approved mission statement as it prepares for work related to institutional accreditation.

Community College Institutional Mission Profiles

September 2024

Chattanooga State

Institutional Mission Statement

We are Chattanooga State, a dedicated team that delivers accessible, innovative learning opportunities that surpass expectations.

Together, we enrich the lives of students and their families; develop a talented workforce; and partner with our community to lead boldly into the future.

Prior Year's Institutional Mission Profile (Approved September 2023)

Chattanooga State Community College is a comprehensive public community college serving the greater Chattanooga area, including Hamilton, Rhea, Bledsoe, Sequatchie, Grundy, and Marion counties. The college's main campus is based in Chattanooga along the Tennessee River, with instructional sites located in Dayton, Kimball, and at Volkswagen. In Fall 2022, 7,050 students enrolled at Chattanooga State, including 1,646 dual enrollment students. Twenty-seven percent of Chattanooga State students in Fall 2022 were adults, and 34% were low-income. The college offers 29 associate degrees and 49 certificates. The Nursing and Allied Health Division is home to the Registered Nursing program, which is recognized as the number one nursing program in the state by Nursing Schools Almanac. Additionally, Dental Hygiene, Health Information Management, Radiological Technology, Respiratory Care, and Physical Therapist Assistant programs celebrated 100% licensure exam pass rates for 2020-21. The Engineering and Information Technologies Division has forged several unique partnerships designed to provide local workforce training as well as several stackable credentials that lead to further study. In 2023, Chattanooga State created the state's first AAS degree in Electric Vehicle Engineering Technology. During the 2021-22 academic year, 1,429 awards were conferred at Chattanooga State, including 515 applied associate degrees, 266 technical certificates, and 648 associate degrees designed to transfer to a university.

Home to the only fully embedded technical college in the state, Chattanooga State's Tennessee College of Applied Technology Division (TCAT) offers one-year technical diploma and certificate programs. In 2021-22, Chattanooga State's TCAT awarded 180 technical certificates and 438 technical diplomas. Chattanooga State's Economic and Workforce Development Division has strong partnerships with business and industry to create and deploy customized training solutions, including college-sponsored registered apprentice programs. In 2021-22, Chattanooga State provided 83,983 hours of workforce training.

Data-driven strategies from the partnership with Achieving the Dream (ATD) aim to improve equitable student success through continuous improvement in teaching excellence and holistic student support. In 2020, Chattanooga State earned the prestigious Leader College status from the ATD Network for improvement in student success outcomes. As part of its continued focus on student success, the College transitioned its traditional fifteen-week semester to two seven-week sessions in Fall 2021. This shift has several positive impacts, including improved focus, success, flexibility, and time to completion.



In 2023, Chattanooga State earned the Leader College of Distinction status from ATD after further improving student outcomes.

Additionally, K-12 partnerships, including STEM School, Polytech Academies, Future Ready Institutes, Micro Colleges, and a Global Center for Digital Innovation aimed at providing equitable access to early postsecondary opportunities continue to be a focus for the College.

Proposed Revisions to Institutional Mission Profile (Proposed September 2024)

Chattanooga State Community College is a comprehensive public community college serving the greater Chattanooga area, including Hamilton, Rhea, Bledsoe, Sequatchie, Grundy, and Marion counties. The college's main campus is based in Chattanooga along the Tennessee River, with instructional sites located in Dayton, Kimball, and at Volkswagen. In Fall 2023, 7,156 students enrolled at Chattanooga State, including 1,857 dual enrollment students. Twenty-four percent of Chattanooga State students in Fall 2023 were adults, and 35% were low-income. The college offers 29 associate degrees and 49 certificates. The Nursing and Allied Health Division is home to the Registered Nursing program, which is recognized as the number one nursing program in the state by Nursing Schools Almanac. Additionally, Health Information Management, Radiological Technology, and Physical Therapist Assistant programs celebrated 100% licensure exam pass rates for 2021-22. The Engineering and Information Technologies Division has forged several unique partnerships designed to provide local workforce training as well as several stackable credentials that lead to further study. In 2023, Chattanooga State created the state's first AAS degree in Electric Vehicle Engineering Technology. During the 2022-23 academic year, 1,209 awards were conferred at Chattanooga State, including 446 applied associate degrees, 218 technical certificates, and 545 associate degrees designed to transfer to a university.

Home to the only fully embedded technical college in the state, Chattanooga State's Tennessee College of Applied Technology Division (TCAT) offers one-year technical diploma and certificate programs. In 2022-23, Chattanooga State's TCAT awarded 168 technical certificates and 413 technical diplomas. Chattanooga State's Economic and Workforce Development Division has strong partnerships with business and industry to create and deploy customized training solutions, including college-sponsored registered apprentice programs. In 2022-23, Chattanooga State provided 107,977 hours of workforce training.

Data-driven strategies from the partnership with Achieving the Dream (ATD) aim to improve equitable student success through continuous improvement in teaching excellence and holistic student support. In 2020, Chattanooga State earned the prestigious Leader College status from the ATD Network for improvement in student success outcomes. As part of its continued focus on student success, the College transitioned its traditional fifteen-week semester to two seven-week sessions in Fall 2021. This shift has several positive impacts, including improved focus, success, flexibility, and time to completion. In 2023, Chattanooga State earned the Leader College of Distinction status from ATD after further improving student outcomes.

Additionally, K-12 partnerships, including STEM School, Polytech Academies, Future Ready Institutes, Micro Colleges, and a Global Center for Digital Innovation, are aimed at expanding access to early postsecondary opportunities and continue to be a focus for the College.



Cleveland State

Institutional Mission Statement

We build strong minds, careers and communities through exceptional teaching and learning, workforce development and service.

Prior Year's Institutional Mission Profile (Approved September 2023)

As an open-access, comprehensive community college, Cleveland State Community College serves the counties of Bradley, McMinn, Meigs, Monroe, and Polk in southeast Tennessee, with courses offered on the main campus in Cleveland, online, and at its instructional sites in Athens and Vonore. In Fall 2022, 3,217 students were enrolled at Cleveland State, including 1,130 dual enrollment students. Eighteen percent of Cleveland State students are 25 and older, and 28% are low-income students.

In the 2021-22 academic year, 798 awards were conferred, including 216 applied associate degrees, 349 technical certificates, and 233 associate degrees designed to transfer to a university. The college provides a wide range of services to meet the needs of students, including tutoring, library support, academic advising, and mental health services.

Cleveland State offers 17 associate degree programs and 29 certificate programs, including programs in Accounting, Business Administration, Early Childhood Education, Law Enforcement Training, Nursing, and Mechatronics Technology. In Fall 2022, the college introduced new programs in Logistics and Supply Chain Management, Graphic Design, Chemical Engineering Technology, and a certification in Plumbing.

Cleveland State has provided 19,546 workforce training hours during 2021-22 in areas including welding, electrical, healthcare, computer training, and leadership. The college recently launched the George R. Johnson Center for Entrepreneurship and Innovation and has introduced a new Cyber Defense Lab. The college is also home to the Greg R. Vital Center for Natural Resources and Conservation, which supports the Forestry, Wildlife, and Fisheries and Agriculture programs. In 2021, the college opened its new Health and Science building with state-of-the-art simulation labs.

Proposed Revisions to Institutional Mission Profile (Proposed September 2024)

As an open-access, comprehensive community college, Cleveland State Community College serves the counties of Bradley, McMinn, Meigs, Monroe, and Polk in southeast Tennessee, with courses offered on the main campus in Cleveland, online, and at its instructional sites in Athens and Vonore. In Fall 2023, 3,285 students were enrolled at Cleveland State, including 1,268 dual enrollment students. Seventeen percent of Cleveland State students are 25 and older, and 26% are low-income students.

In the 2022-2023 academic year, 814 awards were conferred, including 218 applied associate degrees, 339 technical certificates, and 257 associate degrees designed to transfer to a university. The college provides a wide range of services to meet the needs of students, including tutoring, library support, academic advising, and mental health services.

Cleveland State offers 17 associate degree programs and 29 certificate programs, including programs in Accounting, Business Administration, Early Childhood Education, Law Enforcement Training, Nursing, and Mechatronics Technology. In Fall 2022, the college introduced new programs in Logistics and Supply Chain Management, Graphic Design, Chemical Engineering Technology, and a certification in Plumbing.



Cleveland State has provided 28,023 workforce training hours during 2022-2023 in areas including welding, electrical, healthcare, computer training, and leadership. The college recently launched the George R. Johnson Center for Entrepreneurship and Innovation, and has introduced a new Cyber Defense Lab. The college is also home to the Greg R. Vital Center for Natural Resources and Conservation, which supports the Forestry, Wildlife, and Fisheries and Agriculture programs. In 2021, the college opened its new Health and Science building with state-of-the-art simulation labs.



Columbia State

Institutional Mission Statement

Columbia State Community College nurtures success and positively changes lives through teaching, learning and service.

Prior Year's Institutional Mission Profile (Approved September 2023)

Columbia State Community College, Tennessee's first community college, serves the residents of nine counties in southern Middle Tennessee. Through the college's tenure, campuses at Williamson, Lawrence, Lewisburg, and Clifton joined Columbia State in educating its citizens. Recent additions include new facilities at the Lawrence Campus, construction for the Williamson Arts and Technology Center (A&T), and designs for the Southern Regional Technology Center (SRTC).

The new facilities support increased partnerships with universities for upper-division course offerings, particularly at the Lawrence Campus. The Williamson A&T Center and the SRTC were conceptualized to include collaborations with TCATs Dickson, Pulaski, and Hohenwald for increased vocational and technical program offerings in Franklin and Columbia.

In Fall 2022, 5,158 students enrolled at Columbia State; 1,130 were dual enrollment or middle college students. Additionally, in Fall 2022, eighteen percent of Columbia State students were adults age 25 or over, and 29% were low-income. Columbia State also offers 16 career associate degree programs and 13 certificates. Approximately 60% of graduates completed the Associate degree designed to transfer, whereas 40% graduated with an Associate of Applied Science or Certificate. These fields include nursing, respiratory care, radiologic technology, anesthesia, emergency services, medical lab, computer information technology, business, veterinary technology, criminal justice, engineering systems, mechatronics, and others. During the 2021-22 academic year, 1,102 awards were conferred at Columbia State. Of these awards, 253 were Applied Associate Degrees, 165 were Technical Certificates, and 684 were Associate degrees designed to transfer.

Furthermore, in 2021-22, Columbia provided 33,138 hours of workforce training in areas that included internships, co-ops, apprenticeships, continuing education programs, and industrial specialized training. The Lineman Academy, which is a college/corporate partnership, was recognized as the 2022 AACC recipient of the Outstanding College/Corporate Partnership. Additionally, in 2022, through new grant-based mobile instructional classrooms, the college expanded workforce training for EMS and engineering systems to regional high schools.

Other AACC recognitions include finalist in 2014, 2018, & 2020 for Excellence for Advancing Diversity and in 2018 for Student Success. Additionally, in 2017 and 2019, the Aspen Institute College Excellence Program recognized Columbia State as one of the nation's top 150 community colleges. In 2021, Columbia State received the "Community College of the Year" Tennessee Board of Regents SOAR award and was recognized as a finalist in 2020 and 2023. Lastly, Columbia State maintains professional agency accreditation for career programs and received a ten-year reaffirmation of accreditation by the Southern Association of Colleges and Schools in June 2023.

Proposed Revisions to Institutional Mission Profile (Proposed September 2024)

Columbia State Community College, Tennessee's first community college, serves the residents of nine counties in southern Middle Tennessee. Within the college's tenure, campuses opened at Williamson,



Lawrence, Lewisburg, and Clifton. Recent additions include new facilities at the Lawrence Campus, construction for the Williamson Arts and Technology Center (A&T), and designs for the Southern Regional Technology Center (SRTC) in Columbia. The Williamson A&T Center and the SRTC include collaborations with TCATs Dickson, Pulaski, and Hohenwald for increased vocational and technical program offerings in Franklin and Columbia.

In Fall 2023, 5,301 students enrolled at Columbia State; 1,339 were dual enrollment or middle college students (23 sites). Additionally, in Fall 2023, seventeen percent of CS students were adults aged 25 or over, and 29% were low-income. Columbia State offers 16 career associate degree programs and 13 certificates. Approximately 60% of graduates completed the Associate degree designed to transfer, whereas 40% graduated with an Associate of Applied Science or Certificate. These fields include nursing, respiratory care, radiologic technology, anesthesia, emergency services, medical lab, computer information technology, business, veterinary technology, criminal justice, engineering systems, mechatronics, and others. During the 2022-2023 academic year, CS conferred 962 awards (253 Applied Associate Degrees, 123 Technical Certificates, and 586 Associate Science/Arts/Teaching Degrees).

Workforce training hours of 34,550, in 2022-2023 included internships, co-ops, apprenticeships, and professional and industrial specialized training. The Lineman Academy scholarships, GM apprenticeship, and grant-funded mobile and campus-based classrooms augmented campus and secondary workforce training opportunities. Grants supporting student success include TRIO, a \$1.5 million Rural Development Grant for transition counseling for Maury County secondary students, and implementation of Charger Childcare services via funds from area United Way offices.

In 2021, Columbia State received the “Community College of the Year” Tennessee Board of Regents SOAR award and was recognized as a finalist in 2020 and 2023. The communications department received the NCMPR Paragon Award, 2024, for photography. Other past recognitions include AACC’s awards for College/Corporate Partnership, Diversity, and Student Success Program; the Bellwether; and the Aspen Institute for College Excellence. Lastly, Columbia State maintains professional agency accreditation for career programs and received regional ten-year reaffirmation of accreditation by the Southern Association of Colleges and Schools in 2023.



Dyersburg State

Institutional Mission Statement

Dyersburg State Community College (DSCC) is an open-access higher education institution that seeks to provide high quality educational opportunities through its excellent technical and transfer degree programs, certificates, and workforce development initiatives. The college provides leadership in public service and collaborations with education, business, and industry partners to promote success and innovation to improve society at large through education. DSCC focuses on innovative approaches to student success and academic excellence. The college is strongly committed to the development of economic and community partnerships and civic and cultural opportunities.

Prior Year's Institutional Mission Profile (Approved September 2023)

Dyersburg State Community College is a comprehensive two-year institution serving nine rural counties in northwest Tennessee, including Crockett, Dyer, Lake, Lauderdale, Obion, Henry, Haywood, Weakley, and Tipton. The college provides educational opportunities through its home campus in Dyersburg, the Jimmy Naifeh Center at Tipton County in Covington, and the new DSCC Henry County Center in Paris. In Fall 2022, 2,739 students enrolled at Dyersburg State, including 715 dual enrollment and middle college students. Thirty-one percent of Dyersburg State students in Fall 2022 were adults aged 25 and older, and 35% were low-income students. Additionally, in 2021-22, the College provided 23,915 hours of workforce training. Dyersburg State offers 13 associate degrees and 24 certificate programs, including the College's notable Nursing, Emergency Medical Technician, Paramedic, and Business Administration programs. The college will introduce a Surgical Technology Program at the Jimmy Naifeh Center in Tipton County in Fall 2023. DSCC is proud to be the first community college in Tennessee to offer a program for students with intellectual and developmental disabilities; the Eagle Access program has grown from four to nine students in the first year. During the 2021-22 academic year, 559 awards were conferred at Dyersburg State, including 170 Associate of Applied Science degrees, 152 technical certificates, and 237 associate degrees designed to transfer to a university. As a member of the Achieving the Dream Network, the College's major focus is to close completion gaps for Pell-eligible students. Strong partnerships with area high schools contribute to successful dual enrollment programs. In Fall 2023, 28 high school students from cohort one of the Middle College programs will continue their education, and 25 new students will begin cohort two. The Middle College program serves as a pathway for students to achieve secondary and postsecondary goals simultaneously. Dyersburg State offers the Associate of Science degree in Business Administration to incarcerated students at the Northwest Correctional Complex and West Tennessee State Penitentiary. Fifteen incarcerated students graduated in 2022-23, with 12 students recognized as members of the College's Alpha Epsilon Alpha Chapter of the Phi Theta Kappa Honor Society. The college offers various student support programs to multiple subpopulations, including Pell-eligible students, first-generation students, adult students, underprepared students, dual enrolled students, and veteran students.



Proposed Revisions to Institutional Mission Profile (Proposed September 2024)

Dyersburg State Community College is a comprehensive two-year institution serving nine rural counties in northwest Tennessee, including Crockett, Dyer, Lake, Lauderdale, Obion, Henry, Haywood, Weakley, and Tipton. The college provides educational opportunities through its home campus in Dyersburg, the Jimmy Naifeh Center at Tipton County in Covington, the DSCC Henry County Center in Paris, and the new TCAT Jackson-Stanton Extension Campus. In Fall 2023, 3,203 students enrolled at Dyersburg State, including 1,189 dual enrollment and middle college students. Twenty-six percent of Dyersburg State students in Fall 2023 were adults aged 25 and older, and 33% were low-income students. Additionally, in 2022-2023, the College provided 54,978 hours of workforce training. Dyersburg State offers 13 associate degrees and 24 certificate programs, including the College's notable Nursing, Emergency Medical Technician, Paramedic, and Business Administration programs and the new Surgical Technology Program at the Jimmy Naifeh Center in Tipton County. The Eagle Accel program launched in the fall of 2023 and is designed for working adults needing a flexible schedule while earning an Associate of Science in General Studies. DSCC is proud to be the first community college in Tennessee to offer a program for students with intellectual and developmental disabilities; the Eagle Access program celebrated three program completers during commencement exercises in 2024. During the 2022-2023 academic year, 636 awards were conferred at Dyersburg State, including 120 Associate of Applied Science degrees, 267 technical certificates, and 249 associate degrees designed to transfer to a university. Strong partnerships with area high schools contribute to successful dual enrollment and middle college programs. The Middle College program serves as a pathway for students to achieve secondary and postsecondary goals simultaneously. The first cohort of middle college graduates walked across the stage on May 4, 2024. Dyersburg State offers the Associate of Science degree in Business Administration to incarcerated students at the Northwest Correctional Complex and West Tennessee State Penitentiary. Fifteen incarcerated students graduated in 2022-23, with 12 students recognized as members of the College's Alpha Epsilon Alpha Chapter of the Phi Theta Kappa Honor Society. The college offers various student support programs to multiple subpopulations, including Pell-eligible students, first-generation students, adult students, underprepared students, dual enrolled students, and veteran students.



Jackson State

Institutional Mission Statement

Jackson State Community College provides accessible learning opportunities that enhance the lives of individuals, strengthen the workforce, and empower our diverse communities by offering traditional and contemporary associate degrees, certificates, continuing education and enrichment, and college-readiness programs.

Prior Year's Institutional Mission Profile (Approved September 2023)

Jackson State Community College is a comprehensive community college serving West Tennessee. Classes are offered on the main campus in Jackson and at centers in Lexington, Savannah, and Trenton. Jackson State provides a robust offering of online, hybrid, and distance learning classes available as well as dual enrollment classes offered at high schools throughout the 10-county service area. In fall 2022, 3,504 students enrolled at Jackson State, including 984 dual enrollment students. Twenty-four percent of students in fall 2022 were adults ages 25 and older, and 35% were low-income students. Additionally, in 2021-22, Jackson State provided 21,287 hours of workforce training. The Associate of Applied Science, Engineering Systems Technology program has developed a consortium of 27 manufacturing partners to address the area's employment needs in the high-skilled maintenance technician occupation. This consortium, in conjunction with Jackson State, developed an Advanced Maintenance Technician work cooperative in 2014, which recruits high school seniors and other interested applicants into a 2-year work-study cohort group. To date, Jackson State graduates involved in this cooperative education program have experienced excellent job placement rates. The college offers 16 associate degree programs and 14 certificate programs. Due to continuing healthcare needs in the community, Jackson State has established state-of-the-art healthcare programs. Since the Nursing program's inception, graduate success on the national licensure exam has consistently exceeded state and national norms. Other state-of-the-art programs include the Computer Information Technology program. In 2012, Jackson State's Cyber Defense program became the first community college program in the state to be designated as a National Center of Academic Excellence in Cyber Defense by the National Security Agency and the Department of Homeland Security. Jackson State was re-designated in the summer of 2017, with an additional re-designation in June 2023. During the 2021-22 academic year, 631 awards were conferred at Jackson State, including 208 applied associate degrees, 99 technical certificates, and 324 associate degrees designed to transfer to a university. Jackson State has an active honors program, international education/study abroad program, athletics program, and Student Government Association.

Proposed Revisions to Institutional Mission Profile (Proposed September 2024)

Jackson State Community College is a comprehensive community college serving West Tennessee. Classes are offered on the main campus in Jackson and at centers in Lexington, Savannah, and Trenton. Jackson State provides a robust offering of online, hybrid, and distance learning classes available as well as dual enrollment classes offered at high schools throughout the 10-county service area. In fall 2023, 3,224 students enrolled at Jackson State, including 815 dual enrollment students. Twenty-four percent of students in fall 2023 were adults ages 25 and older, and 42% were low-income students. Additionally, in 2022-2023, Jackson State provided 30,089 hours of workforce training. The Associate of Applied Science, Engineering Systems Technology program has developed a consortium of 34 manufacturing



partners to address the area's employment needs in the high-skilled maintenance technician occupation. This consortium, in conjunction with Jackson State, developed an Advanced Maintenance Technician work cooperative in 2014, which recruits high school seniors and other interested applicants into a 2-year work-study cohort group. To date, Jackson State graduates involved in this cooperative education program have experienced excellent job placement rates. The college offers 16 associate degree programs and 14 certificate programs. Due to continuing healthcare needs in the community, Jackson State has established state-of-the-art healthcare programs. Since the Nursing program's inception, graduate success on the national licensure exam has consistently exceeded state and national norms. Other state-of-the-art programs include the Computer Information Technology program. In 2012, Jackson State's Cyber Defense program became the first community college program in the state to be designated as a National Center of Academic Excellence in Cyber Defense by the National Security Agency and the Department of Homeland Security. Jackson State was re-designated in the summer of 2017, with an additional re-designation in June 2023. During the 2023-2024 academic year, 632 awards were conferred at Jackson State, including 236 applied associate degrees, 90 technical certificates, and 306 associate degrees designed to transfer to a university. Jackson State has an active honors program, international education/study abroad program, athletics program, and Student Government Association.



Motlow State

Institutional Mission Statement

Motlow State Community College is a public, multi-campus college offering certificates, associate degrees, and flexible learning pathways for early transfer, college preparation, and workforce training. Students are prepared for employment, career advancement, and a four-year college or university transfer. The college serves an eleven-county area comprised of full-time, part-time, traditional, and non-traditional age students from diverse socio-economic populations with disparate educational and cultural backgrounds. The college offers high quality accredited academic programs and various support services emphasizing and promoting student success.

Prior Year's Institutional Mission Profile (Approved September 2023)

Motlow State Community College is a student-centered institution of higher learning offering certificates, associate degrees, and flexible pathways for degree attainment, credential-building, workforce training, and a variety of life-long learning opportunities. Motlow State is a multi-campus institution and provides instruction at multiple teaching sites and modalities throughout an 11-county service area. The college has four campuses: Moore County, Fayetteville, McMinnville, and Smyrna. Free-standing instructional facilities are located in White and DeKalb Counties. In Fall 2022, 5,642 students enrolled at Motlow State, including 1,527 dual enrollment students. Twenty-one percent of Motlow State students in Fall 2022 were adults ages 25 and older, and 28% were low-income students. The college offers 12 associate degree programs and eight certificate programs, including Mechatronics, Nursing, Computer Information Technology, and University Parallel.

During the 2021-22 academic year, 1,071 credentials were conferred at Motlow State, including 151 applied science associate degrees, 104 technical certificates, and 816 associate degrees designed to transfer to a university. Having a student success mission, Motlow State is intentionally inclusive in the recruitment of faculty, staff, and students. The college invests in its faculty and staff needed to field a robust portfolio of programs and resources designed to support recruitment, retention, and completion. Motlow's students are from diverse socio-economic populations with disparate educational and cultural backgrounds. The college's planning, programs, and services are designed to embrace, serve, and celebrate a multicultural student body. In 2021-22, the college provided 38,375 hours of workforce training, acting as an economic engine for growth and prosperity in middle Tennessee. Motlow partners with regional companies and national thought leaders to cultivate job growth, ensure relevant programming, and produce career-ready students with industry-recognized credentials targeting high-wage, high-demand jobs. Programs like Mechatronics, Nursing, Cyber Security, MLT, and Robotics parallel strong university parallel programs. Motlow State was the fastest-growing community college in Tennessee from Fall 2015 to Fall 2018, and Motlow leads all TBR community colleges in three-year graduation rates and dual enrollment.

Proposed Revisions to Institutional Mission Profile (Proposed September 2024)

Motlow State Community College is a student-centered institution of higher learning offering certificates, associate degrees, and flexible pathways for degree attainment, credential-building, workforce training, and a variety of life-long learning opportunities. Motlow State is a multi-campus institution and provides instruction at multiple teaching sites and modalities throughout an 11-county service area. The college has four campuses: Moore County, Fayetteville, McMinnville, and Smyrna.



Free-standing instructional facilities are located in White and DeKalb Counties. In Fall 2023, 6,090 students enrolled at Motlow State, including 1,907 dual enrollment students. Seventeen percent of Motlow State students in Fall 2023 were adults ages 25 and older, and 27% were low-income students. The college offers 12 associate degree programs and eight certificate programs, including Mechatronics, Nursing, Computer Information Technology, and University Parallel.

During the 2022-23 academic year, 1,012 credentials were conferred at Motlow State, including 167 applied science associate degrees, 87 technical certificates, and 758 associate degrees designed to transfer to a university. Having a student success mission, Motlow State is intentionally inclusive in the recruitment of faculty, staff, and students. The college invests in its faculty and staff needed to field a robust portfolio of programs and resources designed to support recruitment, retention, and completion. Motlow's students are from diverse socio-economic populations with disparate educational and cultural backgrounds. The college's planning, programs, and services are designed to embrace, serve, and celebrate a multicultural student body. In 2022-23, the college provided 45,410 hours of workforce training, acting as an economic engine for growth and prosperity in middle Tennessee. Motlow partners with regional companies and national thought leaders to cultivate job growth, ensure relevant programming, and produce career-ready students with industry-recognized credentials targeting high-wage, high-demand jobs. Programs like Mechatronics, Nursing, Cyber Security, MLT, and Robotics parallel strong university parallel programs. Motlow State was the fastest-growing community college in Tennessee from Fall 2015 to Fall 2018, and Motlow leads all TBR community colleges in three-year graduation rates and dual enrollment.



Nashville State

Institutional Mission Statement

Nashville State connects students, employers, and communities through personalized, high-quality, innovative educational experiences.

Prior Year's Institutional Mission Profile (Approved September 2023)

Nashville State Community College serves a diverse student population and a broad geographic area comprised of Davidson, Cheatham, Dickson, Houston, Humphreys, Montgomery, and Stewart counties. In Fall 2022, 6,725 students enrolled at Nashville State, including 1,334 dual enrollment students. Thirty-six percent of Nashville State students in Fall 2022 were adults ages 25 and older, and 32 percent were low-income students. Additionally, in 2021-22, Nashville State provided 31,268 hours of workforce training. The college offers 23 associate degree programs, 32 technical certificate programs, and 47 transfer programs, including nursing, music, information technology, business, engineering, and culinary arts. During the 2021-22 academic year, 1,195 awards were conferred at Nashville State, including 336 applied associate degrees, 244 technical certificates, and 615 associate degrees designed to transfer to a university. Highly qualified and credentialed faculty, along with dedicated staff, support student success through student-centered curricula, a strong emphasis on the first-year experience, and an array of academic and student support services. Nashville State continues to move forward in meeting the needs of our diverse community of learners through the addition of a newly constructed fourth campus in Davidson County, focusing on becoming a student-ready College and placing an emphasis on completion and post-completion success, along with serving a growing English as a Second Language (ESL) population and being a workforce solution partner to local industries and non-profits. Nashville State also partners with the Government of Metro Nashville and Davidson County and several community and corporate organizations through Nashville GRAD (Getting Results by Advancing Degrees) for full-time students and Nashville Flex for part-time students to help Davidson County residents access, navigate, and complete college. The Nashville GRAD and Flex programs provide eligible students with financial and academic support, including assistance with the cost of living, textbooks, and transportation.

Proposed Revisions to Institutional Mission Profile (Proposed September 2024)

Nashville State Community College serves a diverse student population and a broad geographic area comprised of Davidson, Cheatham, Dickson, Houston, Humphreys, Montgomery, and Stewart counties. In Fall 2023, 6,979 students enrolled at Nashville State, including 1,478 dual enrollment students. Thirty-five percent of Nashville State students in Fall 2023 were adults ages 25 and older, and 31 percent were low-income students. Additionally, in 2022-23, Nashville State provided 54,122 hours of workforce training. The college offers 23 associate degree programs, 32 technical certificate programs, and 47 transfer programs, including nursing, music, information technology, business, engineering, and culinary arts. During the 2022-23 academic year, 1,051 awards were conferred at Nashville State, including 318 applied associate degrees, 222 technical certificates, and 611 associate degrees designed to transfer to a university. Highly qualified and credentialed faculty, along with dedicated staff, support student success through student-centered curricula, a strong emphasis on the first-year experience, and an array of academic and student support services. Nashville State continues to move forward in meeting the needs of our diverse community of learners through the addition of a newly constructed fourth campus in Davidson County, focusing on becoming a student-ready College and placing an emphasis on completion



and post-completion success, along with serving a growing English as a Second Language (ESL) population and being a workforce solution partner to local industries and non-profits. Nashville State also partners with the Government of Metro Nashville and Davidson County and several community and corporate organizations through Nashville GRAD (Getting Results by Advancing Degrees) for full-time students and Nashville Flex for part-time students to help Davidson County residents access, navigate, and complete college. The Nashville GRAD and Flex programs provide eligible students with financial and academic support, including assistance with the cost of living, textbooks, and transportation.



Northeast State

Institutional Mission Statement

Northeast State is an open-access, public, comprehensive community college that advances lifelong learning and strengthens the economic and social/cultural aspects of the community. To facilitate teaching, learning, service, and student success, the College provides innovative, high-quality, and relevant associate, certificate, and career-focused educational programs and services. Programming and comprehensive support services are offered through varied delivery systems and at multiple campuses throughout its primary service area of Carter, Johnson, Sullivan, Unicoi, and Washington Counties. Within all aspects of its operations, Northeast State serves the public's interest through the judicious use of fiscal, human, and physical resources and through the provision of safe and secure campuses.

Prior Year's Institutional Mission Profile (Approved September 2023)

Northeast State Community College is a comprehensive community college serving Carter, Johnson, Sullivan, Unicoi, and Washington Counties. The college's main campus is located in Blountville, and there are five primary off-campus sites: the Aviation Center, Elizabethton, Gray, Kingsport, and the Northeast Correctional Center. Northeast State offers Associate of Applied Science, Associate of Arts, Associate of Fine Arts, Associate of Science, and Associate of Science in Teaching degree programs. Students may select from 164 areas of study, including 104 Associate of Arts/Science programs designed to transfer to a university, 33 concentrations of Associate of Applied Science programs, and 27 Certificate programs.

In Fall 2022, 5,133 students were enrolled at the college. Thirty percent of students were adults ages 25 or older, with the ethnic diversity of the institution mirroring the diversity of the service area. Additionally, 37% of students were low-income. During the 2021-22 academic year, 1,217 awards were conferred, including 340 applied associate degrees, 349 technical certificates, and 528 associate degrees designed to transfer to a university. Northeast State proudly serves and is responsive to the community's needs. It is committed to providing lifelong learning opportunities. For example, the college provides robust early postsecondary opportunities at all area public high schools, with 935 dual enrollment students participating in Fall 2022. It also provides services for individuals transitioning to college, with 89 percent of the tnAchieves Summer Bridge program students either testing out of at least one learning support course or improving their ACCUPLACER placement test scores. Regarding workforce training, the college provided more than 75,223 contact hours of training in 2021-22, and it boasts the state's first Department of Labor registered community college group apprenticeships that provide credit offerings. A few notable achievements during 2021-22 include the following: The Theatre Department earned 12 national Kennedy Center awards; Esports fielded its first team, making it to the national playoffs; and the college was awarded a \$1.6 million U.S. Department of Labor cybersecurity grant to create a cyber range to train individuals to prevent cyber-attacks.

Proposed Revisions to Institutional Mission Profile (Proposed September 2024)

Northeast State Community College is a comprehensive community college serving Carter, Johnson, Sullivan, Unicoi, and Washington Counties. The college's main campus is located in Blountville, and there are five primary off-campus sites: the Aviation Center, Elizabethton, Gray, Kingsport, and the Northeast Correctional Center. Northeast State offers Associate of Applied Science, Associate of Arts, Associate of Fine Arts, Associate of Science, and Associate of Science in Teaching degree programs. Students may select from 164 areas of study, including 104 Associate of Arts/Science programs designed to transfer to a university, 33 concentrations of Associate of Applied Science programs, and 27 Certificate programs.



In Fall 2022, 5,133 students were enrolled at the college. Thirty percent of students were adults ages 25 or older, with the ethnic diversity of the institution mirroring the diversity of the service area. Additionally, 37% of students were low-income. During the 2021-22 academic year, 1,217 awards were conferred, including 340 applied associate degrees, 349 technical certificates, and 528 associate degrees designed to transfer to a university. Northeast State proudly serves and is responsive to the community's needs. It is committed to providing lifelong learning opportunities. For example, the college provides robust early postsecondary opportunities at all area public high schools, with 935 dual enrollment students participating in Fall 2022. It also provides services for individuals transitioning to college, with 89 percent of the tnAchieves Summer Bridge program students either testing out of at least one learning support course or improving their ACCUPLACER placement test scores. Regarding workforce training, the college provided more than 75,223 contact hours of training in 2021-22, and it boasts the state's first Department of Labor registered community college group apprenticeships that provide credit offerings. A few notable achievements during 2021-22 include the following: The Theatre Department earned 12 national Kennedy Center awards; Esports fielded its first team, making it to the national playoffs; and the college was awarded a \$1.6 million U.S. Department of Labor cybersecurity grant to create a cyber range to train individuals to prevent cyber-attacks.



Pellissippi State

Institutional Mission Statement

Pellissippi State Community College provides a transformative environment fostering the academic, social, economic, and cultural enrichment of the individual and the community. We are committed to success in workforce training and certificate and degree programs.

Prior Year's Institutional Mission Profile (Approved September 2023)

Located in Tennessee's third-largest metropolitan area, Pellissippi State Community College is a public two-year institution serving Knox and Blount Counties, with campuses in four locations. In Fall 2022, 8,506 students enrolled at Pellissippi State, including 1,569 dual enrollment students. Twenty-two percent of Pellissippi State students in Fall 2022 were adults ages 25 and older, and 25% were low-income students receiving Pell Grants. Additionally, the College provided 49,610 hours of workforce training annually. Pellissippi State offers 25 associate degree programs and 31 certificate programs. The college's longest-running program is Engineering Technology, and its newest program is Healthcare Management (starting Fall 2023). During the 2021-22 academic year, Pellissippi State conferred 1,741 awards, including 483 applied associate degrees, 326 technical certificates, and 932 associate degrees designed to transfer to a university. Recognizing the importance of diversity, student support programs are provided for multiple underserved populations, including first-generation students, academically underprepared students, low-income students, adult students, historically underrepresented students, veteran students, students with disabilities, dual-enrolled students, and part-time students. The work of the College is guided by the following values: accountability; community and civic engagement; diversity, equity, and inclusion; excellence; integrity; and relationships. Its mission to be a transformative environment for learning is demonstrated through the activities of the Reimagining the Community College Experience grant, including the development of integrative student experience and establishment of career communities, as well as through the implementation of a Quality Enhancement Plan focused on culturally relevant pedagogies. The Business Career Community is the largest, followed by Health and Life Sciences and Technology, Engineering, and Mathematics. Pellissippi State is recognized nationally for its study abroad opportunities and commitment to student success.

Proposed Revisions to Institutional Mission Profile (Proposed September 2024)

Located in Tennessee's third-largest metropolitan area, Pellissippi State Community College is a public two-year institution serving Knox and Blount Counties, with campuses in four locations. In Fall 2023, 8,826 students enrolled at Pellissippi State, including 1,958 dual enrollment students. Nineteen percent of Pellissippi State students in Fall 2023 were adults ages 25 and older, and 24% were low-income students receiving Pell Grants. Additionally, the College provided 58,676 hours of workforce training annually. Pellissippi State offers 25 associate degree programs and 29 certificate programs. The college's longest-running program is Engineering Technology, and its newest program is Healthcare Management (started Fall 2023). During the 2022-23 academic year, Pellissippi State conferred 1,778 awards, including 458 applied associate degrees, 401 technical certificates, and 919 associate degrees designed to transfer to a university. In response to differences in outcomes, student support programs are provided for multiple underserved populations, including first-generation students, academically underprepared students, low-income students, adult students, historically underrepresented students, veteran students, students with disabilities, dual-enrolled students, and part-time students. Its mission



to be a transformative environment for learning is demonstrated through the activities of the Reimagining the Community College Experience grant, including the development of integrative student experience and establishment of career communities, as well as through the implementation of a Quality Enhancement Plan focused on culturally relevant pedagogies. The Technology, Engineering, and Math Career Community is the largest, followed by Business and then Health and Life Sciences. Pellissippi State is recognized nationally for its study abroad opportunities and commitment to student success.



Roane State

Institutional Mission Statement

Roane State's mission is to improve the lives of individuals through the transformative power of education and to build thriving communities through partnerships for strengthening economic development.

Prior Year's Institutional Mission Profile (Approved September 2023)

Roane State Community College is a comprehensive, two-year postsecondary institution in central East Tennessee. Serving a predominantly rural, eight-county service area across eleven teaching locations, Roane State is distinctive not only for the breadth of its health science programs but as the state's higher education institution with the largest number of off-campus teaching locations. In Fall 2022, 4,704 students enrolled at Roane State, including 1,309 dual enrollment students. Twenty-four percent of Roane State students in Fall 2022 were adults ages 25 and older, and 26% were low-income students. Roane State also has cohorts of middle college students from eight area school systems. The college offers 27 academic programs leading to associate degrees and 13 programs leading to technical certificates, including newer offerings in Mechatronics, Chemical Engineering Technology, and Cyber Defense, as well as Nursing and 18 Allied Health programs. In fact, 45% of students are enrolled at Roane State to prepare for a career in the healthcare field. During the 2021-22 academic year, 955 awards were conferred by the college, including 340 applied associate degrees, 180 technical certificates, and 602 associate degrees designed to transfer to a university. Roane State fulfills its public service mission through a wide range of continuing education and workforce development offerings, as well as the positive economic and public service impact associated with the Henry Stafford Agricultural Exposition Center, the Cumberland Business Incubator, the Tamke-Allen Observatory, and the Princess Theatre. Additionally, in 2021-22, Roane State provided 104,250 hours of workforce training. Roane State will soon break ground for a new 130,000 sq.ft. center for health science education on land donated by Covenant Health. The facility, which will be shared with TCAT/Knoxville's healthcare programs, will be located directly across the street from Parkwest Medical Center and include an 11,000 sq. ft. state-of-the-art simulation center. Currently under construction is an addition to the Cumberland County Higher Education Center that will include a multi-purpose science laboratory and a laboratory for a new AAS Nursing cohort. Plans are also underway for the construction of a permanent higher education center in Fentress County to be shared with TCAT/Oneida/Huntsville.

Proposed Revisions to Institutional Mission Profile (Proposed September 2024)

Roane State Community College is a comprehensive, two-year postsecondary institution in central East Tennessee. Serving a predominantly rural, eight-county service area across eleven teaching locations, Roane State is distinctive not only for the breadth of its health science programs but as the state's higher education institution with the largest number of off-campus teaching locations. In Fall 2023, 5,018 students enrolled at Roane State, including 1,525 dual enrollment students. Twenty-one percent of Roane State students in Fall 2023 were adults ages 25 and older, and 26% were low-income students. Roane State also has cohorts of middle college students from eight area school systems. The college offers 27 academic programs leading to associate degrees and 13 programs leading to technical certificates, including newer offerings in Mechatronics, Chemical Engineering Technology, and Cyber Defense, as well as Nursing and 18 Allied Health programs. In fact, 45% of students are enrolled at



Roane State to prepare for a career in the healthcare field. During the 2022-23 academic year, 877 awards were conferred by the college, including 303 applied associate degrees, 99 technical certificates, and 475 associate degrees designed to transfer to a university. Roane State fulfills its public service mission through a wide range of continuing education and workforce development offerings, as well as the positive economic and public service impact associated with the Henry Stafford Agricultural Exposition Center, the Cumberland Business Incubator, the Tamke-Allen Observatory, and the Princess Theatre. Additionally, in 2022-23, Roane State provided 95,004 hours of workforce training. A new 130,000 sq.ft.center for health science education is under construction on land donated by Covenant Health. The facility, which will be shared with TCAT Knoxville’s healthcare programs, will be located directly across the street from Parkwest Medical Center and include an 11,000 sq. ft. state-of-the-art simulation center. Ready to open for fall semester 2024 is an addition to the Cumberland County Higher Education Center that will include a multi-purpose science laboratory and a laboratory for a new AAS Nursing cohort. Plans are also underway for the construction of a permanent higher education center in Fentress County to be shared with TCAT/ Oneida/Huntsville.



Southwest Tennessee

Institutional Mission Statement

At Southwest Tennessee Community College, community is our middle name. As a teaching and learning college, our students pursue associate degrees and technical certificates and engage in workforce development training to prepare them for the demands of an evolving marketplace. Our ability to change and adapt to uplift our students and serve our community makes us unique. At Southwest, we believe everyone deserves an opportunity.

Prior Year's Institutional Mission Profile (Approved September 2023)

Southwest Tennessee Community College is an open-access, comprehensive institution with an annual economic impact that exceeds \$126 million. As Memphis' only public two-year college and the state's only community college designated as a predominantly black institution, Southwest serves the city's diverse population and the surrounding Mid-South region with two main campuses, as well as five centers and sites in Shelby and Fayette counties, and multiple high school locations. In Fall 2022, 6,902 students enrolled at Southwest, including 1,472 dual enrollment students. More than 30% of the Southwest student population consists of adult learners (25 years or older), 20% first-time and transfer students, and 41% were classified as low-income students. The college offers 60 programs that lead to associate degrees, including the Associate of Arts and Associate of Science transfer degrees that cover more than 110 areas of study, 33 technical certificates, non-credit workforce certificates, and customized training for business and industry partners. In 2022, Southwest was approved to offer the Aviation Operations Technology A.A.S. degree, the first of its kind in the state. Since the inception of the program, 24 students enrolled to pursue opportunities in three areas: aviation administration, flight dispatcher, and professional pilot. In July 2022, the college opened the Southwest Workforce Solutions Center of Emphasis. It is designed to create a seamless path from non-credit to credit programs that will remove barriers and support students where they are in life. In 2021-22, Southwest provided 60,330 hours of workforce training. Also, during the 2021-22 academic year, Southwest conferred 1,106 credentials, including 324 Associate of Applied Science degrees, 180 technical certificates, and 602 associate degrees designed to transfer to a university. As of Spring 2024, Southwest will expand its academic program offerings to include technical certificates in Massage Therapy, Spanish Community Interpretation and Translation, and Medical Lab Assistant. To improve student success outcomes, Southwest continues to work with Achieving the Dream as a Leader College since 2020 and, in 2021, garnered national recognition as the winner of the prestigious Bellwether Award for Planning, Governance, and Finance. The college's strategic focus continues to be students, community, and excellence.

Proposed Revisions to Institutional Mission Profile (Proposed September 2024)

Southwest Tennessee Community College is an open-access, comprehensive institution with an annual economic impact that exceeds \$126 million. As Memphis' only public two-year college and the state's only community college designated as a predominantly black institution, Southwest serves the city's diverse population and the surrounding Mid-South region with two main campuses, as well as five centers and sites in Shelby and Fayette counties, and multiple high school locations.



In Fall 2023, 7,280 students enrolled at Southwest, including 1,704 dual enrollment students. More than 29% of Southwest's student population consists of adult learners (25 years or older), 20% first-time and transfer students, and 38% were classified as low-income students. The college offers 60 programs that lead to associate degrees, including the Associate of Arts and Associate of Science transfer degrees that cover more than 110 areas of study, 33 technical certificates, non-credit workforce certificates, and customized training for business and industry partners.

In 2022-23, Southwest provided 63,954 hours of workforce training and conferred 996 credentials, including 277 Associate of Applied Science degrees, 158 technical certificates, and 561 associate degrees designed to transfer to a university.

As of Spring 2024, Southwest will expand its academic program offerings to include technical certificates in Spanish Community Interpretation and Translation, and Medical Lab Assistant. To improve student success outcomes, Southwest continues to work with Achieving the Dream as a Leader College since 2020. In 2021, the college earned national recognition as the winner of the prestigious Bellwether Award for Planning, Governance, and Finance. In 2024, Southwest was again honored as a Bellwether finalist to present in the same category. The college remains committed to its strategic focus on students, community, and excellence.



Volunteer State

Institutional Mission Statement

Volunteer State Community College is a public, comprehensive community college offering quality, innovative educational programs, support, and services. Vol State is committed to building partnerships, strengthening internal and external community engagement, and promoting economic development to prepare students for successful careers, university transfer, and meaningful civic participation in a global society.

Prior Year's Institutional Mission Profile (Approved September 2023)

Volunteer State Community College, a public comprehensive two-year institution, provides educational opportunities to the residents of eleven counties in northern middle Tennessee through course offerings held at the Gallatin Campus, the Cookeville Campus, the Livingston Campus, the Springfield Campus, and over 28 off-site locations throughout its service area. The college is actively seeking to open a campus in Wilson County, which is the fastest-growing county in Tennessee. In Fall 2022, 70,34 students enrolled at Volunteer State, including 1,532 dual enrollment students. Twenty-six percent of Volunteer State students in 2022 were adults ages 25 and older, and 29% were low-income students. Approximately 58% of students come from Sumner, Davidson, and Wilson counties. The college offers 21 academic programs leading to associate degrees and 16 programs leading to technical certificates, including Ophthalmic Technician, Sleep Diagnostics, Veterinary Technology, and 54 Tennessee Transfer Pathways. In Summer 2019, the college accepted the first cohort of students into a new ASN nursing program. Upon completion in 2020, the cohort had a 100% pass rate on the NCLEX. During the 2021-22 academic year, the college conferred 1,628 awards, including 421 applied associate degrees, 427 technical certificates, and 780 associate degrees designed to transfer to a university. Student support programs assist adult students, veterans, first-generation college students, underprepared students, dual enrolled students, and part-time students in reaching their educational goals. Workforce development and non-credit offerings provide career enhancement and sustainment, Occupational Safety and Health Administration (OSHA) training, and career growth opportunities, and the Center of Emphasis offers healthcare training for area professionals. In 2021-22, Volunteer State delivered 62,829 workforce development hours.

Proposed Revisions to Institutional Mission Profile (Proposed September 2024)

Volunteer State Community College, a public comprehensive two-year institution, provides educational opportunities to the residents of eleven counties in northern middle Tennessee through course offerings held at the Gallatin Campus, the Cookeville Campus, the Livingston Campus, the Springfield Campus, and over 38 off-site locations throughout its service area. The college is actively seeking to open a campus in Wilson County, which is the fastest-growing county in Tennessee. In Fall 2023, 6,666 students enrolled at Volunteer State, including 1,361 dual enrollment students. Twenty-four percent of Volunteer State students in 2023 were adults ages 25 and older, and 33% were low-income students. Approximately 58% of students come from Sumner, Davidson, and Wilson counties. The college offers 19 academic programs leading to associate degrees and 20 programs leading to technical certificates, including Ophthalmic Technician, Sleep Diagnostics, Veterinary Technology, and 57 Tennessee Transfer Pathways. In Summer 2019, the college accepted the first cohort of students into a new ASN nursing program. Upon completion in 2023, the 2022 cohort had a 98% pass rate on the NCLEX. During the 2022-23



academic year, the college conferred 1,620 awards, including 397 applied associate degrees, 472 technical certificates, and 751 associate degrees designed to transfer to a university. Student support programs assist adult students, veterans, first-generation college students, underprepared students, dual enrolled students, and part-time students in reaching their educational goals. Workforce development and non-credit offerings provide career enhancement and sustainment, Occupational Safety and Health Administration (OSHA) training, and career growth opportunities, and the Center of Emphasis offers healthcare training for area professionals. In 2022-23, Volunteer State delivered 54,350 workforce development hours.



Walters State

Institutional Mission Statement

Through a focus on student success and innovative teaching, Walters State enriches the lives of our students and our community.

Prior Year's Institutional Mission Profile (Approved September 2023)

Located in the geographically and economically diverse Great Smoky Mountains Region of East Tennessee, Walters State Community College is a public two-year institution noted for national prominence in using mobile technologies to enhance student learning. To provide access and services throughout its area of responsibility, the college has established campuses or facilities in Claiborne, Cocke, Greene, Hamblen, Jefferson, and Sevier counties, and also serves students from Grainger, Hancock, Hawkins, and Union counties. In fall 2022, 5,486 students enrolled at Walters State, including 1,844 dual enrollment students. Eighteen percent of the fall 2022 students were adults ages 25 and older, and 28% were low-income students. The college offers 20 programs leading to associate degrees and 16 programs leading to technical certificates. Many of the programs lead to licensure and careers in healthcare fields. Walters State is also one of only two community colleges in the state to host a Regional Law Enforcement Academy. Transfer programs encompass numerous academic disciplines, providing opportunities for seamless articulation from high school through four-year universities. During the 2021-22 academic year, the college conferred 1,249 awards, including 283 applied associate degrees, 317 technical certificates, and 649 degrees designed to transfer to a university. The college's support services place emphasis on learning support, student engagement, retention, and persistence to completion. To promote global understanding and civic responsibility, international education, diversity, and service learning are stressed in the curriculum and co-curriculum. Workforce training services include customized corporate and non-credit healthcare training to support local workforce development. In 2022, the college provided 176,480 workforce training hours. In 2018, the college joined the Achieving the Dream Network aimed at strengthening its commitment to equity and student success. The college's overall job placement rate at or above 96% for technical programs provides ongoing evidence of this firm commitment to student success.

Proposed Revisions to Institutional Mission Profile (Proposed September 2024)

Located in the geographically and economically diverse Great Smoky Mountains Region of East Tennessee, Walters State Community College is a public two-year institution noted for national prominence in using mobile technologies to enhance student learning. To provide access and services throughout its area of responsibility, the college has established campuses or facilities in Claiborne, Cocke, Greene, Hamblen, Jefferson, and Sevier counties, and also serves students from Grainger, Hancock, Hawkins, and Union counties. In fall 2023, 5,862 students enrolled at Walters State, including 1,997 dual enrollment students. Sixteen percent of the fall 2023 students were adults ages 25 and older, and 30% were low-income students. The college offers 20 programs leading to associate degrees and 16 programs leading to technical certificates. Many of the programs lead to licensure and careers in healthcare fields. Walters State is also one of only two community colleges in the state to host a Regional Law Enforcement Academy. Transfer programs encompass numerous academic disciplines, providing opportunities for seamless articulation from high school through four-year universities. During the 2022-23 academic year, the college conferred 1,225 awards, including 266 applied associate



degrees, 318 technical certificates, and 641 degrees designed to transfer to a university. The college's support services place emphasis on learning support, student engagement, retention, and persistence to completion. To promote global understanding and civic responsibility, international education, diversity, and service learning are stressed in the curriculum and co-curriculum. Workforce training services include customized corporate and non-credit healthcare training to support local workforce development. In 2023, the college provided 325,495 workforce training hours. The Workforce Training Division also provides youth development programs such as Talented and Gifted, Kids' College, and Underwater Robotics camps. The college maintains a commitment to student success. The Strategic Enrollment Management Committee is an example of collegewide initiatives designed to recruit, retain, engage, and support students as they fulfill their educational goals and complete their degree pathways. The college's overall job placement rate at or above 96% for technical programs provides ongoing evidence of this firm commitment to student success.



BOARD TRANSMITTAL

MEETING:	Committee on Academic Policies/Programs, Student Life
SUBJECT:	2025 TBR General Education Core
DATE:	September 19, 2024
PRESENTER:	Vice Chancellor Jothany Reed Associate Vice Chancellor Robert Denn
PRESENTATION REQUIREMENTS:	10 Minutes
ACTION REQUIRED:	Informational Purposes
STAFF RECOMMENDATION:	Not Applicable

The 2025 TBR Core was unanimously approved by the 13 community colleges in March and will go into effect in the fall term next year. This is the first revision of general education since its inception in 2002. The 2025 Core is the product of a 5-year effort involving hundreds of faculty members, academic affairs leaders, student affairs personnel, institutional research teams, and research librarians.

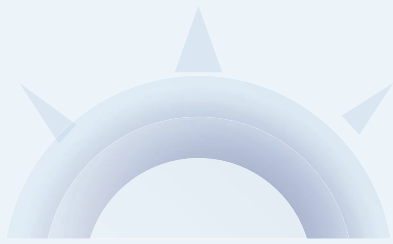
The foundational framework of the new model is the Core Competency Constellation; all category and course learning outcomes align with these 7 Core Competencies:

Scientific Inquiry & Mathematical Reasoning
Creative & Artistic Expression
Global & Cultural Awareness
Information Literacy
Communication
Ethical Reasoning
Critical Thinking

Leading up to the Core launch, each institution will engage in a Core Campaign with the purpose of cultivating awareness about the relevant, integral, and holistic nature of general education and its importance to students' personal and professional lives.



2025
GENERAL EDUCATION
CORE FRAMEWORK



GENERAL EDUCATION CORE STATEMENT OF PURPOSE

The purpose of the TBR General Education Core is to prepare every student to navigate a world of evolving opportunities. It is unbounded by academic discipline and challenges students to discover the inherent interconnectedness of knowledge and the intersection of self and society.

The General Education Core develops skills in acquiring, evaluating, and using information as well as communicating ideas through digital, written, oral, artistic, scientific, and mathematical expression. It challenges students to think independently, write clearly, and speak effectively, and to employ logical and critical reasoning to solve problems even when faced with incomplete, ambiguous, or conflicting data.

The Core encourages students to develop a curiosity for learning, an appreciation of conceptual complexity, and a deepened sense of self-awareness regarding their own beliefs and values. It helps students engage with civility and respect others who may have contrasting life histories, opinions, and worldviews. It fosters an appreciation for human commonality and teaches individuals the ethical implications of living in a global, social ecosystem.

Ultimately, the Core's purpose is to equip every student to pursue a challenging career, experience a rewarding personal life, and inspire others to do the same.

2025 TBR CORE PREAMBLE

The TBR Core framework document outlines the key components of general education within the community college system and provides clear guidance on how colleges can align their curricula with the TBR Core Statement of Purpose.

Core courses are housed in six categories: Communication, History, Humanities/Fine Arts, Mathematics, Natural Sciences, and Social/Behavioral Sciences, with each category encompassing specific academic disciplines. Learning outcomes for each category are aligned with Core Competencies distilled by TBR faculty from the Core Statement of Purpose. These category learning outcomes are established and measured through assessments designed, reviewed and approved by the faculty from the associated disciplines at each college.

Critical Thinking is the Core Competency Constellation's **North Star** — a guiding principle for all courses in the TBR Core curriculum, which comprises the seven competencies crucial for effectively navigating life at all levels: personal, professional and civic.

As they experience the range of TBR Core courses in their program, students will have repeated opportunities to develop, refine, and reinforce all seven core competencies as they thoughtfully engage with key insights from across the academic spectrum and the history of human thought.



THE 7 CORE COMPETENCIES



Global & Cultural Awareness

Develop awareness of how diverse cultures relate to self, society and the global environment.



Communication

Create, evaluate and share ideas using appropriate oral or written techniques designed for various audiences.



Critical Thinking

Analyze and evaluate ideas, issues and evidence to form rational conclusions.



Creative & Artistic Expression

Engage with the creative process through reflection and analysis of artistic works and the direct creation or performance of creative or artistic works.



Scientific Inquiry & Mathematical Reasoning

Understand and explore the world through observation and experimentation, mathematical principles and formal reasoning.



Ethical Reasoning

Identify, develop and assess ethical arguments from a variety of social and moral perspectives.



Information Literacy

Locate relevant information, evaluate its usefulness and quality and apply it ethically and effectively.

7

GENERAL EDUCATION LEARNING OUTCOMES FOR **COMMUNICATION**

GOAL

The goal of the Communication requirement is to provide students with the tools to communicate effectively using a variety of modalities while using appropriate rhetorical techniques. Addressing issues in today's world requires communication of creative, problem-solving approaches with others through written, oral, and nonverbal channels, and the ability to listen and communicate collaboratively with others to engender solutions. The skills gained in these courses enhance students' ability to define and solve problems, to communicate these definitions and solutions, make reasoned judgments after critical evaluation of research, and to participate in collaboratively solving problems of local and/or global significance.

PRIMARY CORE COMPETENCIES



CATEGORY LEARNING OUTCOMES							
Analyze essential rhetorical concepts, including purpose, audience, and context.	✓	✓	✓				
Compose a variety of original messages using effective written communication skills.	✓			✓			
Deliver a variety of original messages using effective oral communication skills.	✓			✓			
Apply appropriate communication skills to move an idea from process to outcome.	✓		✓				
Integrate credible research into academic projects.			✓		✓		✓
Employ ethical interpersonal communication with others in multiple contexts.		✓			✓		✓

GUIDELINES

This requirement is not met by other courses such as writing intensive courses in disciplines like Literature, History, Theatre, Social Sciences, or Philosophy; furthermore, nor is this requirement met by other courses using oral presentations. Courses meeting this outcome also must not be based in a specific field or profession.

Courses satisfying the Communication category must meet four (4) or more of the above learning outcomes.

7

GENERAL EDUCATION LEARNING OUTCOMES FOR **HUMANITIES/FINE ARTS**

GOAL

The goal of the Humanities/Fine Arts requirement is to empower students to be responsible, well-informed citizens who contribute meaningfully to their communities. This curriculum aims to develop critical and logical thinking, creativity, empathy, and cultural awareness, enabling students to better understand contemporary issues in light of historical developments and global perspectives. Engaging actively in these fields, students cultivate a perspective that combines valuable insights from the past with an enhanced understanding of the present.

PRIMARY CORE COMPETENCIES



CATEGORY LEARNING OUTCOMES	Communication	Social Skills	Critical Thinking	Global Awareness	Ethics	Scientific Inquiry	Information Literacy
Explain artistic, literary, or philosophical works within the context of the discipline.	✓		✓	✓			
Analyze the ways that various artistic, literary, or philosophical works reflect their cultural and historical context or contribute to the present (contemporary) world.	✓		✓	✓	✓		
Identify cultural differences and commonalities through examining a diverse selection of artistic, literary, or philosophical works.		✓					
Create or interpret artifacts of expression, as performer or as critic, through the development of skills of performance or skills of analysis and criticism.	✓		✓	✓			
Employ critical and analytical methodologies of the Humanities or Fine Arts which may include direct observation, reflection, and ethical research.			✓		✓		
Effectively convey ideas and arguments with attention to several of the following: relevance, completeness, clarity, coherence, consistency, or persuasiveness.	✓		✓				

GUIDELINES

No one course is responsible for all six learning outcomes or all the Core Competencies aligned to each. The Core Competencies supported will differ according to course and/or discipline. Courses do not narrowly focus on those skills, techniques, and procedures specific to a particular occupation or profession.

Courses satisfying the Humanities/Fine Arts category must meet four (4) or more of the above learning outcomes.

7

GENERAL EDUCATION LEARNING OUTCOMES FOR **HISTORY**

GOAL

The goal of the History requirement is to illuminate the past and enhance our understanding of the present. Students learn about the contributions of past cultures and societies to the contemporary world and their influence on political, geographic, economic, religious, and intellectual institutions, structures, and processes across a range of historical periods. Students are also exposed to how historians use evidence to interpret the past and are challenged to think critically about evidence, including primary and secondary sources.

PRIMARY CORE COMPETENCIES



CATEGORY LEARNING OUTCOMES	Communication	Critical Thinking	Problem Solving	Global Awareness	Ethics	Scientific Inquiry	Information Literacy
Analyze the impact of political, geographic, economic, social, cultural, religious, and intellectual institutions, structures, or processes across a range of historical periods and cultures.	✓	✓					
Identify and contextualize historical eras, events, movements and trends from a national and global perspective.	✓	✓					
Examine both primary and secondary sources to answer historical questions and distinguish between historical fact, opinion, and interpretation.			✓				✓
Evaluate both primary and secondary sources to determine their value and credibility.			✓				✓
Create historical and/or contemporary arguments and narratives about the past by using historical methods and tools while recognizing appropriate attribution and citation.			✓				✓

GUIDELINES

For the purpose of the History requirement, courses will include surveys in topics such as United States History, World History, Western Civilization, Tennessee History, and African American History. General Education History courses should be broad in nature, applicable to a variety of majors, and transferable to four-year institutions. Courses should not focus on particular skills, techniques, and procedures specific to a particular occupation or profession.

Courses satisfying the History requirement must meet four (4) or more of the above learning outcomes.

7

GENERAL EDUCATION LEARNING OUTCOMES FOR **MATHEMATICS**

GOAL

The goal of the Mathematics requirement is to provide a learning environment for students to better understand and explore the world by utilizing mathematical principles and formal reasoning. Students will apply mathematics by analyzing and evaluating both the process and the solutions for conceptual and everyday situations. Students will demonstrate knowledge of mathematics through relevant mathematical modeling, problem solving, critical thinking skills, and the use of appropriate technologies.

PRIMARY CORE COMPETENCIES



CATEGORY LEARNING OUTCOMES	Communication	Collaboration	Critical Thinking	Quantitative Literacy	Ethical Reasoning	Scientific Inquiry	Technology Use
Apply mathematical principles or basic statistical reasoning to solve conceptual or applied problems and determine if solutions are reasonable.			✓			✓	
Communicate mathematical concepts using appropriate terminology and symbolic language.			✓			✓	
Analyze the behavior of, and solve, real world problems relating mathematics to other disciplines.			✓			✓	
Use appropriate technology to analyze data and graphs, as well as model real world behavior.			✓			✓	

GUIDELINES

For the purpose of the Mathematics requirement, courses will come from disciplines in mathematics. Mathematics courses should be broad in nature, applicable to a variety of majors, and transferable to four-year institutions. Courses should not focus narrowly on the particular skills, techniques and procedures specific to a particular occupation or profession. Students are encouraged to take the math course(s) appropriate for their intended degree or program of study.

Courses satisfying the Mathematics category must meet all category learning outcomes.

7

GENERAL EDUCATION LEARNING OUTCOMES FOR **NATURAL SCIENCES**

GOAL

The goal of the Natural Sciences requirement is to guide students toward becoming scientifically literate as issues in today's world require scientific information and a scientific approach to informed decision making. This scientific understanding gained in these courses enhances students' ability to define and solve problems, reason with an open mind, think critically and creatively, make sound judgments after critical evaluation of data, and make decisions that may have local or global significance.

PRIMARY CORE COMPETENCIES



CATEGORY LEARNING OUTCOMES	Communication	Critical Thinking	Creativity	Quantitative Literacy	Ethical Reasoning	Scientific Literacy	Information Literacy
Use Scientific principles to apply experimental techniques, make observational analyses, interpret experimental results, and draw logical conclusions.		✓				✓	
Describe the natural and/or physical world using basic scientific language and processes.						✓	
Apply scientific principles to address problems or issues in the natural and/or physical world.		✓				✓	
Critically analyze the impact of scientific discoveries on society.		✓				✓	

GUIDELINES

For the purpose of the Natural Sciences requirement, courses will come from disciplines such as astronomy, biology, chemistry, physics, geology, and interdisciplinary studies in science. A significant laboratory component is required.

Courses satisfying this category must meet three (3) or more of the learning outcomes.

7

GENERAL EDUCATION LEARNING OUTCOMES FOR SOCIAL/BEHAVIORAL SCIENCES

GOAL

The goal of the Social/Behavioral Sciences requirements is (a) to develop in the student an understanding of self and the world by examining the content and processes used by social and behavioral sciences to discover, describe, and explain human behavior and social systems; (b) to enhance knowledge of social and cultural institutions and the values of this society and other societies and cultures in the world; and c) to understand the interdependent nature of the individual, family, and society in shaping human behavior and determining quality of life.

PRIMARY CORE COMPETENCIES



CATEGORY LEARNING OUTCOMES	Communication	Social Interaction	Critical Thinking	Global Awareness	Ethics	Scientific Inquiry	Information Literacy
Recognize, describe and explain social institutions, structures and processes occurring within a complex global and diverse society.	✓	✓					
Think critically about how individuals are influenced by social institutions in their own and other diverse cultures.		✓	✓				
Investigate the relationship between individuals and societies as it affects personal behaviors, social development and quality of life of individuals, families, and communities.		✓				✓	✓
Examine the impact of behavioral and social scientific research on major contemporary issues and their disciplines' effects on individuals and society.			✓			✓	✓
Gather, analyze and present research data perceptively and objectively using appropriate principles, methods, and technologies for the purpose of drawing logical conclusions on human behavior.						✓	✓
Evaluate ethical implications in the social and behavioral sciences.			✓		✓		
Analyze and communicate the values and processes that are used to formulate theories regarding the social context of individual human behavior in the social and behavioral sciences.	✓						✓

GUIDELINES

For the purpose of the Social/Behavioral Sciences requirement, courses using the above learning outcomes are fulfilled within discipline areas such as anthropology, economics, geography, psychology, political science, sociology, social work, health/wellness, service learning, history and/or communication.

Courses satisfying the SBS category must meet four (4) or more of the learning outcomes.

Core Distribution Model for the A.S./A.A. Degrees

Communication9 hours
 English Composition: 6 hours
 English Oral/presentational: 3 hours

Humanities and/or Fine Arts.....9 hours
 Literature: 3 hours

Social/Behavioral Sciences.....6 hours

History6 hours

Natural Sciences.....8 hours

Mathematics.....3 hours

TOTAL: 41 hours

Core Distribution Model for the A.A.S. Degree

English Composition.....3 hours

Humanities and/or Fine Arts.....3 hours

Social/Behavioral Sciences.....3 hours

Natural Science or Mathematics3-4 hours

One additional course from the categories of
Communication, Humanities/Fine Arts, Social/Behavioral
Sciences, Natural Sciences, or Mathematics3-4 hours

TOTAL: 15-17 hours

Academic Affairs
1 Bridgestone Park, 3rd Floor
Nashville, Tennessee

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BOARD TRANSMITTAL

MEETING:	Committee on Academic Policies/Programs, Student Life
SUBJECT:	Research and Innovation Projects
DATE:	September 19, 2024
PRESENTER:	Executive Vice Chancellor Russ Deaton Assistant Vice Chancellor Amy Moreland
PRESENTATION REQUIREMENTS:	20 minutes with discussion
ACTION REQUIRED:	Informational Purposes
STAFF RECOMMENDATION:	Not Applicable

TBR's Office of Policy and Strategy conducts research projects to develop a deeper understanding of student outcomes, the barriers that students may encounter, and the practices that may improve student outcomes. With support from federal, state, and philanthropic grants, these projects explore innovative practices and test their effectiveness in improving student outcomes.

In this informational update, TBR staff will provide an overview of the goals, findings, and potential next steps for three current Research and Innovation Projects. These projects include:

- **The Tennessee Coaching Project:** a three-year pilot project at Jackson and Northeast State Community Colleges to test the impact of a new model of student success coaching for students who are placed into learning support and adult learners.
- **Fast Track to Success:** a two-year research project to explore student outcomes in 7-week accelerated courses, in partnership with Chattanooga, Dyersburg, and Nashville State Community Colleges.
- **Reimagining the Community College Experience:** a three-year pilot project to create academic programs and experience where every first-time student can earn a stackable workforce certificate in their first year of college, supported by robust career advising and exploration opportunities.



Tennessee Board of Regents
Committee on Personnel and Compensation
September 19, 2024

1. CONSENT AGENDA

A. Promotion Recommendation at Pellissippi State Community College

The Committee will be asked to approve a recommendation for promotion of one faculty serving at Pellissippi State Community College. This person was mistakenly omitted in the college's submission in June.

B. Faculty Promotion Increases Corrections at Pellissippi State Community College

In the June faculty promotion increase requests, Pellissippi State (PSCC) mistakenly omitted one (1) faculty member from their promotion list and list of corresponding increases. Additionally, PSCC mistakenly sent through the wrong salary increase information on a faculty member. Both increase corrections are included in the board materials for consideration.

C. Revisions to TBR Policy 6.04.00.00, Pregnancy, Childbirth, and Related Medical Conditions

The committee will be asked to act on a recommendation for revisions to the above policy, necessitated by changes in federal regulations.

2. FACULTY EMERITI (*Vice Chancellor Jothany Reed*)

There are four faculty emeritus candidates being recommended to the Board for consideration and approval.

BOARD TRANSMITTAL

MEETING: Committee on Personnel and Compensation

SUBJECT: Promotion Recommendation at Pellissippi State
Community College

DATE: September 19, 2024

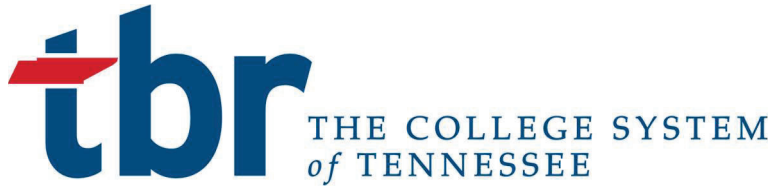
PRESENTER: Vice Chancellor Jothany Reed

PRESENTATION
REQUIREMENTS: 5 minutes

ACTION REQUIRED: Voice Vote

STAFF
RECOMMENDATION: Recommend Approval

The Board will be asked to approve one recommendation for promoting faculty serving at Pellissippi State Community College. President Anthony Wise has recommended Allison McKittrick, Library faculty, for promotion from Assistant Professor to Associate Professor. This request was inadvertently omitted in the June 2024 materials so the request is for approval of the promotion with a backdate to July 1, 2024, to ensure the faculty member receives the appropriate compensation. Materials to support the request are in the Board's materials.



Promotion or Tenure by Exception

MEETING: September 19, 2024 Board Meeting

SUBJECT: Promotion

ACTION REQUIRED: Recommend for Board Approval

TBR STAFF'S RECOMMENDATION: Recommend for Chancellor's Approval

The Board will be asked to approve recommendations for the promotion and tenure of faculty serving at the community colleges. The following is a request for promotion and or tenure by exception:

President Dr. Wise is recommending Allison McKittrick, Library faculty member, for promotion to Associate Professor and retroactive salary increase to July 1, 2024.

Rationale:

Allison McKittrick, Library faculty, was recommended by her peers for promotion to Associate Professor. This recommendation was supported by both the Vice President of Academic Affairs as well as the President's office. Ms. McKittrick was inadvertently omitted from the final list submitted to the Tennessee Board of Regents for approval at their meeting in June 2024.

By signing, I certify the faculty and administration have reviewed and documented the credentials and experience of this faculty member. Furthermore, I make this recommendation to the Chancellor by exception outlined in TBR policy.

DocuSigned by: L. Anthony Wise Jr. 2024-07-23 | 7:03 PM CDT
Date

By signing, TBR Academic Affairs certifies the institution's recommendation has been reviewed by TBR Academic Affairs.

DocuSigned by: Charles A Lopez 2024-07-24 | 8:53
DocuSigned by: Jonathan Reed 2024-07-24 | 11:57 AM CDT
ASSOCIATE VICE CHANCELLOR'S SIGNATURE Date

DocuSigned by: Flora W. Tydings 2024-08-01 | 5:53 AM CDT
Date

Upon approval of an exception by the Chancellor, the faculty member's recommendation for tenure or promotion will go forward to the Board as meeting the requirements for the probationary period.

Policy references: Academic Tenure for Community Colleges: 5.02.03.70; Faculty Promotion at Community Colleges: 5.02.02.30

PELLISSIPPI STATE COMMUNITY COLLEGE

OFFICE OF THE PRESIDENT

June 28, 2024

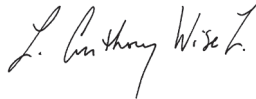
Chuck Lopez
Tennessee Board of Regents
1 Bridgestone Park, Third Floor
Nashville, TN 37214

Dr. Lopez,

It has come to our attention a clerical error was made on Pellissippi State Community College's memo of Recommendation of Candidates for Promotion and Tenure, effective 2024-2025. Allison McKittrick, Library faculty, was recommended by her peers for promotion to Associate Professor. This recommendation was supported by both the Vice President of Academic Affairs as well as the President's office. Ms. McKittrick was inadvertently omitted from the final list submitted to the Tennessee Board of Regents for approval at their meeting in June 2024. I request Ms. McKittrick's name be presented to the Board for approval for Promotion to Associate Professor. Furthermore, if approved by the Board, I request the promotion be retroactively applied to be effective July 1, 2024.

Thank you for your consideration of this request.

Sincerely,



L. Anthony Wise, Jr.

president@pstcc.edu
Phone: 865.694.6616



PELLISSIPPI STATE
COMMUNITY COLLEGE

10915 Hardin Valley Road
P.O. Box 22990
Knoxville, TN 37933-0990

BOARD TRANSMITTAL

MEETING: Committee on Personnel and Compensation

SUBJECT: Faculty Promotion Increases Corrections

DATE: September 19, 2024

PRESENTER: Vice Chancellor Alisha Fox

PRESENTATION
REQUIREMENTS: 5 minutes

ACTION REQUIRED: Roll Call Vote

STAFF
RECOMMENDATION: Recommend Approval

In the June faculty promotion increase requests, Pellissippi State (PSCC) mistakenly omitted one (1) faculty member from their promotion list and list of corresponding increases. That individual and the applicable increase is below:

Name: Allison McKittrick
Department: Library Faculty
Current rank: Assistant Professor
Proposed rank: Associate Professor
Current salary: \$60,540
Increase amount: \$3,030
New salary: \$63,570

Additionally, PSCC mistakenly sent through the wrong salary increase information on a faculty member in June:

Name: Caleb Williamson
Department: Computer Information Technology
Approved rank: Associate Professor
Approved amount: \$3,220
Correct amount: \$4,020
Difference: \$800

Staff recommends approval.

BOARD TRANSMITTAL

MEETING: Committee on Personnel and Compensation

SUBJECT: Policy 6.04.00.00, Pregnancy, Childbirth, and Related Medical Conditions (Revisions)

DATE: September 19, 2024

PRESENTER: Brian Lapps, General Counsel

PRESENTATION REQUIREMENTS: 3 minutes

ACTION REQUIRED: Voice Vote

STAFF RECOMMENDATION: Recommend Approval

Proposed revisions to this policy are designed to comply with regulations implementing the Pregnant Workers Fairness Act. (Please note that this policy applies to employees and expands Title VII protections. The revisions are not based on the Title IX regulations, which have been enjoined.) The revisions accomplish the following primary purposes, as required by the regulations:

- (1) Clarify that the policy applies to employees.
- (2) Require that when an employee informs a supervisor she is pregnant, the supervisor tell the employee how to request a reasonable accommodation.
- (3) Limit the documentation HR may request and obtain from an employee to that which is reasonable under the circumstances. The College is not permitted to request excessive or unnecessary documentation.
- (4) Clarify that unpaid leave can be a form of reasonable accommodation.

These proposed revisions, in both tracked changes and clean copy format, have been reviewed by the HR Officers, Business Affairs Subcouncil, and the Presidents.

6.04.00.00 Pregnancy, Childbirth, and Related Medical Conditions (Employees)



Policy/Guideline Area

Sexual Discrimination/Harassment/Misconduct

Applicable Division

TCATs, Community Colleges, System Office

Purpose

The Tennessee Board of Regents prohibits discrimination against employees because of sex and requires institutions to comply with all legal obligations regarding pregnancy, childbirth, and related medical conditions in accordance with Title VII of the Civil Rights Act of 1964, the Pregnant Workers Fairness Act, Title IX of the Education Amendments of 1972, the PUMP Act, Tennessee Code Annotated § 50-1-305, and all other applicable state and federal statutes and regulations.

Definitions

- “Institution” means each college within the TBR System, and includes the TBR System Office.
- “Known limitation” means a physical or mental condition related to, affected by, or arising out of pregnancy, childbirth or related medical conditions that the employee or the employee’s representative has communicated to the institution, whether or not such condition constitutes a disability under the Americans with Disabilities Act.
- “~~Qualified~~ Employee” means an employee or applicant who, either with or without reasonable accommodation, can perform the essential functions of the job position. An employee or applicant is considered qualified if any inability to perform an essential function is for a temporary period, the essential function can be performed in the near future, and the inability to perform the essential function can be reasonably accommodated.
 - This policy applies to all qualified employees of the institution, whether full- or part-time; whether faculty, adjunct, or staff; [P-080, Discrimination & Harassment - Complaint Investigation Procedure](#) and regardless of length of employment.

- A qualified applicant is considered to be a qualified employee.
- “Reasonable accommodation” generally has the same meaning as under the ADA.
 - Reasonable accommodation means a modification or adjustment to a job or the work environment that will enable a qualified employee to perform the essential functions of the job. (Unlike the ADA, reasonable accommodation under this policy may include temporarily relieving a qualified employee of an essential function of the job.) If multiple reasonable accommodations are available, the institution may select among reasonable accommodations.
 - Reasonable accommodation may include, but is not limited to, making existing facilities accessible, leave, job restructuring, a part-time or modified work schedule, acquiring or modifying equipment, changing or making exceptions to a policy, and reassignment to a vacant position.
- “Related medical condition” includes any illness, complication, or symptoms arising out of pregnancy or childbirth. Examples of related medical conditions include, but are not limited to, morning sickness, gestational diabetes, pregnancy-induced hypertension, miscarriage, sciatica, lactation or the need to express breast milk, medical procedures and recovery, physical injuries from childbirth, and postpartum depression.

Policy/Guideline

I. Nondiscrimination in General

- A. Discrimination or harassment based on current, potential, or past pregnancy, or related medical condition, is prohibited gender-sex discrimination. Complaints of discrimination or harassment based on any alleged violation of this policy pregnancy should be submitted to the Title IX Coordinator and will be investigated pursuant to TBR Guideline P-080 Discrimination & Harassment - Complaint Investigation Procedure or TBR Policy 6.01.00.00 Sex Discrimination, Sexual Harassment or Sexual Misconduct.

- B. Retaliation against someone who requests a reasonable accommodation for pregnancy, childbirth, or a related medical condition or who files a complaint based on pregnancy is prohibited. Retaliation complaints will be investigated under TBR Guideline [P-080 Discrimination & Harassment - Complaint Investigation Procedure](#) or TBR Policy [6.01.00.00 Sex Discrimination, Sexual Harassment or Sexual Misconduct](#).
 - C. An institution shall treat employees who are temporarily unable to perform their job duties or participate in educational programs due to pregnancy, childbirth, or related medical conditions the same as non-pregnant employees who are similar in their ability or inability to work or participate in educational activities, for example with respect to temporary and light duty assignments.
- II. Reasonable Accommodation on the Basis of Pregnancy, Childbirth, and Related Medical Conditions
- A. ~~Any one employee or applicant who~~ seekings a reasonable accommodation under this policy should contact the institution's Title IX Coordinator or other individual designated by the institution. Employees are required to participate in an interactive process to determine a reasonable accommodation. [A request for accommodation may be made orally or in writing.](#)
 - B. ~~An employee who learns that another employee may need reasonable accommodation under this policy should~~ must ~~report the matter to the Title IX Coordinator or other individual designated by the institution.~~ Anyone with regular supervisory responsibilities over an employee who learns from the employee or employee's representative about a potential need for a reasonable accommodation due to pregnancy, childbirth, or a related medical condition must inform the employee or representative how to request a reasonable accommodation and must inform the Title IX Coordinator or other person designated by the institution about the employee's need for a potential accommodation. ~~supervisor, manager, anyone who regularly directs the~~

~~employee, any human resources personnel or other appropriate official who learns from a qualified employee or from the qualified employee's representative of a known limitation and a need for an accommodation must inform the employee of how to make a request for a reasonable accommodation and the person to whom the request should be made and must also contact the Title IX Coordinator to ensure that the reasonable accommodation is made or the interactive process begun.~~

C. An institution shall make reasonable accommodation to known limitations related to pregnancy, childbirth, or related medical condition of a qualified employee. The institution and employee must engage in a good faith, interactive process to identify a reasonable accommodation.

D. An institution may deny a reasonable accommodation if it would result in undue hardship to the institution. The Office of General Counsel must be consulted prior to denying a reasonable accommodation based on undue hardship.

~~D.E. Any request for documentation for pregnancy, childbirth, or a related medical condition must be made by the human resources department. The human resources department may only ask for documentation that is reasonable under the circumstances to determine a reasonable accommodation, and any request must comply with the limitations on requests for information in TBR Policy 5.01.01.14 Family, Medical, and Service Member Leave. An institution may not seek unreasonable supporting documentation. An institution may only request medical documentation if necessary. Any necessary and reasonable requests for supporting documentation are limited to confirming the medical condition, confirming that the condition is related to, affected by or arising out of pregnancy, childbirth or related medical condition, and describes the adjustment or change that is needed due to the limitation.~~

E.F. An institution shall not:

1. require a qualified employee to accept a reasonable accommodation other than one arrived at through an interactive process;
2. deny equal employment opportunities to a qualified employee based on the need to make reasonable accommodations; or
3. take adverse action against a qualified employee because the employee requested or used a reasonable accommodation, or otherwise retaliate against an individual in violation of applicable law.

G. A qualified employee may elect to take leave in accordance with TBR Policy [5.01.01.08, Parental Leave](#) or TBR Policy [5.01.01.14, Family, Medical, and Service Member Leave](#). An institution shall not require a qualified employee to take leave, whether paid or unpaid, if another reasonable accommodation can be provided. Human Resources is responsible for coordinating leave under various policies.

F-H. If an employee who is pregnant, gives birth, or has a related medical condition does not have enough leave or does not qualify for leave, the institution must allow the employee to take unpaid leave for a reasonable period of time for pregnancy, childbirth, or a related medical condition, after which the employee must be reinstated to the status held when the leave began or to a comparable position without decrease in pay, loss of promotional opportunity, or other right or privilege of employment.

G-I. Reasonable accommodation, including unpaid leave, pursuant to this policy is available only to qualified employees who are pregnant, have given birth, or have a pregnancy-related condition. Leave for family members may be available pursuant to TBR Policy [5.01.01.08, Parental Leave](#) or TBR Policy [5.01.01.14, Family, Medical, and Service Member Leave](#).

III. Lactation

- A. An institution shall provide space other than a restroom to express milk. The institution may either create dedicated space or provide temporary space on an as-needed basis. The space must be clean, shielded from view, and free from intrusion from others.
- B. Institutions must provide a reasonable amount of break time, as frequently as needed by the nursing mother, to express milk. Breaks must be provided for one year following birth, and any employee who wishes to continue expressing breast milk beyond one year should contact the Title IX Coordinator to discuss additional time to provide breaks.
- C. Employees taking breaks to express milk shall be compensated in the same manner as other employees are compensated during break time. No deduction may be made from an exempt employee's salary. No deduction from a non-exempt employee's pay is permitted unless the Title IX Coordinator has approved in advance.

Sources

Tenn. Code Ann. § 50-1-305

Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e et seq. (as amended by the Pregnant Workers Fairness Act); [29 C.F.R. Part 1636](#)

Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1688

Fair Labor Standards Act § 18d (as amended by the Providing Urgent Maternal Protections for Nursing Mothers Act (PUMP Act))

History

TBR Board Meeting, June 16, 2023; [TBR Board Meeting](#), 2024.

Related Policies

[5.01.01.08 Parental Leave](#)

[5.01.01.14 Family, Medical, and Service Member Leave](#)

[6.01.00.00 Sex Discrimination, Sexual Harassment or Sexual Misconduct](#)

6.04.00.00 Pregnancy, Childbirth, and Related Medical Conditions (Employees):
6.04.00.00 (DRAFT 7-8-24)

Page:
7 of 7

[6.02.00.00 Sex Discrimination and Sexual Harassment](#)

[6.03.00.00 Sexual Misconduct](#)

[P-080 Discrimination & Harassment - Complaint & Investigation Procedure](#)

6.04.00.00 Pregnancy, Childbirth, and Related Medical Conditions (Employees)



Policy/Guideline Area

Sexual Discrimination/Harassment/Misconduct

Applicable Division

TCATs, Community Colleges, System Office

Purpose

The Tennessee Board of Regents prohibits discrimination against employees because of sex and requires institutions to comply with all legal obligations regarding pregnancy, childbirth, and related medical conditions in accordance with Title VII of the Civil Rights Act of 1964, the Pregnant Workers Fairness Act, Title IX of the Education Amendments of 1972, the PUMP Act, Tennessee Code Annotated § 50-1-305, and all other applicable state and federal statutes and regulations.

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- “Institution” means each college within the TBR System and includes the TBR System Office.
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 - This policy applies to all qualified employees of the institution, whether full- or part-time; whether faculty, adjunct, or staff; [P-080, Discrimination & Harassment - Complaint Investigation Procedure](#) and regardless of length of employment.

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 - Reasonable accommodation may include, but is not limited to, making existing facilities accessible, leave, job restructuring, a part-time or modified work schedule, acquiring or modifying equipment, changing or making exceptions to a policy, and reassignment to a vacant position.
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Policy/Guideline

- I. Nondiscrimination in General
 - A. Discrimination or harassment based on current, potential, or past pregnancy, or related medical condition, is prohibited sex discrimination. Complaints of discrimination or harassment based on any alleged violation of this policy should be submitted to the Title IX Coordinator and will be investigated pursuant to TBR Guideline [P-080 Discrimination & Harassment - Complaint Investigation Procedure](#) or TBR Policy [6.01.00.00 Sex Discrimination, Sexual Harassment or Sexual Misconduct](#).
 - B. Retaliation against someone who requests a reasonable accommodation for pregnancy, childbirth, or a related medical condition or who files a complaint based on

pregnancy is prohibited. Retaliation complaints will be investigated under TBR Guideline [P-080 Discrimination & Harassment - Complaint Investigation Procedure](#) or TBR Policy [6.01.00.00 Sex Discrimination, Sexual Harassment or Sexual Misconduct](#).

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- II. Reasonable Accommodation on the Basis of Pregnancy, Childbirth, and Related Medical Conditions
 - A. Anyone seeking a reasonable accommodation under this policy should contact the institution's Title IX Coordinator or other individual designated by the institution. Employees are required to participate in an interactive process to determine a reasonable accommodation. A request for accommodation may be made orally or in writing.
 - B. Anyone with regular supervisory responsibilities over an employee who learns from the employee or employee's representative about a potential need for a reasonable accommodation due to pregnancy, childbirth, or a related medical condition must inform the employee or representative how to request a reasonable accommodation and must inform the Title IX Coordinator or other person designated by the institution about the employee's need for a potential accommodation.
 - C. An institution shall make reasonable accommodation to known limitations related to pregnancy, childbirth, or related medical condition of a qualified employee. The institution and employee must engage in a good faith, interactive process to identify a reasonable accommodation.

- D. An institution may deny a reasonable accommodation if it would result in undue hardship to the institution. The Office of General Counsel must be consulted prior to denying a reasonable accommodation based on undue hardship.
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- F. An institution shall not:
1. require a qualified employee to accept a reasonable accommodation other than one arrived at through an interactive process;
 2. deny equal employment opportunities to a qualified employee based on the need to make reasonable accommodations; or
 3. take adverse action against a qualified employee because the employee requested or used a reasonable accommodation, or otherwise retaliate against an individual in violation of applicable law.
- G. A qualified employee may elect to take leave in accordance with TBR Policy [5.01.01.08, Parental Leave](#) or TBR Policy [5.01.01.14, Family, Medical, and Service Member Leave](#). An institution shall not require a qualified employee to take leave, whether paid or unpaid, if another reasonable accommodation can be provided. Human Resources is responsible for coordinating leave under various policies.
- H. If an employee who is pregnant, gives birth, or has a related medical condition does not have enough leave or does not qualify for leave, the institution must allow the employee to take unpaid leave for a reasonable period of time for pregnancy, childbirth, or a related medical condition, after which the employee must be reinstated

to the status held when the leave began or to a comparable position without decrease in pay, loss of promotional opportunity, or other right or privilege of employment.

- I. Reasonable accommodation, including unpaid leave, pursuant to this policy is available only to qualified employees who are pregnant, have given birth, or have a pregnancy-related condition. Leave for family members may be available pursuant to TBR Policy [5.01.01.08, Parental Leave](#) or TBR Policy [5.01.01.14, Family, Medical, and Service Member Leave](#).

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- C. Employees taking breaks to express milk shall be compensated in the same manner as other employees are compensated during break time. No deduction may be made from an exempt employee's salary. No deduction from a non-exempt employee's pay is permitted unless the Title IX Coordinator has approved in advance.

Sources

Authority

Tenn. Code Ann. § 50-1-305

Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e et seq. (as amended by the Pregnant Workers Fairness Act); 29 C.F.R. Part 1636

Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1688

Fair Labor Standards Act § 18d (as amended by the Providing Urgent Maternal Protections for Nursing Mothers Act (PUMP Act))

History

TBR Board Meeting, June 16, 2023; TBR Board Meeting _____, 2024.

Related Polices

[5.01.01.08 Parental Leave](#)

[5.01.01.14 Family, Medical, and Service Member Leave](#)

[6.01.00.00 Sex Discrimination, Sexual Harassment or Sexual Misconduct](#)

[6.02.00.00 Sex Discrimination and Sexual Harassment](#)

[6.03.00.00 Sexual Misconduct](#)

[P-080 Discrimination & Harassment - Complaint & Investigation Procedure](#)

BOARD TRANSMITTAL

MEETING: Committee on Personnel and Compensation

SUBJECT: Faculty Emeriti

DATE: September 19, 2024

PRESENTER: Vice Chancellor Jothany Reed

PRESENTATION REQUIREMENTS: 5 minutes

ACTION REQUIRED: Voice Vote

STAFF RECOMMENDATION: Recommend Approval

The following faculty emeritus candidates are recommended for consideration and approval:

Candidate	Rank/Discipline	Service Dates	College
Vera Brooks	Associate Professor of Business	1980-2024	Motlow State CC
Daniel Hyder	Associate Professor of Environ. Health Tech.	1988-1992;1994-2024	Roane State CC
Xiaoping Wang	Associate Professor of English	1990-2022	Northeast State CC
Rosie Graham	Associate Professor of Computer Science	1983-2023	Motlow State CC

TBR Faculty Emeritus Policy 5.02.01.10 governs the submission, review, and approval process.

- College presidents nominate candidates based on ‘Distinguished Institutional Service.’
- Presidents may confer with other staff on campus, but the nomination is at the sole discretion of the president.
- Although there are no specific criteria, selection is historically based on length of service, significant contribution, outstanding academic achievement, and exceptional embodiment of institutional values.
- Non-monetary benefits for faculty emeriti can be afforded at the discretion of the president; examples are office space, library privileges, free admission to arts/athletic events, ID card with honorary title.
- Nominations are reviewed by TBR Vice Chancellor for Academic Affairs and require Chancellor and Board approval due to the prestige of the title and the continuing status of representing the College and the System.

Presidential nominations are appended.



MEMORANDUM

TO: Dr. Michael Torrence, President
THROUGH: Dr. Regina Verdin, Executive Vice President for Student Success and Academic Affairs
FROM: Dean Gina Burke, Dean of Career and Technical Programs
SUBJECT: Nomination of Vera Brooks for Professor Emeritus
Associate Professor Business: 43 years of service
DATE: April 16, 2024

Vera Brooks, Associate Professor of Business, will retire from Motlow College at the end of the 2024 Summer semester. For 43 years, Ms. Brooks has been a distinguished member of the college's faculty. It is my pleasure to nominate her for the rank of Professor Emeritus.

Having joined the faculty of Motlow College in 1980, Ms. Brooks came to us with a B. S. from Austin Peay State University, obtained her M.B.E. the following year, an additional M.S. in 1989. She went on to complete other graduate courses throughout her career. She is CAP certified and has taught most of the BUSN classes in all formats.

She has served on a variety of college committees and has held multiple officer appointments in the National Business Education Association (NBEA), a professional organization of business educators and served as President of the NBEA's regional affiliate the Southern Business Education Association (SBEA).

Her personal and professional integrity is above reproach and extends beyond the confines of the college. For more than 40 years, she has promoted the reputation of the college within the community the College serves.

DocuSigned by: Brian Rowe 4/29/2024

Brian Rowe
Executive Director of Human Resources

DocuSigned by: Michael Torrence 4/26/2024

Michael Torrence, Ph.D.
President

The System Office staff has reviewed the supporting documentation and recommends the Chancellor's approval to move this forth for Board consideration.

Jothany Reed
Vice Chancellor for Academic Affairs 2024-08-13 | 8

Flora Tydings
Chancellor 2024-08-13 | 10



276 Patton Lane Harriman, TN 37748-5011
(865) 882-4501 Fax (865) 882-4601

www.roanestate.edu
Office of the President

April 29, 2024

Chancellor Flora Tydings
1 Bridgestone Park, Third Floor
Nashville, TN 37214

Dear Dr. Tydings:

I would like to nominate Daniel Hyder for Faculty Emeritus. Listed below is his service dates and faculty rank upon retirement:

Daniel Hyder, Associate Professor of Environmental Health Technology
07/01/1988 – 07/31/1992 and 08/08/1994 - 07/31/2024

Daniel Hyder

I request Daniel Hyder be appointed as Faculty Emeritus for his exemplary service to Roane State Community College. Professor Hyder has served the students of Roane State for the past thirty-three years. He served as program director in the Environment Health Technology program all thirty-three years and four years he served the Social Science, Business and Education Division as an Interim Dean.

Daniel Hyder was nominated by a faculty member and received an overwhelming vote of support from his peers within the division and his nomination was endorsed by the Chief Academic Officer.

I respectfully ask that you consider my recommendation to bestow the Faculty Emeritus award to Daniel Hyder for his many years of meritorious and exemplary service to Roane State Community College

Sincerely,

Chris L. Whaley, J.D.
President

Joyce Marsalis
Director of Human Resources

The System Office staff has reviewed the supporting documentation and recommends the Chancellor's approval to move this forth for Board consideration.

Signed by:
4020056A1B01445...

Vice Chancellor for Academic Affairs
2024-08-13 | 8:01 AM CDT

DocuSigned by:
7E040D90A13B490...

Chancellor
2024-08-13 | 10:17 AM CDT



July 31, 2024

To Whom It May Concern:

It is my honor to recommend Xiaoping Wang, Ed.D., Associate Professor of English, for Faculty Emeritus status at Northeast State Community College.

Dr. Wang embodies the experiences and possesses the institutional knowledge of someone worthy of this award. Dr. Wang completed her education and served as College Instructor and Program Coordinator and Director in China prior to moving to the United States. In 1989, she began work as an Intern to the Dean of Instruction at what was then known as Tri-Cities State Tech. She was hired as an Instructor of English in 1990 and was instrumental in the development of the University Parallel component when we became Northeast State Community College. Dr. Wang subsequently promoted through the ranks of Assistant and Associate Professor and continued teaching on a regular basis while finishing her career as Dean of Behavioral and Social Sciences in Fall 2022. During her time with Northeast State, Dr. Wang was involved in curriculum development, accreditations both with SACSCOC and various academic programs, grant proposals, and numerous institutional and Tennessee Board of Regents (TBR) committees. She also continued with professional development by researching and presenting several studies. Her primary topics of focus both for curriculum development and research purposes were Freshman Experience courses, Education programs, Developmental Education, Chinese Education, and Foreign Language Education. She was critical in the development of our College and Lifelong Learning and Learning Support Reading courses. Dr. Wang also remained involved as an educator and advocate for the Chinese community and culture in our region. Included below is a partial list of her accomplishments.

In summation, Dr. Wang was dedicated to making a difference at our institution and had a positive impact on many lives during her tenure at Northeast State. She was a well-respected leader and trusted colleague at Northeast State and in the TBR system and served as a role model in our regional community.

Thank you for your consideration of this recommendation for Xiaoping Wang, Ed.D. for Faculty Emeritus.

Sincerely,

Tricia S. Crawford
Tricia S. Crawford, MA

Dean, Behavioral and Social Sciences Division

Melissa Brickey
Human Resources: Melissa Brickey

Jeff McCord
President: Jeff McCord, Ed.D.

The System Office staff has reviewed the supporting documentation and recommends the Chancellor's approval to move this forth for Board consideration.

Signed by: *Jonathan Reed*
4826C56A1B01415...

Vice Chancellor for Academic Affairs 2024-08-13 | 8:01 AM

DocuSigned by: *Flora Tydings*
7E046D30A13B498...

Chancellor 2024-08-13 | 10:17 AM

Northeast State Community College
A Tennessee Board of Regents Institution

2425 Highway 75, P.O. Box 246
Blountville, TN 37617
423.323.3191
www.NortheastState.edu

Partial List of Accomplishments

Xiaoping Wang, Ed.D.

Associate Professor of English/ Dean of Behavioral & Social Sciences

Service Dates: 8/15/1990- 11/11/2022

Committee Involvement and Honors:

Nominee for Distinguished Administrative Professional and Faculty on several occasions

Recipient of SERS Grant for College and Lifelong Learning Course Development

TBR General Education Committee

Northeast State General Education Committee

Chair, Staff Compensation Study

SACSCOC/ QEP leadership roles

Professional Development Committee

Writing Assessment Verification Committee

Learning Resource Committee

International Committee

Honors Committee

Echoes and Images contributor

Coordinator of Education

Coordinator of Adjunct Faculty

Calendar Committee

Distance Ed Subcommittee

Curriculum Subcommittee

Who's Who Among Asian Americans

Learning Support Committee

Publications/ Presentations and Service to the Community- Topics of Focus: Freshman Experience, Education, Developmental Education, Chinese Education, Foreign Language Education:

Numerous- East Tennessee State University and Northeast State Community College

Numerous cultural events within the general community

Conference on English in Two-Year Colleges

Mid-South Educational Research Association

Education Resources Information Center

Student Life Committee, East Tennessee State University



MEMORANDUM

TO: Dr. Michael Torrence, President

THROUGH: Dr. Regina Verdin, Executive Vice President for Student Success and Academic Affairs

FROM: Dean Gina Burke, Dean of Career and Technical Programs

SUBJECT: Nomination of Rosie Graham for Professor Emeritus
Associate Professor Business: 25 years of service 2007

DATE: July 3, 2024

Please accept this nomination for Rosie Graham, Associate Professor of Computer Science, to attain the rank of Professor Emeritus. Rosie served the College in various faculty capacities for 40 years, finally retiring from Motlow College completely at the end of the 2023 Spring semester.

Rosie joined the College as a full-time faculty member in 1983 and worked at that level for 25 years. While serving as a full-time faculty member, Rosie developed courses in Assembly, C, C++, Fortran, Visual Basic, JAVA, to name a few, writing the syllabi and developing online content for use in support of her on-ground classes. Rosie served one year as the Chair of Faculty Council, ten years as a Phi Theta Kappa advisor, chaired the Honor Committee, and served on countless other committees. In addition to teaching full-time and serving the College on campus, Rosie also taught innumerable non-credit, workforce classes at industry partner sites such as Nissan Smyrna and served for 12 years on the Tullahoma School Board (from 1998 to 2010, including chairing the board for two years).

Rosie retired from her full-time faculty position in 2008 and continued to work at the College as a math adjunct for four more year in the post-retirement plan until 2012. In the post-retirement plan, full-time faculty were allowed to teach half time for half pay while drawing half of their retirement and retaining an office on campus. During this time, Rosie was just as available to students and her colleagues as if she were still a full-time employee, teaching on the Moore County, Fayetteville, and McMinnville campuses.

At the end of the post-retirement plan, Rosie continued to teach Math and came back to teaching Computer Science as a "ordinary" adjunct, teaching on the Moore County campus and online (during and after Covid) until the Spring 2023 term. During this time, she continued to contribute to course development as textbooks changed, she enriched the online course materials, and learned and implemented the Zoom platform to support online classes when students were reluctant to return to the classroom. Rosie even served on a hiring committee to hire a full-time Computer Science faculty.

Rosie's, pre-Motlow days were spent working as a programmer for 15 years, including at AEDC in engine testing and a seven-year stint on a project with IBM for NASA's Apollo Mission. Rosie has continually served the community through her church, in social and philanthropic groups, in youth programs, and in volunteer service. When I called to ask Rosie's permission to nominate her for this, she informed me she is currently running for school board AGAIN! I can only hope and pray to have half the energy of this woman when I reach her "level of maturity".

X DocuSigned by:
Brian Rowe 8/13/2024
FA2B8285094460...

Brian Rowe Date
Executive Director of Human Resources

X DocuSigned by:
Michael Torrence, Ph.D. 8/13/2024
CF46EC74E804460...

Michael Torrence, Ph.D. Date
President

The System Office staff has reviewed the supporting documentation and recommends the Chancellor's approval to move this forth for Board consideration.

Signed by:
Jonathan Reed 2024-08-15 | 10:56 AM CDT
4826C56A1B04415...

Vice Chancellor for Academic Affairs

DocuSigned by:
Flora Tydings 2024-08-15 | 11:12 AM CDT
7E040D30A19B490...

Chancellor



Tennessee Board of Regents
Committee on Workforce Development
September 19, 2024

AGENDA

1. THEC WORKFORCE CONTACT HOURS REPORT (*Executive Vice Chancellor Kim McCormick/Executive Director Jeff Sisk*)

Executive Vice Chancellor for External Affairs Kim McCormick and TBR's Center for Workforce Development Executive Director Jeff Sisk will share an overview of the THEC Workforce Contact Hours Report.

2. WORKFORCE CONVENING OUTCOMES (*Executive Director Jeff Sisk/Assistant Vice Chancellor Zachary Adams*)

Dr. Jeff Sisk and Assistant Vice Chancellor for Academic Affairs and Workforce Alignment Zachary Adams will share a summary on outcomes from the statewide Workforce Convening held on April 22, 2024 at Volunteer State Community College.

BOARD TRANSMITTAL

MEETING: Committee on Workforce Development

SUBJECT: Workforce Development

DATE: September 19, 2024

PRESENTER: Executive Vice Chancellor Kim McCormick
Executive Director Jeff Sisk
Assistant Vice Chancellor Zachary Adams

PRESENTATION
REQUIREMENTS: 10 minutes with discussion

ACTION REQUIRED: Informational Purposes

STAFF
RECOMMENDATION: Not Applicable

Executive Vice Chancellor for External Affairs Kim McCormick and TBR's Center for Workforce Development Executive Director Jeff Sisk will share an overview of the THEC Workforce Contact Hours Report.

Dr. Jeff Sisk and Assistant Vice Chancellor for Academic Affairs and Workforce Alignment Zachary Adams will share a summary on outcomes from the statewide Workforce Convening held on April 22, 2024 at Volunteer State Community College.



Tennessee Board of Regents
Committee on External Affairs
September 19, 2024

AGENDA

1. CONSENT AGENDA

A. Revisions to TBR Policy 9.01.03.00, Advertising

The proposed revisions add a new subsection to the policy. The revisions are intended to clarify two issues.

1. Non-credit and workforce development programs must be marketed in accordance with applicable marketing policies.
2. Some non-credit programs are created and taught by third parties, and those who complete the programs receive a credential from the third party. The revision is to clarify that marketing materials must explain in such situations that any credential received will be from a third party, and not the college.

The proposed revisions have been reviewed by the Chief Marketing Officers and the Presidents.

2. LEGISLATIVE PRIORITIES (*Executive Vice Chancellor Kim McCormick*)

Executive Vice Chancellor Kim McCormick will present an overview of the 2025 Legislative Priorities, which are applicable for the upcoming legislative session. These priorities were developed by TBR System Leadership and TBR Presidents. The 114th Tennessee General Assembly will convene on January 14, 2025, and the Department of Government Relations in the Office of External Affairs will advocate on behalf of TBR to the members of the Tennessee General Assembly.

BOARD TRANSMITTAL

MEETING: Committee on External Affairs

SUBJECT: Policy 9.01.03.00, Advertising (Revisions)

DATE: September 19, 2024

PRESENTER: General Counsel Brian Lapps

PRESENTATION
REQUIREMENTS: 3 minutes

ACTION REQUIRED: Voice Vote

STAFF
RECOMMENDATION: Recommend Approval

The proposed revisions add a new subsection to the policy. The revisions are intended to clarify two issues.

- (1) Non-credit and workforce development programs must be marketed in accordance with applicable marketing policies.
- (2) Some non-credit programs are created and taught by third parties, and those who complete the programs receive a credential from the third party. The revision is to make clarify that marketing materials must explain in such situations that any credential received will be from a third party, and not the college.

The proposed revisions, which have been reviewed by the Chief Marketing Officers and the Presidents, are attached in tracked changes and clean copy format.

9.01.03.00 Advertising (formerly 4.06.00.00)



Policy/Guideline Area

Marketing and Communications

Applicable Divisions

TCATs, Community Colleges, System Office

Purpose

This policy governs the procurement of external media advertising by the College. To maintain brand integrity and consistency, all advertisements must incorporate established graphic identity, embody key strategic messages, and strictly adhere to comprehensive guidelines and standards. Advertising should enhance the College's visibility while ensuring a unified and professional representation of the College in all advertising endeavors.

Definitions

Advertising - Advertising refers to the paid or unpaid placement of messages promoting the College in various media platforms. This includes, but is not limited to, print or electronic publications, websites, radio, television, social media platforms, video, or other means of electronic distribution (such as podcasts); and on public media such as banners, billboards, kiosks, and other signage.

Definitions included in the overarching Marketing and Communications Policy (9.01.00.00) apply.

Policy/Guideline

- I. Placement
 - A. Purchasing of advertising is permitted in external media to enhance the perception of the College among its various constituencies; to provide accurate and timely information about College programs, events, and services; to provide legal notice where required by law; and to inform the public of employment opportunities; and for other purposes consistent with the College's mission.
 1. Advertising for the recruitment of students shall be designed to increase enrollments in the service delivery area as the first priority for advertising.
 2. Any advertising for Colleges in regional publications shall be restricted to zoned editions.
 3. Any advertising for Colleges should be within their assigned service areas.
 4. Advertising expenditures should result in a citizenry which is better informed and thus more likely to support state higher education through both private giving and more effective advocacy.

5. Advertising also informs citizens of the opportunities available through the state's higher education institutions, thus improving the state's workforce and competitive position in the global economy.
 6. Colleges are encouraged to maintain an appreciation of the efforts of all post-secondary institutions to provide educational services to students. In this sense, advertising for one college should not be designed in a manner that has the impact of being detrimental with regard to the educational services provided by another college.
- B. The Chief Marketing Officer (CMO) must oversee and approve the content, placement, and purchase of all College advertising. The CMO maintains the authority to remove any advertising from distribution.
1. Colleges should document appropriate procedures for units, programs, and initiatives in local policy or guidelines to request advertising placement.
- C. All advertising must be designed to meet professional quality standards in design and content as determined by the CMO.
- D. All advertising must be purchased in compliance with all applicable local, state, and federal laws, and TBR and College policies, guidelines, and procedures.
- E. Colleges must use System-wide contracts for advertising if available. Exception requests can be submitted to the System Chief Marketing Officer (SCMO), who will consult with the Office of Business and Finance and the Office of General Counsel.
- F. All advertising must align with the pre-established marketing, branding, and communications guidelines and applicable policies to ensure key messages are disseminated in a manner that maintains consistency.
- II. Reporting
- A. CMOs shall evaluate paid advertising annually to determine if the return on investment justifies continued use of the advertising. A "cost to benefit" analysis of paid advertising should be a significant factor in the determination of whether or not to continue the advertising campaign, along with other factors deemed appropriate by the President.
 - B. A report should be given to the SCMO on previous fiscal year advertising expenditures by August 1 each year.
- III. Truthfulness and Substantiation
- A. All advertising must follow local, state, and federal laws regarding truth in advertising and other consumer protection laws.
 - B. The Federal Trade Commission Act and the Isakson and Roe Act dictate that advertising must be truthful, not misleading, and, when appropriate, backed by scientific evidence, regardless of the placement of the advertisement.
 - C. All advertising must follow the TBR Policy 9.01.02.00, (Publications) in reporting advertising materials as publications.

- IV. Privacy and Data Collection
 - A. All advertising should follow applicable local, state, and federal data privacy laws, as well as applicable privacy policies, specifically including, but not limited to those relating to student education records and personally identifiable information.
- V. Advertising on College Websites and Publications
 - A. Use of College resources to promote or advertise activities or entities unrelated to the College is prohibited unless such use is consistent with the mission of the College and results in substantial benefit to the College as determined by the CMO.
 - B. The sale of advertising in student publications, auxiliary operations, and athletics-related programs are expressly permitted.

VI. Advertising of Non-Credit Programs

- A. Advertising of non-credit programs is subject to TBR and College marketing policies.
- B. When a College advertises or offers a non-credit course or program that will not result in a credential issued by the College, the website, brochure, or other description of the course or program material must make clear that the course will not result in a credential awarded by the College. E.g., “This [BOOTCAMP/CLASS/PROGRAM/COURSE OF STUDY] is delivered and promoted by [PROVIDER] in partnership with [NAME OF COLLEGE]. Any credential upon completion will be awarded by [PROVIDER], and not [NAME OF COLLEGE.]”

VI.VII. Exemptions and Exceptions

- A. Exemptions and exceptions outlined in the overarching Marketing and Communications Policy (9.01.00.00) apply.

Sources

Authority

T.C.A. § 49-8-203

History

TBR Meeting December 4, 1998; September 28, 2007; September 12, 2023, Board approved (formerly 4.06.00.00).

Related Polices

[9.01.02.00 Publications \(formerly G-140\)](#)

9.01.03.00 Advertising (formerly 4.06.00.00)



Policy/Guideline Area

Marketing and Communications

Applicable Divisions

TCATs, Community Colleges, System Office

Purpose

This policy governs the procurement of external media advertising by the College. To maintain brand integrity and consistency, all advertisements must incorporate established graphic identity, embody key strategic messages, and strictly adhere to comprehensive guidelines and standards. Advertising should enhance the College's visibility while ensuring a unified and professional representation of the College in all advertising endeavors.

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Definitions included in the overarching [Marketing and Communications Policy, 9.01.00.00](#) apply.

Policy/Guideline

- I. Placement
 - A. Purchasing of advertising is permitted in external media to enhance the perception of the College among its various constituencies; to provide accurate and timely information about College programs, events, and services; to provide legal notice where required by law; and to inform the public of employment opportunities; and for other purposes consistent with the College's mission.
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 4. Advertising expenditures should result in a citizenry which is better informed and thus more likely to support state higher education through both private giving and more effective advocacy.

5. Advertising also informs citizens of the opportunities available through the state's higher education institutions, thus improving the state's workforce and competitive position in the global economy.
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- C. All advertising must be designed to meet professional quality standards in design and content as determined by the CMO.
- D. All advertising must be purchased in compliance with all applicable local, state, and federal laws, and TBR and College policies, guidelines, and procedures.
- E. Colleges must use System-wide contracts for advertising if available. Exception requests can be submitted to the System Chief Marketing Officer (SCMO), who will consult with the Office of Business and Finance and the Office of General Counsel.
- F. All advertising must align with the pre-established marketing, branding, and communications guidelines and applicable policies to ensure key messages are disseminated in a manner that maintains consistency.
- II. Reporting
- A. CMOs shall evaluate paid advertising annually to determine if the return on investment justifies continued use of the advertising. A "cost to benefit" analysis of paid advertising should be a significant factor in the determination of whether or not to continue the advertising campaign, along with other factors deemed appropriate by the President.
 - B. A report should be given to the SCMO on previous fiscal year advertising expenditures by August 1 each year.
- III. Truthfulness and Substantiation
- A. All advertising must follow local, state, and federal laws regarding truth in advertising and other consumer protection laws.
 - B. The Federal Trade Commission Act and the Isakson and Roe Act dictate that advertising must be truthful, not misleading, and, when appropriate, backed by scientific evidence, regardless of the placement of the advertisement.
 - C. All advertising must follow the TBR Policy [9.01.02.00, Publications](#) in reporting advertising materials as publications.
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- VI. Advertising of Non-Credit Programs
 - A. Advertising of non-credit programs is subject to TBR and College marketing policies.
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- VII. Exemptions and Exceptions
 - A. Exemptions and exceptions outlined in the overarching [Marketing and Communications Policy, 9.01.00.00](#).

Sources

Authority

T.C.A. § 49-8-203

History

TBR Meeting December 4, 1998; September 28, 2007; September 12, 2023, Board approved (formerly 4.06.00.00); Board approved September __, 2024.

Related Polices

[9.01.02.00 Publications \(formerly G-140\)](#)

BOARD TRANSMITTAL

MEETING: Committee on External Affairs

SUBJECT: Legislative Priorities

DATE: September 19, 2024

PRESENTER: Executive Vice Chancellor Kim McCormick

PRESENTATION REQUIREMENTS: 10 minutes with discussion

ACTION REQUIRED: Informational Purposes

STAFF RECOMMENDATION: Not Applicable

Executive Vice Chancellor Kim McCormick will present an overview of the 2025 Legislative Priorities, which are applicable for the upcoming legislative session. These priorities were developed by TBR System Leadership and TBR Presidents. The 114th Tennessee General Assembly will convene on January 14, 2025, and the Department of Government Relations in the Office of External Affairs will advocate on behalf of TBR to the members of the Tennessee General Assembly.

Customer Relationship Management System (CRM) \$1.4 Million Recurring

Enrollment declines in the community college sector over the last two years and a decrease in enrollment of adult learners in the TCAT sector have highlighted the need for more intentional and proactive outreach to potential learners. With the procurement of a systemwide customer relationship management (CRM) system, the TBR System has a unique environment to re-imagine how our institutions solicit inquiries from potential learners and then begin to do direct, personalized outreach to encourage enrollment and progression of learners as they continue through their postsecondary pathway. This funding request seeks to provide a technology solution to remove barriers to potential learners applying to college and ultimately enrolling at TBR institutions.

The Tennessee Board of Regents is currently in the early implementation phases of launching a customer relationship management (CRM) system. The preferred CRM product that has been procured by the TBR System is referred to as *Slate*. With an initial investment to launch the project in the 2024-25 academic year, permanent funding for the CRM is required and will include funding for both a TCAT and CC CRM Specialist that is responsible for future upgrades and development to the software.

Technical Colleges - All TBR technical colleges are included in a centralized CRM instance that is managed by a CRM Specialist located at the TBR System Office. Implementation of the TCAT instance of *Slate* began in the fall of 2022 with an inquiry form, campus tour scheduling, event registration and student texting already completed. The TCAT admissions application is available to prospective learners for the spring 2024 applications and opened on August 1, 2024.

Community Colleges - Each community college has its own CRM instance managed by college-level staff. All 13 community colleges have built their college application in the CRM and are continuing to build out additional features to meet the unique needs of their institutions for student success modules through the 2024-25 academic year.

Expanding the Workforce Pipeline in Tennessee \$5.95 Million Recurring, \$550,000 Non-Recurring

TBR community colleges and TCATs will expand Tennessee's capacity to meet workforce needs by creating the *Tennessee Accelerates Workforce Center*. This statewide network, with daily operations led by TBR, would serve as the resource and coordination hub focused on identifying, promoting, and executing workforce training activities to expand and sustain a long-term pipeline of Tennesseans with high-skilled, technical training to meet the demands of Tennessee's present and future economy.

This *Center* will work with colleges and other partners, such as state agencies including THEC, the Department of Labor, and Chambers of Commerce across Tennessee, to coordinate the development of the two major prongs of this effort. First, the *Center* will recruit Tennesseans into the programs via targeted marketing campaigns in partnership with businesses and industries. Second, the *Center* will support community colleges and TCATs to provide intensive career advising and workforce training, leading to long-lasting, stable, and family-sustaining careers.

The *Center* will coordinate with partners to implement a much-needed strategic recruitment, marketing, and promotion set of activities that promote Tennessee's ability to provide a highly skilled workforce to both new and existing businesses & industries. Serving as part of regional teams, The *Center* will provide promotion and recruitment coordinators to serve as the primary contacts for both colleges and business & industry representatives to ensure a focus on coordinated marketing services, social media plans, promotional campaigns, and other recruiting needs

The *Center* will also support the colleges as they deliver short-term training that can serve as the foundation for further education, allowing students to stack credentials and prepare themselves for other certificates and degrees. The training may be short-term in nature, leading directly to high-demand, high-need jobs such as a lineman, a truck driver, a medical assistant, an IT network specialist, or EMT. These short-term credentials will serve as building blocks for students who want to further pursue credentials and degrees at TCATs, CCs, and universities via well-defined articulation pathways and through Prior Learning Assessment (PLA) in fields such as engineering technology, nursing, and computer programming. The goal for the new *Tennessee Accelerates Workforce Center* is to make a generational increase in the number of workforce training hours and the number of companies served by 25% by 2028. To ensure ROI on the investment, the Center will track employment and wage data to document the outcomes of its goal to ensure that a minimum of 80% of individuals served will be employed with sustainable wages within a year of training. This will help guarantee new and existing businesses and industries the highly skilled, highly trained workforce that they need to meet capacity.

Fiscal accountability and return on investment will be a top priority for TBR. Each trained individual will have access to their TBR CRED, a digital learner record that can be shared with employers as a verified document of training completed and credentials earned. *Finally, TBR will establish a system to collect and track all business and industry contacts as well as the trainee level data. This system will interact with TBR's established enrollment and graduate level data system, which includes the ability to track trainees' employment and their earned wages.*

Short Term Training Fund

\$9 Million Recurring

TBR requests funds to create a 'short-term training pool' to pay the costs of short-term training that does not normally qualify for existing Federal or state financial aid. With a recurring investment, TBR will receive funds so that any Tennessean without a credential or

degree can attend a community college or TCAT for short-term workforce training in high-demand, high-need industry sectors identified by labor and demand reports leading these Tennesseans directly to a family-sustaining career.

Cyber Security Enhancements

\$8.9 Million Recurring

Cyber Security is a critical need for our colleges and the system office. Colleges are high-value and frequent targets of attackers because they host large amounts of sensitive student and employee data. According to a 2023 IBM survey, the average cost in the higher education sector of a data breach was \$3.7 million. The longer a breach goes undetected, the more difficult the recovery and the greater the costs. Direct expenditures by TBR colleges associated with responding to successful attacks have been much less than the average identified by IBM, but it would be difficult to understate the amount of disruption that takes place in the weeks and months following even a partially successful attack. In the immediate aftermath, restoring operations can be the primary or sole task for most administrators. Almost every form of communication with students and faculty is shut down. Even after communications resume, there is increased confusion. Student access to learning materials and tools is decreased, at least temporarily. The job of faculty becomes much more difficult, and there is inevitably learning loss, a significant risk of decreased enrollment, and an increased chance of students not completing their studies.

It is critical that TBR colleges have the tools necessary to prevent as many attacks as possible, and the ability to detect and respond to a successful attack as quickly as possible. Educational opportunities for our communities are an essential service and our colleges can't risk downtime, or the amount of money and time needed to recover from successful attacks. \$3 million of the recurring request will allow TBR to hire a full-time CISO (Chief Information Security Officer), an additional IT auditor, and two security specialists at the system office as well as providing funding to hire additional security specialists to monitor and provide cyber security at the colleges. Given that database security and third-party service security are two of the largest cybersecurity risks, \$5.9 million recurring would allow for the procurement of standardized security monitoring and intrusion testing software for all the colleges within the system as well as hardware improvements such as firewall and server upgrades. This would also allow for expansion of the TBR system office IT capabilities, increasing the capacity to provide standardization and redundancy across ERP maintenance and operational functions at all colleges within the system.

Student Support Network

\$450,000 Recurring

The TN Student Support Network (TN-SSN) will provide regional social services coordinators, a system manager and, in partnership with the Tennessee Department of Mental Health and Substance Abuse, mental health counselors to serve the state's community colleges to ensure that any student who has experienced poverty or

homelessness, or any student who is parenting a child while in school, will have ample academic, financial, social, and emotional supports to access, navigate, and complete a postsecondary education. The TN-SSN also builds a partnership with other state agencies like the TN Department of Labor and Workforce Development (TN-DLWD), Tennessee Department of Human Services (TN-DHS), and Tennessee Department of Mental Health and Substance Abuse (TN-DMHSA) to provide consolidated training, resources, and data sharing in support of expanding TBR student use of support services. A key feature of the TN-SSN is to build out a data infrastructure that connects data across agencies when students apply and use other state assistance programs. The data can be used to identify students who are eligible for assistance for directed outreach efforts, assist with case management efforts as staff work to advise students on options, and maximize local, state, and federal resources available to the individual learner based on their unique circumstances.

Community College Workforce Development Revitalization

\$430 Million Non-Recurring

To meet the needs of business & Industry, workforce development activities, and training will be delivered in state-of-the-art facilities all across the state. The TCATs will provide this training in facilities that were funded through an unprecedented investment by Governor Lee and the General Assembly in 2024. Now that the TCATs are on target, we must close the loop and retrofit the aging buildings on our community college campuses, all of which were originally constructed in the 1960s and 1970s for a different Tennessee and a different economy. Our goal is to renovate and repurpose at least one building in each of our 13 community colleges to create technical training centers so that they too may train students in state-of-the-art technical facilities.

Financial Aid Flexibility

Requires Legislation

As the labor force dynamics change in Tennessee, the need for a skilled workforce continues to be a top priority. With declining birthrates, there is an increasing need to provide greater flexibility in state financial aid programs to entice more high school graduates to attend college and to upskill adult Tennesseans. These reforms would provide students the flexibility to balance families, current employment, and the pursuit of education and training.

1. Replace the Reconnect six-credit hour requirement each semester, with a 12-credit hour requirement each academic year. Per the TN Comptroller's Report on Reconnect in 2022, dropping below six credit hours in a fall or spring term is the most common reason why Reconnect students lose eligibility.
2. Extend eligibility for Reconnect to age 21.
3. Replace the Promise 12 credit hour requirement each semester, with a 24-credit hour requirement each academic year.



Tennessee Board of Regents
Committee on Finance & Business Operations
September 19, 2024

AGENDA

1. CONSENT AGENDA

A. Revisions to TBR Policy 4.02.01.00 Approvals of Agreements and Contracts

The substantive proposed revisions to this policy are as follows:

1. The proposed revisions consistently use the term “contract” when referring to any type of document that meets the policy’s definition of a contract and that must be reviewed and approved in accordance with policy.
2. The revisions in Section II.A.9 bring the policy into alignment with predominant practices. The documents indicated in the stricken language currently are not routinely submitted for approval by the Chancellor and do not need to be approved by the Chancellor (unless required by a separate provision of the policy).
3. Section II.A.10 is designed primarily to ensure that the Chancellor approves any contract in which student information will be shared with a researcher pursuant to FERPA’s “studies” exception. This provision applies only to the sharing of student information pursuant to the FERPA provisions identified in the policy and does not include sharing of student information authorized by other FERPA provisions, specifically including, but not limited to, outsourcing of services that could be performed by school officials.
4. Section II.A.11 clarifies that TCAT contracts must be approved by the Chancellor, unless there is a specific exception.

The proposed revisions, which have been through the Business Affairs Subcouncil and Presidents Council, are attached in tracked changes and clean copy format.

2. LEGISLATIVE PRIORITIES BUDGET REQUEST *(Vice Chancellor Alisha Fox/
Executive Vice Chancellor Kim McCormick/Executive Vice Chancellor Russ Deaton)*

On an annual basis, Board staff develop a list of System funding needs that are not recognized through the higher education funding formula. Items identified are intended to have broad benefit across the System and to align with the State’s strategic goals.

Review of these items by the Board is the first step in this process. Items will be then submitted to the Tennessee Higher Education Commission for its consideration. TBR items endorsed by the Commission are then forwarded to the Governor for his consideration in developing his FY 2025-2026 budget recommendations to the General Assembly. The legislature then ultimately determines which items recommended are funded. There are five funding requests and one legislative request, totaling approximately \$456,250,000 million (\$25,700,000 million Recurring and \$430,550,000 Non-recurring).

While each of the included items is worthy of consideration, it is noted that the System's priority is that THEC's formula funding recommendations be sufficient to recognize improvements in outcomes funded through the outcome formula.

BOARD TRANSMITTAL

MEETING: Committee on Finance and Business Operations

SUBJECT: Policy 4.02.01.00, Approvals of Agreements and Contracts (Revisions)

DATE: September 19, 2024

PRESENTER: General Counsel Brian Lapps

PRESENTATION REQUIREMENTS: 3 minutes

ACTION REQUIRED: Voice Vote

STAFF RECOMMENDATION: Recommend Approval

The substantive proposed revisions to this policy are as follows:

- (1) The proposed revisions consistently use the term “contract” when referring to any type of document that meets the policy’s definition of a contract and that must be reviewed and approved in accordance with policy.
- (2) The revisions in Section II.A.9 bring the policy into alignment with predominant practices. The documents indicated in the stricken language currently are not routinely submitted for approval by the Chancellor and do not need to be approved by the Chancellor (unless required by a separate provision of the policy).
- (3) Section II.A.10 is designed primarily to ensure that the Chancellor approves any contract in which student information will be shared with a researcher pursuant to FERPA’s “studies” exception. This provision applies only to the sharing of student information pursuant to the FERPA provisions identified in the policy and does not include sharing of student information authorized by other FERPA provisions, specifically including, but not limited to, outsourcing of services that could be performed by school officials.
- (4) Section II.A.11 clarifies that TCAT contracts must be approved by the Chancellor, unless there is a specific exception.

The proposed revisions, which have been through the Business Affairs Subcouncil and Presidents Council, are attached in tracked changes and clean copy format.

4.02.01.00 Approvals of Agreements and Contracts (formerly 1:03:02:10)



Policy/Guideline Area

Business and Finance Policies

Applicable Divisions

TCATs, Community Colleges, System Office

Purpose

The following policy ~~on approvals is adopted by the Tennessee Board of Regents (TBR) to identify which delineate the approval process for procurements and agreements contracts must be approved by the TBR System Office, to be entered into by institutions governed by the TBR.~~

Definitions

- Contract – An agreement between parties which obliges each party to take or not take certain actions. Contracts may be called any number of things, including, but ~~are~~ not limited to, agreement, memorandum of understanding, memorandum of agreement, purchase order, procurement, letter of intent, and terms and conditions.
- Institution – means any of the community colleges, colleges of applied technology and System Office departments within the Tennessee Board of Regents (TBR) system.
- System Office – the administrative offices of the Tennessee Board of Regents.

Policy/Guideline

I. Approval By Presidents

- A. All agreements and contracts affecting an institution must be approved and executed by the President or the President's designee.
- B. Each institution ~~may shall~~ develop written policies and procedures ~~which are~~ in addition to TBR's policies and guidelines, as necessary, to and which will further ensure that no contract or agreement is entered into without the approval of the President or the President's designee, and where necessary, by the Chancellor.

II. Approval By Chancellor

A. The following ~~agreements, contracts, including or~~ procurements, in addition to being approved as set out above, shall be submitted to the System Office Procurement, Contracts, and Payment Services Department for approval by the Chancellor or the Chancellor's designee:

1. ~~Agreements and C~~contracts involving or related to the purchase or disposal of real property, insurance, and capital outlay projects.
2. ~~Agreements-Contracts~~ involving or related to the leasing (institution as lessee or lessor) of real property for more than five (5) years or more than \$150,000 per year.
3. Any ~~contract agreement~~, including a purchase orders, for two hundred fifty thousand dollars (\$250,000) or more in annual revenue or expense.
- ~~3.4.~~ Any noncompetitive contract with a potential term of more than one (1) year and a cumulative value of two hundred fifty thousand dollars (\$250,000) or more. Institutions shall not enter into multiple one-year contracts, involving the same vendor for the same service, to circumvent this requirement.
- ~~4.5.~~ ~~Agreements and C~~contracts involving insurance or other benefits.
- ~~5.6.~~ ~~Contracts~~Agreements in which the TBR is a named party.
- ~~6.7.~~ The primary operating ~~contract agreement~~ between an institution and its foundation and any other ~~contract agreement~~ between the institution and its foundation which does not conform to the requirements of G-030, Contracts Guideline. ~~TBR Guideline G-030 (Contracts Guideline).~~
- ~~7.8.~~ Contracts, including grant agreements, which do not conform to the requirements of G-030, Contracts Guideline. ~~TBR Guideline G-030~~
- ~~8.9.~~ Banking, procurement card and other financial services ~~contracts~~ agreements.

~~a. Any agreement between a TBR institution and any other institution, agency, organization or entity which provides for the coordinated or cooperative offering of any credit or non-credit programs or activities or in which certificate or degree requirements are met or credit is given for coursework or activities offered by another institution.~~

~~b. Examples of such agreements include provisions for either credit or non-credit academic programs or public service activities to private or state agencies and institutions in the fulfillment of that agency's responsibility for state-wide services or governmental training, and~~

~~Agreements which require consortia or cooperative arrangements with other institutions, agencies, or associations.~~

~~10. Any noncompetitive contract with a potential term of more than one (1) year and a cumulative value of two hundred fifty thousand dollars (\$250,000) or more. Institutions shall not enter into multiple one-year contracts, involving the same vendor for the same service, to circumvent this requirement.~~ Any contract with an organization conducting a study (as permitted by 34 C.F.R. § 99.31(a)(6), to develop, validate or administer predictive tests; to administer student aid programs; or to improve instruction) that may obligate a college to share information relating to a student. I.e., the "studies exception" in FERPA that permits colleges to share personally identifiable student information under limited circumstances.

~~9-11.~~ Any contract executed on behalf of a TCAT or in which a TCAT is a party, unless there is a policy provision exempting the contract from review.

B. Renewals of the above ~~contracts agreements~~ do not require approval by the Chancellor or the Chancellor's designee if no changes have been made. However, a copy of the executed renewal shall be provided to the System Office.

B.C. Contracts between a TBR institution and another entity providing for the coordinated offering of a credit program are not required to be submitted to the System Office for approval, unless required by another TBR policy. E.g., 2.01.00.05 Early Postsecondary Opportunities.

C.D. Purchase orders issued pursuant to purchase orders and/or contracts which have already been approved by the Chancellor or the Chancellor's designee do not require additional approval ~~by to~~ the System Office.

D.E. The Chancellor may direct that certain or all ~~contracts agreements~~ of any ~~i~~ institution be submitted for prior System Office review and approval.

III. Other Approvals

A. Certain ~~contracts agreements~~ may be subject to additional review and/or approval processes as set out in TBR policies, i.e. Fiscal Review, State Building Commission, etc.

IV. Exceptions

A. The Chancellor or designee may approve exceptions to the requirements of this policy in appropriate circumstances. Requests for exceptions must be signed by the President and include sufficient justification documentation.

Sources

Authority

T.C.A. § 49-8-203; All State and Federal statutes, codes, and/or rules referenced in this policy and Guideline G-030- Contracts Guideline.

History

TBR Meetings, March 5, 1976; June 26, 1981; September 30, 1983; December 13, 1985; September 22, 1989; June 28, 1991; December 5, 1997; December 2, 2005.

Revision approved by Board, September 15, 2016; Ministerial change to B & F policy
June 25, 2019.

Related Polices

[4.02.10.00 Purchasing Policy](#)

[G-030 Contracts Guideline](#)

[4.02.20.00 Disposal of Surplus Personal Property](#)

Draft

4.02.01.00 Approvals of Agreements and Contracts (formerly 1:03:02:10)



Policy/Guideline Area

Business and Finance Policies

Applicable Divisions

TCATs, Community Colleges, System Office

Purpose

The following policy identifies which procurements and contracts must be approved by the TBR System Office.

Definitions

- Contract – An agreement between parties which obliges each party to take or not take certain actions. Contracts may be called any number of things, including, but not limited to, agreement, memorandum of understanding, memorandum of agreement, purchase order, procurement, letter of intent, and terms and conditions.
- Institution – means any of the community colleges, colleges of applied technology and System Office departments within the Tennessee Board of Regents (TBR) system.
- System Office – the administrative offices of the Tennessee Board of Regents.

Policy/Guideline

- I. Approval By Presidents
 - A. All agreements and contracts affecting an institution must be approved and executed by the President or the President's designee.
 - B. Each institution may develop written policies and procedures in addition to TBR policies and guidelines, as necessary, to further ensure that no contract or agreement is entered into without the approval of the President or the President's designee, and where necessary, by the Chancellor.
- II. Approval By Chancellor

A. The following contracts, including procurements, in addition to being approved as set out above, shall be submitted to the System Office Procurement, Contracts, and Payment Services Department for approval by the Chancellor or the Chancellor's designee:

1. Contracts involving or related to the purchase or disposal of real property, insurance, and capital outlay projects.
2. Contracts involving or related to the leasing (institution as lessee or lessor) of real property for more than five (5) years or more than \$150,000 per year.
3. Any contract, including a purchase order, for two hundred fifty thousand dollars (\$250,000) or more in annual revenue or expense.
4. Any noncompetitive contract with a potential term of more than one (1) year and a cumulative value of two hundred fifty thousand dollars (\$250,000) or more. Institutions shall not enter into multiple one-year contracts, involving the same vendor for the same service, to circumvent this requirement
5. Contracts involving insurance or other benefits.
6. Contracts in which the TBR is a named party.
7. The primary operating contract between an institution and its foundation and any other contract between the institution and its foundation which does not conform to the requirements of [G-030, Contracts Guideline](#).
8. Contracts, including grant agreements, which do not conform to the requirements of [G-030, Contracts Guideline](#).
9. Banking, procurement card and other financial services contracts.
10. Any contract with an organization conducting a study (as permitted by 34 C.F.R. § 99.31(a)(6), to develop, validate or administer predictive tests; to administer student aid programs; or to improve instruction) that may obligate a college to share information relating to a student. *I.e.*, the "studies exception" in FERPA that

permits colleges to share personally identifiable student information under limited circumstances.

11. Any contract executed on behalf of a TCAT or in which a TCAT is a party, unless there is a policy provision exempting the contract from review.

B. Renewals of the above contracts do not require approval by the Chancellor or the Chancellor's designee if no changes have been made. However, a copy of the executed renewal shall be provided to the System Office.

C. Contracts between a TBR institution and another entity providing for the coordinated offering of a credit program are not required to be submitted to the System Office for approval, unless required by another TBR policy. E.g., [2.01.00.05 Early Postsecondary Opportunities](#).

D. Purchase orders issued pursuant to purchase orders and/or contracts which have already been approved by the Chancellor or the Chancellor's designee do not require additional approval by the System Office.

E. The Chancellor may direct that certain or all contracts of any institution be submitted for prior System Office review and approval.

III. Other Approvals

A. Certain contracts may be subject to additional review and/or approval processes as set out in TBR policies, i.e. Fiscal Review, State Building Commission, etc.

IV. Exceptions

A. The Chancellor or designee may approve exceptions to the requirements of this policy in appropriate circumstances. Requests for exceptions must be signed by the President and include sufficient justification documentation.

Sources

Authority

T.C.A. § 49-8-203; All State and Federal statutes, codes, and/or rules referenced in this policy and Guideline G-030- Contracts Guideline.

History

TBR Meetings, March 5, 1976; June 26, 1981; September 30, 1983; December 13, 1985; September 22, 1989; June 28, 1991; December 5, 1997; December 2, 2005. Revision approved by Board, September 15, 2016; Ministerial change to B & F policy June 25, 2019; Revision approved by Board, August __, 2024.

Related Polices

[4.02.10.00 Purchasing Policy](#)

[G-030 Contracts Guideline](#)

[4.02.20.00 Disposal of Surplus Personal Property](#)

BOARD TRANSMITTAL

MEETING: Committee on Finance and Business Operations

SUBJECT: Legislative Priorities Budget Request FY2025-26

DATE: September 19, 2024

PRESENTER: Vice Chancellor Alisha Fox/Executive Vice Chancellor
Kim McCormick/Executive Vice Chancellor Russ Deaton

PRESENTATION
REQUIREMENTS: 15 minutes

ACTION REQUIRED: Roll Call Vote

STAFF
RECOMMENDATION: Recommend Approval

On an annual basis, Board staff develop a list of System funding needs that are not recognized through the higher education funding formula. Items identified are intended to have broad benefit across the System and to align with the State's strategic goals. Review of these items by the Board is the first step in this process. Items will be then submitted to the Tennessee Higher Education Commission for its consideration. TBR items endorsed by the Commission are then forwarded to the Governor for his consideration in developing his FY 2025-2026 budget recommendations to the General Assembly. The legislature then ultimately determines which items recommended are funded. There are five funding requests and one legislative request, totaling approximately \$456,250,000 million (\$25,700,000 million Recurring and \$430,550,000 Non-recurring).

While each of the included items is worthy of consideration, it is noted that the System's priority is that THEC's formula funding recommendations be sufficient to recognize improvements in outcomes funded through the outcome formula.

Customer Relationship Management System (CRM) \$1.4 Million Recurring

Enrollment declines in the community college sector over the last two years and a decrease in enrollment of adult learners in the TCAT sector have highlighted the need for more intentional and proactive outreach to potential learners. With the procurement of a systemwide customer relationship management (CRM) system, the TBR System has a unique environment to re-imagine how our institutions solicit inquiries from potential learners and then begin to do direct, personalized outreach to encourage enrollment and progression of learners as they continue through their postsecondary pathway. This funding request seeks to provide a technology solution to remove barriers to potential learners applying to college and ultimately enrolling at TBR institutions.

The Tennessee Board of Regents is currently in the early implementation phases of launching a customer relationship management (CRM) system. The preferred CRM product that has been procured by the TBR System is referred to as *Slate*. With an initial investment to launch the project in the 2024-25 academic year, permanent funding for the CRM is required and will include funding for both a TCAT and CC CRM Specialist that is responsible for future upgrades and development to the software.

Technical Colleges - All TBR technical colleges are included in a centralized CRM instance that is managed by a CRM Specialist located at the TBR System Office. Implementation of the TCAT instance of *Slate* began in the fall of 2022 with an inquiry form, campus tour scheduling, event registration and student texting already completed. The TCAT admissions application is available to prospective learners for the spring 2024 applications and opened on August 1, 2024.

Community Colleges - Each community college has its own CRM instance managed by college-level staff. All 13 community colleges have built their college application in the CRM and are continuing to build out additional features to meet the unique needs of their institutions for student success modules through the 2024-25 academic year.

Expanding the Workforce Pipeline in Tennessee \$5.95 Million Recurring, \$550,000 Non-Recurring

TBR community colleges and TCATs will expand Tennessee's capacity to meet workforce needs by creating the *Tennessee Accelerates Workforce Center*. This statewide network, with daily operations led by TBR, would serve as the resource and coordination hub focused on identifying, promoting, and executing workforce training activities to expand and sustain a long-term pipeline of Tennesseans with high-skilled, technical training to meet the demands of Tennessee's present and future economy.

This *Center* will work with colleges and other partners, such as state agencies including THEC, the Department of Labor, and Chambers of Commerce across Tennessee, to coordinate the development of the two major prongs of this effort. First, the *Center* will recruit Tennesseans into the programs via targeted marketing campaigns in partnership with businesses and industries. Second, the *Center* will support community colleges and TCATs to provide intensive career advising and workforce training, leading to long-lasting, stable, and family-sustaining careers.

The *Center* will coordinate with partners to implement a much-needed strategic recruitment, marketing, and promotion set of activities that promote Tennessee's ability to provide a highly skilled workforce to both new and existing businesses & industries. Serving as part of regional teams, The *Center* will provide promotion and recruitment coordinators to serve as the primary contacts for both colleges and business & industry representatives to ensure a focus on coordinated marketing services, social media plans, promotional campaigns, and other recruiting needs

The *Center* will also support the colleges as they deliver short-term training that can serve as the foundation for further education, allowing students to stack credentials and prepare themselves for other certificates and degrees. The training may be short-term in nature, leading directly to high-demand, high-need jobs such as a lineman, a truck driver, a medical assistant, an IT network specialist, or EMT. These short-term credentials will serve as building blocks for students who want to further pursue credentials and degrees at TCATs, CCs, and universities via well-defined articulation pathways and through Prior Learning Assessment (PLA) in fields such as engineering technology, nursing, and computer programming. The goal for the new *Tennessee Accelerates Workforce Center* is to make a generational increase in the number of workforce training hours and the number of companies served by 25% by 2028. To ensure ROI on the investment, the Center will track employment and wage data to document the outcomes of its goal to ensure that a minimum of 80% of individuals served will be employed with sustainable wages within a year of training. This will help guarantee new and existing businesses and industries the highly skilled, highly trained workforce that they need to meet capacity.

Fiscal accountability and return on investment will be a top priority for TBR. Each trained individual will have access to their TBR CRED, a digital learner record that can be shared with employers as a verified document of training completed and credentials earned. *Finally, TBR will establish a system to collect and track all business and industry contacts as well as the trainee level data. This system will interact with TBR's established enrollment and graduate level data system, which includes the ability to track trainees' employment and their earned wages.*

Short Term Training Fund

\$9 Million Recurring

TBR requests funds to create a 'short-term training pool' to pay the costs of short-term training that does not normally qualify for existing Federal or state financial aid. With a recurring investment, TBR will receive funds so that any Tennessean without a credential or

degree can attend a community college or TCAT for short-term workforce training in high-demand, high-need industry sectors identified by labor and demand reports leading these Tennesseans directly to a family-sustaining career.

Cyber Security Enhancements

\$8.9 Million Recurring

Cyber Security is a critical need for our colleges and the system office. Colleges are high-value and frequent targets of attackers because they host large amounts of sensitive student and employee data. According to a 2023 IBM survey, the average cost in the higher education sector of a data breach was \$3.7 million. The longer a breach goes undetected, the more difficult the recovery and the greater the costs. Direct expenditures by TBR colleges associated with responding to successful attacks have been much less than the average identified by IBM, but it would be difficult to understate the amount of disruption that takes place in the weeks and months following even a partially successful attack. In the immediate aftermath, restoring operations can be the primary or sole task for most administrators. Almost every form of communication with students and faculty is shut down. Even after communications resume, there is increased confusion. Student access to learning materials and tools is decreased, at least temporarily. The job of faculty becomes much more difficult, and there is inevitably learning loss, a significant risk of decreased enrollment, and an increased chance of students not completing their studies.

It is critical that TBR colleges have the tools necessary to prevent as many attacks as possible, and the ability to detect and respond to a successful attack as quickly as possible. Educational opportunities for our communities are an essential service and our colleges can't risk downtime, or the amount of money and time needed to recover from successful attacks. \$3 million of the recurring request will allow TBR to hire a full-time CISO (Chief Information Security Officer), an additional IT auditor, and two security specialists at the system office as well as providing funding to hire additional security specialists to monitor and provide cyber security at the colleges. Given that database security and third-party service security are two of the largest cybersecurity risks, \$5.9 million recurring would allow for the procurement of standardized security monitoring and intrusion testing software for all the colleges within the system as well as hardware improvements such as firewall and server upgrades. This would also allow for expansion of the TBR system office IT capabilities, increasing the capacity to provide standardization and redundancy across ERP maintenance and operational functions at all colleges within the system.

Student Support Network

\$450,000 Recurring

The TN Student Support Network (TN-SSN) will provide regional social services coordinators, a system manager and, in partnership with the Tennessee Department of Mental Health and Substance Abuse, mental health counselors to serve the state's community colleges to ensure that any student who has experienced poverty or

homelessness, or any student who is parenting a child while in school, will have ample academic, financial, social, and emotional supports to access, navigate, and complete a postsecondary education. The TN-SSN also builds a partnership with other state agencies like the TN Department of Labor and Workforce Development (TN-DLWD), Tennessee Department of Human Services (TN-DHS), and Tennessee Department of Mental Health and Substance Abuse (TN-DMHSA) to provide consolidated training, resources, and data sharing in support of expanding TBR student use of support services. A key feature of the TN-SSN is to build out a data infrastructure that connects data across agencies when students apply and use other state assistance programs. The data can be used to identify students who are eligible for assistance for directed outreach efforts, assist with case management efforts as staff work to advise students on options, and maximize local, state, and federal resources available to the individual learner based on their unique circumstances.

Community College Workforce Development Revitalization

\$430 Million Non-Recurring

To meet the needs of business & Industry, workforce development activities, and training will be delivered in state-of-the-art facilities all across the state. The TCATs will provide this training in facilities that were funded through an unprecedented investment by Governor Lee and the General Assembly in 2024. Now that the TCATs are on target, we must close the loop and retrofit the aging buildings on our community college campuses, all of which were originally constructed in the 1960s and 1970s for a different Tennessee and a different economy. Our goal is to renovate and repurpose at least one building in each of our 13 community colleges to create technical training centers so that they too may train students in state-of-the-art technical facilities.

Financial Aid Flexibility

Requires Legislation

As the labor force dynamics change in Tennessee, the need for a skilled workforce continues to be a top priority. With declining birthrates, there is an increasing need to provide greater flexibility in state financial aid programs to entice more high school graduates to attend college and to upskill adult Tennesseans. These reforms would provide students the flexibility to balance families, current employment, and the pursuit of education and training.

1. Replace the Reconnect six-credit hour requirement each semester, with a 12-credit hour requirement each academic year. Per the TN Comptroller's Report on Reconnect in 2022, dropping below six credit hours in a fall or spring term is the most common reason why Reconnect students lose eligibility.
2. Extend eligibility for Reconnect to age 21.
3. Replace the Promise 12 credit hour requirement each semester, with a 24-credit hour requirement each academic year.

MINUTES

TENNESSEE BOARD OF REGENTS

REGULAR SESSION

June 13, 2024

The Tennessee Board of Regents met in regular session on June 13, 2024 at Jackson State Community College located in Jackson, Tennessee. Vice Chair Emily Reynolds, presiding, called the meeting to order.

Vice Chair Reynolds and Chancellor Flora Tydings thanked President Carol Rothstein and her team, President Heath McMillian, and President Stephen Milligan for their hospitality in hosting the Board.

Next, in her opening comments, Chancellor Tydings shared that TBR was named one of the 2024 Tennessee Top Workplaces. TBR ranked fifth for midsize employers for Middle Tennessee as one of the best places to work. The team also won the coveted spirit award. She further shared that two new Presidents will start on July 1, 2024: Dr. Wendi Tostenson at Volunteer State and Mr. John Penn Ridgeway at TCAT Henry/Carroll.

Next, Vice Chair Reynolds called on Board Secretary Mariah Perry to call the roll. There were three Regents who participated electronically, confirmed they could simultaneously hear and speak with others participating in the meeting, and that they were alone in the room. The following members were present:

Dr. MaryLou Apple
Mr. Miles Burdine (participated via Microsoft Teams)
Ms. Layah Garton
Dr. Steven Gentile
Mr. Mark George
Mr. Mark Gill
Mr. Todd Kaestner
Ms. Vanessa Pilkinton
Ms. Nisha Powers
Ms. Emily Reynolds
Commissioner Lizzette Reynolds (participated via Microsoft Teams)
Mr. Ross Roberts
Mr. Kyle Spurgeon
Mr. Barry Stephenson (participated via Microsoft Teams)
Ms. Danni Varlan
Mr. Tom White

A quorum was present. Members not available to attend the meeting were Governor Bill Lee, Commissioner Charles Hatcher, and Regent Shane Hooper.

I. MINUTES

Minutes of the March 27, 2024 quarterly Board meeting and May 6, 2024 special meeting were provided to all Board members for review prior to the quarterly meeting. Given the routine and non-controversial nature of the meeting minutes, Vice Chair Reynolds proposed these minutes be adopted by unanimous consent. Hearing no objection from members, the minutes of the March 27, 2024 and May 6, 2024 meetings were approved.

II. REPORT OF INTERIM ACTION

Vice Chair Reynolds called upon Chancellor Flora Tydings, who presented the Report of Interim Action, reflecting business transacted by the Office of the Chancellor since the previous meeting of the Board. She requested approval of the report. Given the routine and non-controversial nature of the Interim Action Report, Vice Chair Reynolds proposed the report be ratified and confirmed by unanimous consent. Hearing no objection from members, the Interim Action Report was adopted. A copy of the Report is attached to the official copy of the Minutes as Appendix A.

III. REPORT OF THE COMMITTEES

Board members were asked to act on the minutes of the May 29, 2024 meeting of the Finance and Business Operations Committee; the minutes of the May 29, 2024 meeting of the Personnel and Compensation Committee; and the minutes of the May 29, 2024 meeting of the Audit Committee. Members were provided copies of the minutes prior to acting.

The minutes of the committees are as follows:

FINANCE AND BUSINESS OPERATIONS

The Committee on Finance and Business Operations met electronically on May 29, 2024. During roll call, members were requested to respond if they could hear and speak with others in the meeting; and also, if they were alone. All members present responded yes to both questions. Roll call was taken, and a quorum was present.

Next, Regent White stated that the meeting was being held electronically as it is the most economically efficient way, and the matters to be considered required timely action that was required prior to the regularly scheduled quarterly board meeting. Given the necessity to meet electronically is a presumed non-controversial and routine item, Regent White proposed the necessity be adopted by unanimous consent. Hearing no objection from members, the necessity was adopted.

The first item on the agenda was the review and consideration of tuition, mandatory fees, and non-mandatory fees for Academic Year 2024-2025. The committee recommends approval of a 5.2% increase to in-state and mandatory fees for academic year 2024-2025 and a freeze on out-of-state and e-rate tuition. Regarding non-mandatory fees, the committee recommends approval of the seven (7) proposed new non-mandatory miscellaneous course fees for the TCATs. A motion was made by Regent George and seconded by Regent Gill to approve the recommendations for tuition, mandatory fees, and non-mandatory fees. A roll call vote was taken, and the recommendations were approved as presented.

The second and final item on the agenda was consideration for approval of the Capital Maintenance Budget Requests for the 2025-2026 fiscal year. Executive Director Dick Tracy was called on for a summary of Capital Maintenance Budget Requests. A motion was made by Regent George and seconded by Regent Kaestner to approve the Capital Budget Requests for 2025-2026 fiscal year. A roll call vote was taken, and the recommendations were approved as presented.

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

Respectfully submitted,

Committee on Finance and Business Operations

Regent White moved to approve the May 29, 2024 report of the Finance and Business Operations Committee. A second was provided by Regent George. The motion passed by a roll call vote. A copy of the capital budget requests for the 2025-26 fiscal year is attached as Appendix B.

PERSONNEL AND COMPENSATION

The Committee on Personnel and Compensation met electronically on May 29, 2024. At the beginning of the meeting, Regent Powers requested during roll call for members to respond if they could hear and speak with others in the meeting; and also, if they were alone. All members present responded yes to both questions. Roll call was taken, and a quorum was present.

Next, Regent Powers stated that the meeting was being held electronically as it is the most economically efficient way, and the matters to be considered required timely action that was required prior to the regularly scheduled quarterly board meeting. Given the necessity to meet electronically is a presumed non-controversial and routine item, Regent Powers proposed the necessity be adopted by unanimous consent. Hearing no objection from members, the necessity was adopted.

The first item on the agenda for consideration was policy revisions. The Committee considered for approval the following items:

- a. TBR Policy 5.01.01.11, Days of Administrative Closing;
- b. TBR Policy 5.01.01.08, Parental Leave;
- c. TBR Policy 5.01.01.06, Leave Transfer Between The State Universities & The College System of Tennessee & State and Local Education Agencies; and
- d. TBR Policy 5.01.00.02, Employee Disciplinary Action

Regent White made a motion to accept the items presented. Regent Burdine provided a second. A roll call vote was taken and the motion passed. A copy of the policies listed is attached to the minutes as Attachment A.

The second item on the agenda was the proposed consideration of the president emeritus contracts. There were six (6) community college requests for individuals to be appointed President Emeritus for the fiscal year 2024-2025. Regent Burdine made a motion to accept the president emeritus reports and contract proposals for FY2025. Regent White provided a second. A roll call vote was taken and the motion passed. A copy of the president emeritus contracts and reports are attached to the minutes as Attachment B.

As the third item on the agenda, the Committee considered eight faculty emeritus requests from community colleges: one (1) each from Cleveland State, Roane State, and Volunteer State, three (3) from Jackson State, and two (2) from Southwest Tennessee. Regent Burdine made a motion to accept the recommendations for faculty emeritus as presented. Regent White provided a second. A roll call vote was taken and the motion passed. A copy of the faculty emeritus recommendations are attached to the minutes as Attachment C.

As the fourth item on the agenda, the Committee considered the System Wide Compensation Strategies. A 3% salary pool would be created of salaries of all unrestricted regular, full and part-time benefit eligible employees on the payroll as of June 30, 2024. From this salary pool, at least 2.0% would be issued as an across-the-board adjustment effective July 1 for employees that were employed on or before June 30, 2024, without further action required by the Board. Each eligible employee would receive a percentage increase based on their June 30, 2024 salary or their June 30 salary adjusted for any faculty promotions and/or compensation plan payments.

The remaining 1% may be requested to be distributed as either an additional across-the-board adjustment, a payment on institutional compensation plans, for faculty promotions, or some combination thereof.

The Board will act on colleges proposed additional payments to be made from the remaining 1% at the regularly scheduled June 13 meeting, and approved increases from this 1% salary pool will be effective July 1, 2024.

Institutions would be authorized to provide salary adjustments using uncommitted local funds consistent with the items listed above. Institutions will submit a proposal with their October Budget Revision that includes the amount of recurring funds encumbered by the proposed increase, the percentage of the compensation funded by group, and which groups if any are excluded from the increase. It is proposed that these adjustments be acted on by the Board during its December meeting.

Increases using institutional funds may be effective at a date determined by the institution within the fiscal year.

Institutions would be authorized to use non-recurring funds to provide one-time payments to all regular full-time and part-time employees on payroll as of September 30, 2024, and still in active payroll status at the time of payment. Institutions will submit a proposal in October that includes the amount of the one-time payment and the requirements used to determine eligibility. The Board authorizes the Chancellor to approve the one-time payment request if the request meets the requirements outlined in the System Wide Compensation Strategies document and the institution can financially afford the payment. The payments will be reported to the Board at the December quarterly board meeting as an interim action item.

Regent White made a motion to accept the items as presented. Regent Burdine provided a second. A roll call vote was taken and the motion passed.

As the fifth agenda item, the Committee considered the Institutional Request for New or Amended Compensation Plans. Chattanooga, Cleveland, Roane, Southwest Tennessee, Volunteer and Walters State Community Colleges all submitted new compensation plans and Dyersburg State Community College submitted a revision to their compensation plan to change their degree increase from a flat amount to a percentage increase of the employee's salary. Regent Burdine made a motion to accept the institutional requests for new and revised compensation plans as recommended. Regent Stephenson provided a second. A roll call vote was taken and the motion passed. A summary of the compensation plans submitted are attached to the minutes as Attachment D.

As the sixth item on the agenda, the Committee considered the proposed executive incentive compensation plan payments. The recommendation included one-time payments for twenty-five (25) Community College and TCAT Presidents as well as the Chancellor. Regent Stephenson made a motion to accept the one-time executive incentive payments as presented. Regent White provided a second. A roll call vote was taken, and the motion passed. A copy of the executive incentive request is attached to the minutes as Attachment E .

There being no further business, the Committee on Personnel and Compensation was adjourned.

Respectfully submitted,

Committee on Personnel and Compensation

Regent Powers moved to approve the May 29, 2024 report of the Personnel and Compensation Committee. A second was provided by Regent Stephenson. The motion passed by a roll call vote. Revised TBR policies 5.01.01.11 (Days of Administrative Closing), 5.01.01.08 (Parental Leave), 5.01.01.06 (Leave Transfer Between The State Universities & The College System of Tennessee & State and Local Education Agencies), and 5.01.00.02 (Employee Disciplinary Action) are attached as Appendix C. The President Emeriti contracts are attached as Appendix D. The Faculty Emeriti recommendations are attached as Appendix E. The summary of the compensation plans submitted are attached as Appendix F. The executive incentive payments are attached as Appendix G.

AUDIT COMMITTEE

The Committee on Audit met in regular session on May 29, 2024, at 11:10 a.m. via Microsoft Teams. The roll was called by Secretary Mariah Perry. The roll call confirmed that a quorum was present; all Committee members in attendance and the Board's Vice Chair confirmed that they could simultaneously hear and speak to other participants; and that no other people were present in the room with each Regent. In attendance were system office and institutional staff; the Board's Vice Chair, Regent Emily Reynolds; and other Board members, including the following Audit Committee members:

Regent Miles Burdine, Audit Committee Chair
Regent Todd Kaestner
Regent Tom White

The necessity of the electronic meeting was confirmed by unanimous consent due to it being the most economically efficient way to have matters considered that require timely action.

Regent Burdine opened the meeting by thanking everyone and welcoming the audit committee. Mike Batson echoed the thanks and began the informational reporting section.

Item I, Informational Reporting, included four topics for discussion. Item I.a., Highlights of Audit Findings and Recommendations, consisted of Mike Batson discussing the following topic: Recommendation Logs, External Miscellaneous Reviews, Federal Audits, and Internal Audit Reports included in the materials. Mr. Batson covered reviews from the following: National Association of Student Financial Aid Administrators - Standard of Excellence review for Chattanooga State; THEC Veterans Affairs reviews for Roane State and Volunteer State; Financial Aid Program review for TCAT Nashville; U.S. Department of Veterans Affairs Compliance Surveys for Columbia State and Volunteer State; U.S. Department of Labor - Workforce Opportunities for Rural Communities Enhanced Desk Monitoring review for Roane State; NACHA Security Audit for Cleveland State; Veterans Affairs Benefit Certification for TCAT Athens; Faculty Credentials Audit for Pellissippi State; Cleveland State's Follow-up to the state audit finding for Fiscal Year 2021 and 2022; Southwest Tennessee Community College's Follow up to the Review of the Federal Work Study Program at Whitehaven Center; and Investigation 2024-05 for TCAT Crossville. This item was for informational purposes and required no action.

Item I.b., Audit Reports and Reviews, consisted of informing the committee that a summary of the Miscellaneous External Reviews, Federal Audit Reports, and the Internal Audit Reports for the third quarter of fiscal year 2024 are included in the meeting materials. Highlights of these materials were covered in section I.a. of the meeting. A listing of the Internal Audit Reports is included as Attachment A to these minutes. This item was for informational purposes and required no action.

Item I.c., System-wide Internal Audit Updates, consisted of discussing the following topics: current Director of Internal Audit vacancies; the retirement of the Director of Internal Audit for Cleveland State Community College; the TBR College Internal Audit Salary Study completed by Performance Point; an update on this year's Management's Risk Assessment; and a recap of the Internal Audit Training that took place in April. This item was for informational purposes and required no action.

Item I.d., University Update, consisted of informing the committee that audits for Middle Tennessee State University for FY 2023, Tennessee State University's Foundation for FY 2022, and Tennessee Technological University for FY 2023 were completed by the Comptroller's Office and no findings were reported. The Comptroller's Office also completed audits for Austin Peay State University for FY 2023, East Tennessee State University for FY 2023, Tennessee State University for FY 2023, and the University of Memphis for FY 2023. These reports contained findings and were shared with the committee. This item was for informational purposes and required no action.

Item II.a., Review of Revisions to Fiscal Year 2024 Audit Plans was presented by Mike Batson. A motion was made by Regent White and seconded by Regent Kaestner to approve the revised audit plans. The Committee voted to approve the audit plans as presented. The audit plans are included as Attachment B to these minutes.

Item II.b., Review of Internal Audit Charters, included a new charter for Dyersburg State Community College due to a new part-time internal auditor at the campus. A motion was made by Regent Kaestner and seconded by Regent White to approve the charter. The Committee voted to approve the charter in a roll call vote. The charter is included as Attachment C to these minutes.

Item II.c., Review of System-wide Internal Audit Budget for Fiscal Year 2025, was presented by Mike Batson. A motion was made by Regent White and seconded by Regent Kaestner to approve the budget as presented. A roll call vote was conducted, and the committee voted to approve the amended budget as presented. The budget is included as Attachment D to these minutes.

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

Respectfully submitted,

Committee on Audit

Regent Burdine moved approval of the May 29, 2024 report of the Audit Committee. Regent Apple provided a second. The motion passed by a roll call vote. A list of all internal audit reports issued during the quarter as mentioned in the above minutes are attached as Appendix H. The Revised Internal Audit Plans are attached as Appendix I. The New Internal Audit Charter for Dyersburg State is attached as Appendix J. The System-wide Internal Audit Budget for Fiscal Year 2025 is shown as Appendix K.

IV. REPORT OF THE CHANCELLOR

Overview of Policy and Strategy Restructuring Plan

Chancellor Tydings first shared information on the reorganization of four units within the Policy and Strategy division. The Academic Affairs and Research and Data teams will remain as they are, and two newly designed units will complete the division: The Office of Student Success and Strategic Partnerships, led by Vice Chancellor Heidi Leming, and the new Office of Strategic Enrollment Management, which will be led by a new Vice Chancellor.

TBR's Strategic Plan in Action

Chancellor Tydings then introduced Executive Vice Chancellor Russ Deaton to provide an annual Strategic Plan update. Executive Vice Chancellor Deaton began by providing an update on the FASFA, and how the technical delay may impact TBR institutions. He then provided a high-level reminder of the TBR Strategic Plan and who we serve. The update included policy areas and a few examples of major efforts to address the challenges presented, while linking them to the Strategic Plan.

Capital Projects Update

Chancellor Tydings then called on Executive Director Dick Tracy who provided an update on capital projects. Presently, all projects are tracking for completion in the year 2026. He further shared a glimpse of the designs for each of the capital projects, which are each designed differently so each one fits the campus, community, and addresses all their respective programs.

TCPRA Marketing Team Awards

As her last item, Chancellor Tydings highlighted the significant accomplishments of TBR's Marketing and Communications team, notably their recognition as one of the state's leading marketing operations bringing back to the System an impressive 13 awards from the Tennessee College Public Relations Association (TCPRA), including six Gold awards. The SOAR Awards won the top spot for a Special Collegiate Event, and the Trucking Tennessee campaign won the Best Logo and Promotional Video and was also a nominee for Best in Show. The web team's redesign of the TN eCampus brought home Silver for the best overall college website. These awards testify to the Marketing team's hard work, talent, dedication, as well as their keen knowledge of the audience they serve. Chancellor Tydings extended her sincere gratitude to Dr. Matthew Gann and the entire marketing team for their extraordinary work.

V. UNFINISHED BUSINESS

There was no unfinished business brought before the Board at this meeting.

VI. NEW BUSINESS

A. CONSENT AGENDA

The following item was presented for review and approval on the consent agenda:

1. RSCC Nuclear Technology Program Proposal

Roane State Community College proposes the establishment of a new Associate of Applied Science (A.A.S.) in Nuclear Technology (NUCT).

Roane State Community College is partnering with Oak Ridge National Laboratories (ORNL), the Y-12 National Security Complex (Y-12), the University of Tennessee Knoxville (UTK), United Clean Up Oak Ridge (UCOR), and other partners to implement a program designed to develop a skilled workforce in nuclear technology areas. This program will prepare students with the education and skills needed to meet industry workforce demands in the nuclear area, including fuel manufacture, operations, and decommissioning and decontamination, among other necessary skills.

Roane State Community College's Nuclear Technology program focuses on the entire nuclear fuel cycle as opposed to any one specific discipline (i.e., reactor operator or medical isotopes). Its wider scope serves a larger segment of the workforce, including defense and modular reactor operations, and has support from industry partners in the region that includes the use of laboratory space and equipment as needed.

The A.A.S. in Nuclear Technology degree will be initially offered on the Oak Ridge campus of Roane State starting August 2024. While the program is not designed for transfer, discussions are being held with university partners concerning possible articulations into four year programs.

This program proposal was previously reviewed at the Committee Chairs meeting held on May 29, 2024.

Regent Varlan moved to approve the consent agenda. Regent Powers provided a second. The motion passed by a roll call vote. The program proposal is attached to the Minutes as Appendix L.

B. INFORMATIONAL REPORTING

1. Accreditation Summary Report and Overview 2022-2023

Vice Chancellor Jothany Reed provided an informational summary of the annual accreditation report and overview for the academic year 2022-2023.

C. ACTION ITEMS

1. Review and Consider Recommendation for Next President of TCAT Elizabethton

Chancellor Tydings presented her recommendation for the next President at TCAT Elizabethton. President David Hicks submitted his letter of resignation, which will be effective June 28, 2024. The Board approved the search criteria for the next President of TCAT Elizabethton at a special called meeting on May 6, 2024.

The search committee, chaired by Regent Burdine, and comprised of Regents Reynolds and Varlan approved Mr. Heath McMillian as the sole finalist for the position. Chancellor Tydings thanked the search committee members for their commitment and support on this search. After careful consideration, Chancellor Tydings recommended Mr. Heath McMillian, current President of TCAT Jackson, to serve as the next President of TCAT Elizabethton.

Regent Burdine moved to approve Mr. Heath McMillian as the next President of TCAT Elizabethton, with Regent Varlan providing a second. The motion passed by a roll call vote. Mr. McMillian addressed the Board and thanked the Jackson community for embracing him during his time as their President and looks forward to continuing the work at TCAT Elizabethton. Mr. McMillian will begin as President of TCAT Elizabethton on July 1, 2024. A copy of his resume is attached as Appendix M.

2. Review and Consider Criteria for the Next President of TCAT Jackson

Vice Chair Reynolds then asked Chancellor Tydings to present on the search criteria for the next president at TCAT Jackson.

Regent Spurgeon moved approval of the criteria, and Regent Powers provided a second. The motion passed by a roll call vote. A copy of the criteria is attached to the Minutes as Appendix N.

3. TCAT Program Approvals

Vice Chancellor Jothany Reed presented twenty-seven (27) program proposals and fifty-three (53) program modifications for review and approval. Given the routine and non-controversial nature of TCAT Program Approvals, Vice Chair Reynolds proposed these program proposals and modifications be approved by unanimous consent. Hearing no objection from members, the program proposals and modifications were adopted. A copy of the program proposals and modifications is attached to Minutes as Appendix O.

4. Promotion and Tenure Recommendations at Tennessee Colleges of Applied Technology

Vice Chancellor Jothany Reed presented the promotion and tenure recommendations for the Tennessee Colleges of Applied Technology. There was one (1) recommendation for tenure. A total of sixty-five (65) faculty members were recommended for promotion.

5. Promotion and Tenure Recommendations at Community Colleges

Vice Chancellor Jothany Reed then provided the promotion and tenure recommendations for the community colleges. There were eighty-nine (89) recommendations for tenure considered. A total of one hundred sixty-eight (168) faculty members were recommended for promotion.

Regent Apple moved to approve the TCAT and community college promotion and tenure recommendations together. Regent Pilkinton provided a second. The motion passed by a roll call vote. A copy of the TCAT recommendations is attached to the Minutes as Appendix P. The community college recommendations are attached to the Minutes as Appendix Q.

6. Faculty Promotion Increases

Vice Chancellor Alisha Fox reported that a total of one-hundred-sixty-eight (168) faculty members were recommended for promotion at the community colleges. Of those, one hundred-sixty-six (166) were recommended for an increase due to promotion. The other two were promoted to other positions and accepted an increase in salary with the new role. At the TCATs, sixty-five (65) faculty members were recommended for promotion and increase. The recommendations were made within the requirements of TBR policies on tenure and promotion.

Regent Varlan made a motion to accept the faculty promotional pay increases as presented. Regent White provided a second. A roll call vote was taken, and the motion passed. A copy of the recommended faculty promotional increases in pay is attached to the Minutes as Appendix R.

7. Institutional Requests for Payments from the State Salary Pool

Vice Chancellor Alisha Fox then provided the proposed Institutional Requests for compensation plan and/or faculty promotion payments from the State Salary Pool for Jackson State and Southwest Tennessee Community Colleges.

Regent Powers made a motion to accept the requests as presented. Regent Pilkinton provided a second. A roll call vote was taken, and the motion passed. A copy of the institutional requests for compensation plan payments from the state salary pool is attached to the Minutes as Attachment S.

8. Consideration for Approval of FY24 Estimated Budgets and FY25 Proposed Budgets

Vice Chancellor Alisha Fox then presented the operating Estimated and Proposed budgets for fiscal years 2023-24 and 2024-25, respectively. A motion was made by Regent White and seconded by Regent Powers to approve the recommendations as presented. A roll call vote was taken, and the Board approved the budgets, which total approximately \$1.36 billion for fiscal year 2024-2025 and \$1.45 billion for fiscal year 2023-2024. In addition, the Board considered the proposed LGI budgets under the Board's policy on Consideration of University Budgets, and recommends approval of the LGI budgets as required by Board Policy. A copy of the recommended operating Estimated and Proposed budgets for fiscal years 2023-24 and 2024-25, respectively, are attached as Appendix T.

9. Resolution of Appreciation for President Willie Huffman

Vice Chair Reynolds called on Regent Powers to present the resolution of appreciation for the service of President Willie Huffman. Regent Powers moved adoption of the resolution, and Regent Varlan provided a second. The motion passed unanimously by a roll call vote. Mr. Huffman expressed his appreciation for the opportunity to serve as President and commented with reflections from his career. A copy of the resolution is attached to the Minutes as Appendix U.

10. Resolution of Appreciation for Faculty Regent Vanessa Pilkinton

Vice Chair Reynolds called on Regent Roberts to present the resolution of appreciation for Regent Pilkinton. Regent Powers moved adoption of the resolution, with Regent Apple providing a second. The motion was approved unanimously by a roll call vote. Regent Pilkinton expressed her appreciation for the opportunity to serve as Faculty Regent. A copy of the resolution is attached to the Minutes as Appendix V.

11. Resolution of Appreciation for Student Regent Layah Garton

Vice Chair Reynolds called on Regent White to present the resolution of appreciation for Regent Garton. Regent White moved adoption of the resolution, with Regent Powers providing a second. The motion was approved unanimously by a roll call vote. Regent Garton conveyed her thanks and expressed how her service as student regent has been one of the best opportunities thus far in her life. She also thanked President Garrett for his support. A copy of the resolution is attached to the Minutes as Appendix W.

12. Election of the Vice Chair for 2024-2025

For the last item on the agenda, Vice Chair Reynolds called on Regent Varlan to preside over the election of Vice Chair. Regent Varlan nominated Regent Emily Reynolds to serve as the Vice Chair for 2024-25 with Regent Apple providing a second. Regent White moved to close the nominations with Regent Pilkinton providing a second. The motion passed unanimously by a roll call vote. Vice Chair Reynolds thanked everyone for their support and looks forward to serving as Vice Chair for 2024-2025.

In closing, Vice Chair Reynolds shared the next quarterly meeting will be hosted by Dyersburg State Community College on September 19-20, 2024.

VII. ADJOURNMENT OF THE MEETING

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

Respectfully submitted,



Mariah H. Perry, Board Secretary

Flora W. Tydings, Chancellor

Emily J. Reynolds, Vice Chair



Office of the Chancellor

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TO: Members of the Tennessee Board of Regents

FROM: Flora W. Tydings 

DATE: September 20, 2024

SUBJECT: Interim Action Report – Third 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 IV.G(13) of the Bylaws and also TBR Policy 1.04.01.00, Section I.G., 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.

PERSONNEL ACTIONS – Tennessee Board of Regents Staff

Appointments:

- Shateara Hall, Curriculum and Workforce Strategist; Effective 7/15/2024
- Jessica Hamblen, Service Center Associate for Contracts and Reporting; Effective 7/15/2024
- Caleb Giles, Service Center Associate for Procurement and Travel; Effective 7/17/2024
- Mason Berry, Administrative Assistant I for External Affairs; Effective 7/22/2024
- Brian Gafford, Project Manager for Facilities Development; Effective 8/1/2024
- Charity Freeman, Service Center Associate for Financial Aid; Effective 8/6/2024
- Donna Daniel, Service Center Associate for Contracts and Reporting; Effective 8/7/2024
- Dustin Warren, Curriculum & Workforce Strategist; Effective 8/12/2024
- Caitlin Bell, Service Center Associate for Financial Aid; Effective 8/19/2024
- Marla Cartwright, Associate Vice Chancellor for Innovation in Teaching and Learning; Effective 8/26/2024
- Sara Jackson, SAILS Director of Business Operations; Effective 8/26/2024
- Amie Nephew, Director of Accessibility; Effective 8/26/2024
- Troy Grant, Vice Chancellor for Strategic Enrollment Management; Effective 9/3/2024

Interim Action Report

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- Michael Stamm, Database Administrator; Effective 9/9/2024

Reclassifications:

- Susan Wolf, Accounts Payables Associate to Accounts Payables and Vendor Management Coordinator; Effective 6/24/2024
- Erika Adams, Financial Aid Associate to Service Center Coordinator for Financial Aid; Effective 7/1/2024
- Lakenya Davis: Financial Aid Associate to Service Center Coordinator for Financial Aid; Effective 7/1/2024
- Brittany Mixon, Financial Aid Associate to Service Center Coordinator for Financial Aid; Effective 7/1/2024
- Lauren Sweeton, Administrative Assistant III for External Affairs to Coordinator for External Affairs; Effective 7/1/2024
- Deanna Morris Stacey, Director of Operations to Organizational Effectiveness to Assistant Vice Chancellor for Programs and Leadership in Policy and Strategy; Effective 7/8/2024
- Heidi Leming, Vice Chancellor for Student Success to Vice Chancellor for Student Success and Strategic Partnerships; Effective 8/1/24
- Jennifer Garoutte, Investigative Audit Manager to Investigative Audit Manager; Effective 8/1/2024 (responsibilities and pay only)
- Jacqueline Struckmeyer, Director of Internal Audit to Executive Director of Internal Audit; Effective 8/1/2024

Promotions:

- Kristy Sells, Database Administrator to Service Center Database Administrator; Effective 8/1/2024

Degree Attainment:

- Cara DeLoach, Doctorate Degree; Effective May 2024
- Matthew Gann, Doctorate Degree; Effective May 2024
- Hidahis Mesa, Doctorate Degree; Effective May 2024
- Mariah Perry, Doctorate Degree; Effective May 2024

Certified Admin. Prof: None

Retirement: None

Separations:

- Julia Rhoady, SAILS Field Coordinator; Effective 7/26/2024
- Monica Hayes, Human Resources Associate; Effective 7/31/2024

Interim Action Report

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Appointments: Vice President and Other Executives Appointments: Attachment A

Vice President and Other Executives Increases: 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

TBR System-wide
Vice Presidents and Executive Level Appointments

Institution	Name	Position	Salary	Effective Date
DSCC	Chrystal Pittman	Director of Internal Audit	\$98,900.00	8/1/2024
JSCC	Julie LaRue	Director of Human Resources	\$87,399.00	7/1/2024
NaSCC	Ryan Parker	Executive Director of Foundation, College Foundation	\$103,771.00	7/1/2024
NaSCC	Alexis Pope	Vice President	\$134,000.00	6/17/2024
TCAT Knoxville	Noah Duncan	Vice President of Business and Student Services	\$103,656.00	7/1/2024
TCAT Knoxville	Sally Porter	Vice President of Strategic Impact/Workforce	\$103,656.00	7/1/2024
TCAT Knoxville	Misty West	Vice President of HR & Compliance	\$103,656.00	7/1/2024
TCAT Morristown	Amy West	Vice President of Instruction and Institutional Effectiveness	\$110,500.00	8/26/2024

Attachment B

**TBR System-wide
Vice Presidents and Executive Level Increases**

Institution	Name	Position	Previous Salary	New Salary	Effective Date
DSCC	Peeler, Michael	Chief of Police	\$63,980.00	\$77,761.00	7/1/2024
NeSCC	Bailey, Chad	Vice President for Finance and Administration	\$1363.34	\$142,053.00	6/1/2024
WSCC	Smith, Angela Dotsy	Vice President for Student Services	\$141,400.00	\$144,224.00	8/1/2024
TCAT Livingston	Sparks, Terry	Vice President	\$83,933.67	\$87,290.95	8/1/2024
TCAT Nashville	Buchannon, Melanie	Vice President of Fiscal Services and Human Resources	\$83,722.00	\$110,000.00	7/1/2024
TCAT Nashville	Harrison, Kevin	Vice President of Academic and Enrollment Services	\$84,266.00	\$110,000.00	7/1/2024

Attachment C

Tennessee Board of Regents
 Summary of State Building Commission Actions
 June 13, 2024 - August 8, 2024

Date	SBC Number	Institution	Project	Value	SBC Action
6/13/2024	166/058-02-2023	TCAT Jackson	Lexington Replacement Campus	29,750,000	Mr. Keith King introduced Mr. Tim Ogburn with Allen & Hoshall, Inc. Mr. Ogburn gave the presentation and stated that the project is on schedule and in budget. Lieutenant Governor McNally asked how far this is from the Blue Oval site. Mr. Ogburn stated they are about 50 miles from Blue Oval. Lieutenant Governor McNally stated that Senator Stevens, heads up the appropriations committee, and Senator Jackson, chair calendar, are very interested in this project. They deserve credit for this along with the House members from that area. Mr. Ogburn stated that it is the same contractor for the Blue Oval project as on this project. At a roll call vote, all members voted aye and approved the EDP as presented by Allen & Hoshall, Inc.
	1466/001-10-2018	TSU	Perimeter Road Design & Construction	1,780	
	166/025-02-2022	VSCC	Mattox Renovation	25,802	
	166/086-01-2021	TCAT Shelbyville	Bedford County Higher Education Center	1,066,561	
	166/086-01-2021	TCAT Shelbyville	Bedford County Higher Education Center	2,812,744	
	166/072-01-2024	TCAT Morristown	Demolition of 312 Calvary Drive	300,000	Approved project and utilizing a Regional Consultant (Rodney L. Wilson Consulting, PLLC) for design
	166/012-04-2023	TCAT Chattanooga	Rhea County Facility	20,000,000	Approved EDP as recommended by the State Architect
	166/000-01-2022	Statewide	TCAT Capacity Initiatives	20,462,000	Approved a revision in project budget, funding, and the EDP as recommended by the State Architect
7/11/2024	166/001-02-2023	TSU	Agriculture Food and Animal Science Facility	37,250,000	Approved a revision in project budget and funding
	166/046-03-2023	TCAT Dickson	Dickson County Higher Education Center	43,000,000	Executive Director Dick Tracy recognized TCAT Dickson President Laura Travis and presented Josh Hughes with Aneccote, PLC. Mr. Hughes gave the presentation stating that the project is in budget and on schedule. At a roll call vote, all members voted aye and approved a revision in project budget, funding, and the EDP as presented by Aneccote, PLC. Executive Director Dick Tracy presented David Johnson with Johnson Johnson Crabtree Architects. Mr. Johnson gave the presentation stating that the project is in budget and on schedule. At a roll call vote, all members voted aye and approved the EDP as presented by Johnson Johnson Crabtree Architects, P.C.
	166/046-02-2023	TCAT Dickson	New Diesel Building and New Technical/Dental Building	42,625,000	Rec'd report C.O. #6 @ 21.7% Rec'd report C.O. #10 @ 0.35% Rec'd report C.O. #13 @ 0.46%
	166/015-01-2021	CoSCC	Accessibility & Security Upgrades	182,726	
	166/025-02-2022	VSCC	Mattox Renovation	8,649	
	166/034-03-2021	NaSCC	Healthcare Classroom & Lab Reno	18,077	
	166/017-02-2024	DSCC	Campus Paving and Resurfacing	800,000	Approved project and utilizing a previously selected designer (Burr and Cole Consulting Engineers, Inc.)
	166/040-01-2023	TCAT Athens	New Academic Building	9,750,000	Approved the EDP as recommended by the State Architect
	166/040-02-2023	TCAT Athens	Polk County Facility	17,000,000	Approved the EDP as recommended by the State Architect
	166/012-03-2024	ChSCC	OmniPlex Building Roof and HVAC Replacem	4,000,000	Approved project and to select a designer
	166/013-01-2024	ClSCC	Multiple Building Roof Replacements	5,720,000	Approved project and to select a designer
	166/017-03-2024	DSCC	Gymnasium Roof Replacement	1,350,000	Approved project and to select a designer
	166/033-01-2024	SWCC	Multiple Building Re-Roof and Envelope Repa	9,000,000	Approved project and to select a designer

8/18/2024	166/023-02-2024	WSSC	Infrastructure Repair	2,160,000	Approved project and to select a designer
	166/042-01-2023	TCAT Covington	Covington Replacement Campus	58,750,000	Approved EDP as recommended by the State Architect
	166/070-02-2023	TCAT Memphis	Memphis Replacement Campus	89,000,000	Approved EDP as recommended by the State Architect
	166/025-02-2022	VSCC	Mattox Renovation	12,569	Rec'd report C.O. #11 @ 0.51%
	166/025-02-2022	VSCC	Mattox Renovation	-1,616	Rec'd report C.O. #12 @ -0.06%
	166/033-01-2018	SWCC	Union & Macon Cove Plumbing Updates	20,442	Rec'd report C.O. #6 @ 3.73%
	166/078-01-2022	TCAT Oneida	Diesel Technology Facility	1,186,066	Rec'd report C.O. #4 @ 25.81%
	166/086-01-2021	TCAT Shelbyville	Bedford County Higher Education Center	2,515,753	Rec'd report C.O. #6 @ 6.35%
	166/001-02-2024	TSU	Ag Broiler House	990,000	Approved project and to select a designer
	166/032-01-2024	PSCC	Hardin Valley Campus Electrical Upgrades	418,000	Approved project and utilizing previously selected designer (West Welch Reed Engineers, Inc.)
	166/012-04-2024	ChSCC	Academic Success Center	1,425,000	Approved project and utilizing a regional consultant for design (Hefferlin + Kronenberg Architects, PLLC)
	166/015-02-2022	CoSCC	Several Buildings Roof Replacements	3,020,000	Approved revision in project scope, budget, and funding, and proceeding with process to select an additional designer
	166/032-02-2024	PSCC	Educational Resource Center Updates	2,555,000	Approved revision in project budget and funding
	166/032-03-2023	PSCC	Hardin Valley Soccer Field Update	3,150,000	Approved revision in project budget and funding
	166/001-03-2023	TSU	Agriculture Environmental Science Facility	29,400,000	Approved revision in project budget and funding

Tennessee Board of Regents
Summary of State Building Commission Executive Subcommittee
June 24, 2024 - August 19, 2024

June 24, 2024 Executive Subcommittee Meeting	
DSCC SBC # 166/017-01-2024	Approval of a Project and Designer Selection Approved project and to select a designer OFD/Campus to coordinate transaction
VSCC SBC #166/025-01-2024	Approval of a Project and Designer Selection Approved project and to select a designer OFD/Campus to coordinate transaction
TSU SBC #166/001-02-2023	Approval to Award a Contract Approved awarding a contract to the best evaluated proposer for CM/GC (Barton Malow Builders) OFD/Campus to coordinate transaction
TSU SBC #166/001-03-2023	Approval to Award a Contract Approved awarding a contract to the best evaluated proposer for CM/GC (Barton Malow Builders) OFD/Campus to coordinate transaction
July 22, 2024 Executive Subcommittee Meeting	
ChSCC SBC #166/0012-01-2020	Approval of Revision in Budget and Funding Approved a revision in project budget and funding (increase of \$165,000.00) OFD/Campus to coordinate transaction

ChSCC Transaction No. 24-07-002	Approval of a Lease	Approved a lease	OFD/Campus to coordinate transaction
TCAT Knoxville Transaction No. 24-01-060	Approval of a Lease	Approved lease	OFD/Campus to coordinate transaction
TCAT Livingston Transaction No. 24-01-062	Approval of a Lease	Approved lease	OFD/Campus to coordinate transaction

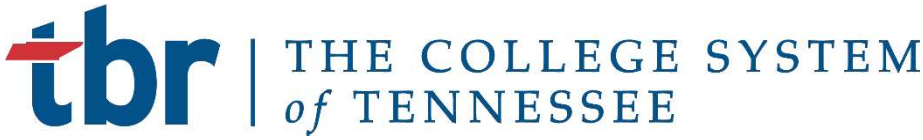
August 19, 2024 Executive Subcommittee Meeting

ChSCC SBC #166/012-03-2024	Designer Selection	Approved selection of Tinker Ma LLC as designer for the project	OFD prepares Designer Agreement and continues with project
CISCC SBC #166/013-01-2024	Designer Selection	Approved selection of Hefferlin + Kronenberg Architects, PLLC as designer for the project	OFD prepares Designer Agreement and continues with project
CoSCC SBC #166/015-02-2022	Designer Selection	Approved selection of Wold Architects Inc. as designer for the project	OFD prepares Designer Agreement and continues with project

DSCC SBC #166/017-03-2004	Designer Selection	Approved selection of UrbanARCH Associates, P.C. as designer for the project	OFD prepares Designer Agreement and continues with project
WSSC SBC #166/23-02-2024	Designer Selection	Approved selection of Ardurra Group, Inc. as designer for the project	OFD prepares Designer Agreement and continues with project
SWCC SBC #166/033-01-2024	Designer Selection	Approved selection of LRK, Inc. as designer for the project	OFD prepares Designer Agreement and continues with project
NeSCC SBC #166/038-01-2021	Designer Selection	Approved selection of Cain Rash West Architects as designer for the project	OFD prepares Designer Agreement and continues with project

CONSTRUCTION CONTRACTS AWARDED 5/30/2024 - 08/31/2024
Contracts totaling \$55,538,226.77

<u>Designer</u>	<u>Contractor</u>	<u>Contract Sum</u>	<u>Awarded</u>	<u>Project Number</u>	<u>Institution/ Project Name</u>
Pickering Firm, Inc.	Nickson General Contractors	2,647,958.00	05/30/2024	166/033-04-2022	SWCC Mech. Systems & Infrastructure Updates
BarberMcMurry Architects LLC	Blaine Construction Corporation	141,393.46	05/30/2024	166/048-01-2022CM	TCAT Harriman New Roane County Campus
GHP, Inc.	Drakes Creek Builders, LLC	644,300.00	06/07/2024	166/025-02-2022A	VSCC Mattox Renovations Phase 2
Dollar & Ewers Architecture, Inc.	Pannell Construction, LLC	978,983.50	06/10/2024	166/032-02-2021	P SCC Theater Scene Shop
Gresham Smith	Demand Mechanical LLC	195,900.00	06/11/2024	166/015-01-2023	CoSCC HVAC and Restroom Upgrades - Lewisburg
OGCB, Inc.	Martin & White Mechanical Contractors, Inc.	524,850.00	06/14/2024	166/033-01-2020B	SWCC Boiler Replacement
Braganza Associates, P.C.	B & B Specialty Contractors, Inc.	136,324.00	06/17/2024	166/000-04-2013Y6	TCAT Memphis Men's Restroom Expansion
Allen & Hoshall, Inc.	Willoughby Roofing & Sheet Metal, Inc.	495,480.00	07/19/2024	166/019-01-2023	JSCC Multiple Building Roofing
West Welch Reed Engineers, Inc.	Tennessee Automatic Sprinkler, Inc.	1,441,700.00	07/23/2024	166/023-01-2022	WSCC Campbell College Center Fire & Safety Remediation
The Christman Company	The Christman Company	1,827,481.52	08/05/2024	166/011-01-2022CM	TTU CM/GC
Braganza Associates, P.C.	Turner Construction Company - Memphis	140,782.50	08/06/2024	166/042-01-2023CM	TCAT Covington Covington Replacement Campus
Burr and Cole Consulting Engineers, Inc.	Ford Construction Company	591,686.00	08/12/2024	166/017-01-2023	DSCC Campus Paving & Resurfacing
Goodwyn, Mills & Cawood, LLC	Hoar Construction, LLC	23,535,075.59	08/12/2024	166/080-01-2022CM	TCAT Pulaski CM/GC
Richard C. Rinks and Associates, Inc.	Fuel Tank Maintenance Co., LLC dba FTM Cc	498,000.00	08/13/2024	166/001-04-2023	TSU Boyd Hall and Eppse Hall Roof Replacements
Hefferlin + Kronenberg Architects PLLC	Pillar Construction Group, LLC	449,000.00	08/13/2024	166/013-01-2022	CI SCC Student Center Roof Replacement
Hurst-Rosche, Inc.	Rock City Construction Co., LLC	285,000.00	08/16/2024	166/015-03-2021A	CoSCC Pryor and Webster Buildings HVAC Updates
Johnson Johnson Crabtree Architects P.C.	Turner Construction Company	21,004,312.20	08/23/2024	166/064-01-2022CM	TCAT Nashville Allied Health Building



BOARD TRANSMITTAL

MEETING: Quarterly Board Meeting

SUBJECT: Interim Action Contracts Report

DATE: September 20, 2024

PRESENTER: N/A (Interim Action Report)

PRESENTATION REQUIREMENTS: None

ACTION REQUIRED: Informational Purposes

STAFF RECOMMENDATION: Not Applicable

The Interim Action Contracts Report provides a listing of the contracts approved beginning May 18, 2024, and ending on August 22, 2024. In addition to the contract listing, a summary of the approved contracts for this reporting period is also provided.

During the reporting period, a total of 562 contracts were approved at the System Office. An overview is provided below:

Contract Amendments	Clinical Affiliations	Dual Services	Professional Services	Service Agreements	Other
49	99	3	22	29	360

**Tennessee Board of Regents
Contracts Approved May 18 to August 22, 2024**

Contract ID	Contract Type	Contractor	Dept./Institution	Commodity	Yearly Amount	System- wide	Start Date	CurrY/EndDate	Competitive
108566	Amendment to Existing Contract	Alertus Technologies, LLC	IT	Service/Support Agreement	\$35,190.00	yes	7/1/2020	6/30/2025	
108702	Amendment to Existing Contract	EveFi, Inc	Student Success	Software License	\$91,000.00	yes	6/30/2020	6/29/2025	yes
108978	Amendment to Existing Contract	Multi-Media Masters, Inc.	WSSC	Equipment and Service Agreement	\$500,000.00	yes	10/1/2020	9/30/2025	yes
109012	Amendment to Existing Contract	U.S. Bank	TBR	Banking Services	\$125,000.00	yes	10/1/2020	9/30/2025	yes
109038	Amendment to Existing Contract	Snap-On Industrial	TBR	Software and Hardware Supplies	\$1,000,000.00	yes	9/21/2020	4/13/2025	yes
109313	Amendment to Existing Contract	ISKME	Academics	Educational Resources	\$19,500.00	yes	3/26/2021	3/25/2026	
109633	Amendment to Existing Contract	TMA Services, LLC	TCAT Hartsville	Custodial Services	\$87,845.00		6/1/2021	5/31/2025	yes
109704	Amendment to Existing Contract	First Horizon Bank	GSCC	Banking Services	\$59,236.00		7/1/2021	6/30/2025	yes
109865	Amendment to Existing Contract	VisionPoint Marketing, LLC	External Affairs	Marketing & Advertising Services	\$2,000,000.00	yes	8/15/2021	8/14/2025	yes
109959	Amendment to Existing Contract	Tri-Cities Airport Authority	NESCC	Lease Agreement	\$61,176.00		9/1/2021	8/31/2041	
109982	Amendment to Existing Contract	BDI DataLink LLC	TCAT Knoxville	Curriculum & Instruction	\$440,000.00		9/27/2021	12/31/2024	
110001	Amendment to Existing Contract	Fellowship Travel International, Inc.	Student Success	International Travel Services	\$2,000,000.00	yes	10/1/2021	9/30/2025	yes
110047	Amendment to Existing Contract	Southern Connections Catering, Inc.	TCAT Shelbyville	Food Services	\$4,800.00		11/11/2021	8/31/2025	yes
110082	Amendment to Existing Contract	TCAT Dickson	NESCC	Cooperative Educational Offerings	\$0.00		1/4/2022	1/3/2027	
110213	Amendment to Existing Contract	Fresh Start Facility Services, Inc.	TCAT Memphis	Custodial Services	\$215,000.00		11/15/2021	11/14/2025	yes
110297	Amendment to Existing Contract	Tennessee Board of Regents	JSCC	Procurement, Contracts, Fin. Aid and Payroll Svcs.	\$280,000.00		1/1/2022	12/31/2026	
110434	Amendment to Existing Contract	Fresh Cut Lawn & Outdoor Services	TCAT Crump	Lawn and landscapin services	\$15,000.00		5/1/2022	4/30/2025	yes
110466	Amendment to Existing Contract	TCAT Dickson	Economic & Community Development	Grant	\$575,875.00		6/1/2022	6/30/2025	
110571	Amendment to Existing Contract	TCAT Elizabethton	Economic & Community Development	Grant	\$201,525.00		6/1/2022	6/30/2025	
110579	Amendment to Existing Contract	Northeast State Community College	Policy & Strategy	Grant Subcontract	\$202,324.00		7/1/2022	6/30/2025	
110672	Amendment to Existing Contract	Nashville State Community College	Academics	Grant Subcontract	\$134,883.00		7/1/2022	6/30/2025	
110684	Amendment to Existing Contract	Southern Connections Catering, Inc.	TCAT Shelbyville	Grant	\$140,833.33		7/1/2022	6/30/2025	
110688	Amendment to Existing Contract	EBSCO Publishing	TCAT Shelbyville	Bookstore Services	\$0.00		7/1/2022	6/30/2025	yes
110930	Amendment to Existing Contract	American Paper & Twine Company	TBR	Electronic Subscriptions	\$203,022.56	yes	8/1/2022	7/31/2025	
111027	Amendment to Existing Contract	All Smiles Cleaning Services, LLC	TBR	Janitorial Supplies	\$2,000,000.00	yes	8/1/2022	7/31/2025	yes
111119	Amendment to Existing Contract	Putnam County Board of Education	VSCC	Dual Enrollment Agreement	\$18,364.80		9/19/2022	9/18/2025	yes
111177	Amendment to Existing Contract	Nathan Lee Vaughn	JSCC	Custodial Services	\$0.00		8/1/2022	7/31/2027	
111193	Amendment to Existing Contract	Emma	External Affairs	Email marketing platform	\$2,100.00		10/1/2022	9/30/2025	yes
111380	Amendment to Existing Contract	Metropolitan Government of Nashville & Davidson County	NESCC	Grant	(\$2,259,971.00)		11/2/2022	6/30/2026	
111563	Amendment to Existing Contract	EBSCO Publishing - CorrectionalEd Services	Academics	SAAS Solution	\$9,000.00		4/1/2023	3/31/2025	yes
111590	Amendment to Existing Contract	Math Star, Inc.	TCAT Jackson	Tutoring Services	\$70,000.00		10/1/2022	9/30/2025	yes
111656	Amendment to Existing Contract	Tennessee Department of Health	TCAT Knoxville	Grant	(\$500,000.00)		12/1/2022	6/30/2025	
111686	Amendment to Existing Contract	Respondus, Inc.	TCAT Dickson	Grant	(\$500,000.00)		12/1/2022	6/30/2025	
111737	Amendment to Existing Contract	Dyersburg State Community College	Academics	Software License	\$1,840,425.00		4/1/2023	7/31/2025	
112030	Amendment to Existing Contract	Terminafour, Inc	Academics	Grant	\$135,000.00		7/1/2023	6/30/2025	
112160	Amendment to Existing Contract	Ferguson Enterprises, LLC	JSCC	Website services	\$0.00	yes	7/7/2023	7/6/2025	yes
112273	Amendment to Existing Contract	United Elevator Services	TCAT Murfreesboro	Continuing Education programs	\$3,000.00		7/12/2023	7/11/2025	
112281	Amendment to Existing Contract	TOM Janitorial Inc	TCAT Knoxville	Elevator Services	\$43,942.13		8/3/2023	8/2/2025	yes
112360	Amendment to Existing Contract	Steven Lee Bouldin	TCAT McMinnville	Custodial Services	\$2,000.00		8/1/2023	7/31/2025	yes
112486	Amendment to Existing Contract	Cyber Healthcare Solutions LLC	TCAT Murfreesboro	Service Agreement	\$300,000.00		8/1/2023	7/31/2025	
112514	Amendment to Existing Contract	East Tennessee State University	RSCC	Online Database for Health Sciences	\$0.00	yes	10/5/2023	9/14/2026	
112586	Amendment to Existing Contract	RANDA Solutions	Student Success	Cooperative Educational Offerings	\$218,715.00	yes	10/2/2023	9/30/2025	yes
112795	Amendment to Existing Contract	Respondus, Inc	TheCampus	Software License	\$9,895.00		8/1/2023	7/31/2025	
112984	Clinical Affiliation	United States Sports Academy	PSCC	Cooperative Educational Offerings	\$0.00		1/10/2024	1/9/2027	
113072	Amendment to Existing Contract	Dickson County EMS	TCAT Murfreesboro	Clinical Experience	\$0.00		3/1/2024	2/28/2025	
113116	Memorandum of Understanding	CVS Pharmacy	TCAT Knoxville	Pre-apprenticeship course	\$0.00		3/11/2024	3/10/2025	
113122	Dual Enrollment Agreement	University of Tennessee Knoxville	MSCC	Memo of Understanding	\$0.00		8/1/2024	7/31/2027	
113123	Dual Enrollment Agreement	Morgan County Board of Education	TCAT Crossville	Dual Enrollment Agreement	\$0.00		7/1/2024	6/30/2025	
113158	Amendment to Existing Contract	Bledsoe County Board of Education	TCAT Crossville	Dual Enrollment Agreement	\$0.00		3/7/2024	6/30/2025	yes
113202	Academic Articulation Agreement	DALCO Electric & Sign, LLC	TCAT Knoxville	Electrical Services	\$87,500.00		7/1/2024	5/1/2025	
113203	Academic Articulation Agreement	East Tennessee State University	WSSC	Cooperative Educational Offerings	\$0.00		6/3/2024	6/2/2027	
113205	Academic Articulation Agreement	East Tennessee State University	WSSC	Cooperative Educational Offerings	\$0.00		6/3/2024	6/2/2027	
113217	Clinical Affiliation	East Tennessee State University	WSSC	Cooperative Educational Offerings	\$0.00		5/28/2024	5/27/2027	
113222	Clinical Affiliation	Glick & Woods Dentistry PLLC	TCAT Murfreesboro	Clinical Experience	\$0.00		5/13/2024	5/12/2029	
113225	Clinical Affiliation	D. Keven Bowdle, DDS DBA Knox Legacy Dental	TCAT Knoxville	Clinical Experience	\$0.00		5/25/2024	5/24/2029	
113225	Academic Articulation Agreement	East Tennessee State University	WSSC	Cooperative Educational Offerings	\$0.00		5/28/2024	5/27/2027	

113230	License Agreement	Home Builders Institute	TCAT Jackson	\$2,000.00	4/1/2024	3/31/2025	yes
113231	Clinical Affiliation	NHC Healthcare, Murfreesboro	TCAT Murfreesboro	\$0.00	7/1/2024	6/30/2029	
113233	Clinical Affiliation	AdamsPlace, LLC	TCAT Murfreesboro	\$0.00	7/1/2024	6/30/2029	
113236	Academic Articulation Agreement	East Tennessee State University	SWCC	\$0.00	5/29/2024	5/28/2027	
113245	Amendment to Existing Contract	EAB Global, Inc.	TBR	\$354,435.00	5/1/2024	4/30/2029	yes
113247	Clinical Affiliation	Clarksville-Montgomery County School System	NSSC	\$0.00	10/3/2024	10/2/2027	
113250	Dual Credit Agreement	Anderson County High School	PSCC	\$0.00	7/1/2024	6/30/2025	
113257	Clinical Affiliation	Vanderbilt University Medical Center	TCAT Murfreesboro	\$0.00	7/1/2024	6/30/2027	
113262	Service Agreement	Mechanical Resource Group, LLC	TCAT Murfreesboro	\$0.00	3/1/2024	2/28/2025	
113263	Academic Articulation Agreement	Clarksville Montgomery County School System	NSSC	\$51,154.00	7/1/2024	6/30/2027	
113264	Memorandum of Understanding	University of Tennessee Knoxville	DSCC	\$0.00	8/1/2024	7/31/2027	
113268	Special Industry Agreement	The Cumberland Good Samaritans, Inc.	TCAT Crossville	(\$1,800.00)	4/23/2024	9/30/2024	
113282	Clinical Affiliation	Vanderbilt University Medical Center	TCAT Murfreesboro	\$0.00	7/1/2024	6/30/2027	
113284	Clinical Affiliation	Knoxville Endodontics, PLLC	TCAT Knoxville	\$0.00	5/19/2024	6/30/2028	
113285	Lease Agreement	Family Children's Services	Facilities	\$1,800.00	1/1/2024	12/31/2029	
113286	Clinical Affiliation	Dekalb County EMS	TCAT Murfreesboro	\$0.00	8/1/2024	7/31/2026	
113288	Clinical Affiliation	Canon County EMS	TCAT Murfreesboro	\$0.00	8/1/2024	7/31/2026	
113292	Grant Agreement	trAchieves	SWCC	(\$60,450.00)	5/28/2024	9/30/2024	
113293	Clinical Affiliation	Blue Ridge Family Dentistry, DPC	TCAT Knoxville	\$0.00	5/19/2024	6/30/2028	
113294	Clinical Affiliation	Watson Family Dentistry, PLLC	TCAT Knoxville	\$0.00	5/15/2024	6/30/2028	
113298	Clinical Affiliation	Summers Retirement DBA The Lodge, Warner Robins GA	TCAT Elizabethton	\$0.00	5/8/2024	5/7/2029	
113299	Clinical Affiliation	Murfreesboro Medical Clinic, PA	TCAT Murfreesboro	\$0.00	7/1/2024	6/30/2029	
113312	Clinical Affiliation	Harbert Hills Academy Nursing Home	TCAT Crump	\$0.00	5/1/2024	4/30/2025	
113313	Clinical Affiliation	Adamsville Healthcare and Rehabilitation Center	TCAT Crump	\$0.00	5/1/2024	4/30/2025	
113327	Clinical Affiliation	West Tennessee Healthcare	TCAT Henry/Carroll	\$0.00	6/11/2024	6/10/2029	
113329	Service Agreement	Rodney McMillan	TCAT Murfreesboro	\$300.00	3/1/2024	2/28/2025	
113330	Service Agreement	Joseph Loftus	TCAT Murfreesboro	\$300.00	3/1/2024	2/28/2025	
113332	Clinical Affiliation	David L. Parker, DDS, PC	TCAT Knoxville	\$0.00	6/3/2024	6/2/2028	
113333	Clinical Affiliation	Trivette and Osbourne, PLLC	TCAT Knoxville	\$0.00	5/27/2024	5/26/2028	
113334	Clinical Affiliation	Scott County Community Hospital Inc.	TCAT Oneida	\$0.00	5/10/2024	5/9/2026	
113335	Clinical Affiliation	Ambulance Services of Lexington, Inc.	TCAT Crump	\$0.00	5/1/2024	4/30/2025	
113336	Use of Facilities	Animal Care Trust dba McKamey Animal Center	Facilities	\$4,500.00	7/1/2024	6/30/2025	
113337	Clinical Affiliation	Decatur County Health Care and Rehabilitation LLC	TCAT Crump	\$0.00	5/1/2024	4/30/2025	
113338	Use of Facilities	Tennessee Technological University	Facilities	\$9,633.75	8/1/2024	7/31/2025	
113339	Clinical Affiliation	Aleigha M. Barker, DMD, MS, PLLC	TCAT Knoxville	\$0.00	6/13/2024	6/12/2028	
113340	Clinical Affiliation	Ronald, W. Spencer, DDS, PC	TCAT Knoxville	\$0.00	6/3/2024	6/2/2028	
113341	Memorandum of Understanding	University of Tennessee Knoxville	GSCC	\$0.00	8/1/2024	7/31/2027	
113342	Memorandum of Understanding	Department of Defense	TCAT Livingston	\$0.00	7/22/2024	7/21/2026	
113343	Memorandum of Understanding	University of Tennessee Knoxville	JSCC	\$0.00	8/1/2024	7/31/2027	
113344	Memorandum of Understanding	University of Tennessee at Martin	JSCC	\$0.00	5/22/2024	5/21/2029	
113345	Dual Credit Agreement	Benton County School District	JSCC	\$0.00	7/1/2024	6/30/2025	
113346	Dual Credit Agreement	Hollow Rock Bruceton Central High School	JSCC	\$0.00	7/1/2024	6/30/2025	
113347	Academic Articulation Agreement	King University	NESCC	\$0.00	5/28/2024	5/27/2027	
113348	Clinical Affiliation	AHC McNairy County	TCAT Crump	\$0.00	5/1/2024	4/30/2025	
113349	Software License	Labster Inc.	TCAT Nashville	\$4,830.00	5/13/2024	5/12/2025	
113351	Clinical Affiliation	Davison Discount Drugs	TCAT Livingston	\$0.00	5/13/2024	5/12/2029	
113352	Dual Credit Agreement	Decatur County School District	JSCC	\$0.00	7/1/2024	6/30/2025	
113353	Dual Enrollment Agreement	Integrity-Home Education	WSCC	\$0.00	8/1/2024	7/31/2025	
113354	Dual Credit Agreement	Humboldt High School	JSCC	\$0.00	7/1/2024	6/30/2025	
113355	Dual Credit Agreement	McKenzie High School	JSCC	\$0.00	7/1/2024	6/30/2025	
113357	Dual Credit Agreement	Chester County High School	JSCC	\$0.00	7/1/2024	6/30/2025	
113358	Academic Articulation Agreement	East Tennessee State University	NESCC	\$0.00	7/1/2024	6/30/2025	
113360	Special Industry Agreement	University of Tennessee, Knoxville, Facility Services	TCAT Knoxville	(\$15,000.00)	7/3/2024	7/2/2027	
113361	Dual Credit Agreement	McNairy County Schools	JSCC	\$0.00	7/1/2024	6/30/2025	
113362	Dual Credit Agreement	Jackson Madison County School System	JSCC	\$0.00	7/1/2024	6/30/2025	
113363	Dual Credit Agreement	Henderson County Schools	JSCC	\$0.00	7/1/2024	6/30/2025	
113364	Dual Credit Agreement	Hardin County Schools	JSCC	\$0.00	7/1/2024	6/30/2025	
113365	Dual Credit Agreement	Grace Christian Academy	PSCC	\$0.00	7/1/2024	6/30/2025	
113366	Dual Credit Agreement	Bradford Special School District	JSCC	\$0.00	7/1/2024	6/30/2025	
113367	Dual Credit Agreement	Trenton Special School District	JSCC	\$0.00	7/1/2024	6/30/2025	
113368	Dual Credit Agreement	West Carroll Special School District	JSCC	\$0.00	7/1/2024	6/30/2025	
113369	Dual Credit Agreement	Milan Special School District	JSCC	\$0.00	7/1/2024	6/30/2025	
113370	Service Agreement	DSCC and TCAT Jackson, Stanton Branch Campus	TBR	\$0.00	7/1/2024	6/30/2025	
113372	Dual Credit Agreement	Gibson County School District	JSCC	\$0.00	6/1/2024	5/31/2029	
				\$0.00	7/1/2024	6/30/2025	

113373	Dual Credit Agreement	Hardeman County Schools	JSCC	Cooperative Educational Offerings	7/1/2024	6/30/2025	
113374	Clinical Affiliation	NHC Healthcare/Smithville, LLC	TCAT Elizabethton	Clinical Experience	5/20/2024	5/19/2029	
113375	Clinical Affiliation	The Waters of Cheatham, LLC	TCAT Elizabethton	Clinical Experience	5/20/2024	5/19/2029	
113376	Training	Hyundai Motor America	TCAT Dickson	Training	5/1/2024	7/1/2026	
113381	Service Agreement	Hunter-Williams d/b/a Williams Lawn Care	TCAT Hartselle	Gross cutting an lawn care services	5/1/2024	4/30/2025	Y
113384	Cooperative Agreement	Tennessee Treasury Department	WSSC	Investment Services	5/20/2024	12/31/2024	
113386	Clinical Affiliation	Ballad Health	TCAT Elizabethton	Clinical Experience	5/8/2024	5/7/2029	
113387	Clinical Affiliation	Agape Nursing & Rehabilitation Center, LLC	TCAT Elizabethton	Clinical Experience	5/22/2024	5/21/2029	
113388	Clinical Affiliation	Senatobia Convalescent Center & Rehab	TCAT Elizabethton	Clinical Experience	5/22/2024	5/21/2029	
113389	Clinical Affiliation	Chester County Schools	TCAT Jackson	Clinical Experience	9/1/2024	5/31/2025	
113390	Clinical Affiliation	Tristar Centennial Medical Center	TCAT Elizabethton	Clinical Experience	5/22/2024	5/21/2029	
113391	Service Agreement	Chem-Aqua	TCAT Crump	Water Treatment Services	5/1/2024	4/30/2025	Y
113392	Clinical Affiliation	Summit Medical Group, PLLC	TCAT Morristown	Clinical Experience	5/21/2024	5/20/2029	
113394	Clinical Affiliation	ALPS Adult Day Services	TCAT Morristown	Clinical Experience	5/20/2024	5/19/2029	
113395	Dual Enrollment Agreement	Collerville High School	TCAT Memphis	Dual Enrollment Agreement	8/1/2024	6/30/2025	
113396	Dual Enrollment Agreement	Cumberland County Board of Education	TCAT Crossville	Dual Enrollment Agreement	7/1/2024	6/30/2025	
113397	Dual Enrollment Agreement	Blount County Schools	TCAT Knoxville	Dual Enrollment Agreement	7/1/2024	6/30/2025	
113398	Dual Credit Agreement	Hardeman County School Systems	TCAT Memphis	Cooperative Educational Offerings	8/1/2024	6/30/2025	
113399	Dual Enrollment Agreement	The Excel Center	TCAT Memphis	Dual Enrollment Agreement	8/1/2024	6/30/2025	
113400	Dual Enrollment Agreement	Memphis Rise Academy	TCAT Memphis	Dual Enrollment Agreement	8/1/2024	6/30/2025	
113401	Dual Enrollment Agreement	Memphis Academy of Science and Engineering	TCAT Memphis	Dual Enrollment Agreement	8/1/2024	6/30/2025	
113404	Service Agreement	Clean Management Environmental Group, Inc.	TCAT Oneida	Environmental disposal services	5/1/2024	4/30/2027	
113406	Dual Enrollment Agreement	Millington High School	TCAT Memphis	Dual Enrollment Agreement	8/1/2024	6/30/2025	
113408	Dual Enrollment Agreement	Bartlett High School	TCAT Memphis	Dual Enrollment Agreement	8/1/2024	6/30/2025	
113409	Dual Enrollment Agreement	Arlington High School	TCAT Memphis	Dual Enrollment Agreement	8/1/2024	6/30/2025	
113410	Dual Enrollment Agreement	Knox County Schools	TCAT Knoxville	Dual Enrollment Agreement	7/1/2024	6/30/2025	
113412	Service Agreement	Chem-Aqua	TCAT Northwest	Water Treatment Services	1/1/2024	12/31/2024	
113413	Dual Enrollment Agreement	Fentress County Schools	TCAT Oneida	Dual Enrollment Agreement	8/1/2024	7/31/2025	
113414	Dual Enrollment Agreement	Morgan County Schools	TCAT Oneida	Dual Enrollment Agreement	8/1/2024	7/31/2025	
113415	Dual Enrollment Agreement	Anderson County Schools	TCAT Oneida	Dual Enrollment Agreement	8/1/2024	7/31/2025	
113417	Dual Enrollment Agreement	Benton County Career and Technical Center	TCAT Henry/Carroll	Dual Enrollment Agreement	7/1/2024	6/30/2025	
113419	Clinical Affiliation	Knoxville Orthodontics Properties, LLC	TCAT Knoxville	Clinical Experience	7/14/2024	7/13/2028	
113420	Gift In Kind	Nissan North America Inc.	TCAT McMinnville	Donation	5/28/2024	5/27/2029	
113421	Clinical Affiliation	East Tennessee Pediatric Dentistry, PLLC	TCAT Knoxville	Clinical Experience	7/17/2024	7/16/2028	
113422	Clinical Affiliation	Division Dental, PC	TCAT Knoxville	Clinical Experience	7/30/2024	7/29/2028	
113423	Dual Credit Agreement	Greene County Schools	NESCC	Cooperative Educational Offerings	8/1/2024	7/31/2025	
113424	Dual Credit Agreement	Greene Technology Center	NESCC	Cooperative Educational Offerings	8/1/2024	7/31/2025	
113426	Dual Credit Agreement	Carter County Schools	NESCC	Cooperative Educational Offerings	8/1/2024	7/31/2025	
113427	Dual Credit Agreement	Bristol Tennessee City Schools	NESCC	Cooperative Educational Offerings	8/1/2024	7/31/2025	
113428	Clinical Affiliation	CPF Dental, LLC dba Embassy Dental	TCAT Murfreesboro	Clinical Experience	5/16/2024	5/15/2029	
113429	Clinical Affiliation	Rutherford County Sheriff Department	TCAT Murfreesboro	Clinical Experience	7/1/2024	6/30/2029	
113430	Special Industry Agreement	Rutherford County Government	TCAT Murfreesboro	Training	7/1/2024	6/30/2025	
113431	Special Industry Agreement	Commercial Metals Company	TCAT Knoxville	Training	4/19/2024	4/18/2027	
113432	Dual Credit Agreement	Hancock County Schools	NESCC	Cooperative Educational Offerings	8/1/2024	7/31/2025	
113433	Dual Credit Agreement	Greeneville City Schools	NESCC	Cooperative Educational Offerings	8/1/2024	7/31/2025	
113434	Memorandum of Understanding	University of Tennessee at Martin	VSCC	Articulation Agreement	5/23/2024	5/22/2029	
113435	Dual Credit Agreement	Sullivan County Schools	NESCC	Cooperative Educational Offerings	8/1/2024	7/31/2025	
113436	Dual Credit Agreement	Unical County Schools	NESCC	Cooperative Educational Offerings	8/1/2024	7/31/2025	
113437	Dual Credit Agreement	Washington County Schools	NESCC	Cooperative Educational Offerings	8/1/2024	7/31/2025	
113438	Professional Service	TMA Services, LLC	TCAT Morristown	Custodial Services	6/1/2024	5/31/2025	yes
113440	Dual Credit Agreement	Hawkins County School District	NESCC	Cooperative Educational Offerings	8/1/2024	7/31/2025	
113442	Lease Agreement	Pinney Bowes	TCAT Crump	Lease of Mail Equipment	7/1/2024	6/30/2028	
113443	Clinical Affiliation	West Tennessee Healthcare	TCAT Northwest	Clinical Experience	6/10/2024	6/10/2025	
113444	Use of Facilities	Warren County Government	TCAT McMinnville	Equipment Use	2/26/2024	2/25/2029	
113445	Dual Enrollment Agreement	Weakley County Schools	TCAT Henry/Carroll	Dual Enrollment Agreement	7/1/2024	6/30/2025	
113446	Dual Enrollment Agreement	McKenzie Special School District	TCAT Henry/Carroll	Dual Enrollment Agreement	7/1/2024	6/30/2025	
113447	Dual Enrollment Agreement	Huntingdon Special School District	TCAT Henry/Carroll	Dual Enrollment Agreement	7/1/2024	6/30/2025	
113448	Clinical Affiliation	Woodbury Health and Rehabilitation Center	TCAT Murfreesboro	Clinical Experience	7/1/2024	6/30/2029	
113449	Dual Enrollment Agreement	Crockett County High School	DSCC	Dual Enrollment Agreement	7/1/2024	6/30/2025	
113450	Dual Credit Agreement	Johnson County Schools	NESCC	Cooperative Educational Offerings	8/1/2024	7/31/2025	
113451	Dual Enrollment Agreement	Tipton County Schools	DSCC	Dual Enrollment Agreement	7/1/2024	6/30/2025	
113453	Clinical Affiliation	Tennessee Oral and Maxillofacial Surgeons, PC	TCAT Dickson	Clinical Experience	5/30/2024	5/29/2029	
113455	Dual Enrollment Agreement	Scott County Board of Education	TCAT Jackson	Dual Enrollment Agreement	7/1/2024	6/30/2025	
113460	Clinical Affiliation	Center for Dental Excellence, Inc.	TCAT Dickson	Clinical Experience	6/3/2024	6/2/2029	

113461	Clinical Affiliation	Ballad Health	TCAT Morristown	Clinical Experience	\$0.00	5/21/2024	5/20/2029	
113463	Clinical Affiliation	TrustPoint Hospital, LLC d/b/a TrustPoint Hospital	TCAT Murfreesboro	Clinical Experience	\$0.00	5/30/2024	5/29/2029	
113464	Clinical Affiliation	First Call Ambulance, LLC	TCAT Murfreesboro	Clinical Experience	\$0.00	7/1/2024	6/30/2026	
113465	Service Agreement	Five Star Food Service, Inc.	PSCC	Food Services	\$120,000.00	7/1/2024	6/30/2029	Yes
113466	Grant Agreement	Chattanooga State Community College	Safety	Grant Subcontract	\$7,800.00	11/1/2023	9/30/2024	
113471	Grant Agreement	Molloy State Community College	Safety	Grant Subcontract	\$10,000.00	11/1/2023	9/30/2024	
113473	Grant Agreement	Northeast State Community College	Safety	Grant Subcontract	\$2,200.00	11/1/2023	9/30/2024	
113474	Grant Agreement	Pellissippi State Community College	Safety	Grant Subcontract	\$5,000.00	11/1/2023	9/30/2024	
113479	Dual Credit Agreement	Greene County Schools	WSSC	Cooperative Educational Offerings	\$0.00	7/1/2024	6/30/2025	
113482	Dual Enrollment Agreement	Macon County Board of Education	TCAT Hartsville	Dual Enrollment Agreement	\$0.00	7/1/2024	6/30/2025	
113483	Dual Enrollment Agreement	Wilson County Board of Education	TCAT Hartsville	Dual Enrollment Agreement	\$63,400.00	7/1/2024	6/30/2025	
113484	Dual Enrollment Agreement	Summer County Board of Education	TCAT Hartsville	Dual Enrollment Agreement	\$0.00	7/1/2024	6/30/2025	
113485	Dual Enrollment Agreement	Jackson County Board of Education	TCAT Hartsville	Dual Enrollment Agreement	\$0.00	7/1/2024	6/30/2025	
113486	Dual Enrollment Agreement	Hartsville/Trousdale County Board of Education	TCAT Hartsville	Dual Enrollment Agreement	\$181,080.00	7/1/2024	6/30/2025	
113487	Clinical Affiliation	Roane County Schools	TCAT Harriman	Clinical Experience	\$0.00	5/21/2024	5/20/2029	
113488	Service Agreement	Knox Blount Maintenance, Inc.	RSCC	Custodial Services	\$542,820.00	7/1/2024	6/30/2025	Yes
113489	Lease Agreement	Pinney Bowes	TCAT Knoxville	Lease of Mail Equipment	\$925.20	5/31/2024	5/30/2029	
113491	Clinical Affiliation	Healing Hands Health Center, Inc.	TCAT Elizabethton	Clinical Experience	\$0.00	5/28/2024	5/27/2029	
113492	Clinical Affiliation	Marshall County EMS	TCAT Murfreesboro	Clinical Experience	\$0.00	7/1/2024	6/30/2026	
113493	Service Agreement	Dairon's Do-All	MSCC	Custodial Services	\$138,818.71	7/1/2024	6/30/2029	Yes
113494	Service Agreement	HES Facilities, LLC	MSCC	Custodial Services	\$413,462.28	7/1/2024	6/30/2029	Yes
113496	Memorandum of Understanding	Southeast Tennessee Local Workforce Development Board	CSSC	Memo of Understanding	\$0.00	6/13/2024	6/12/2027	
113497	Dual Credit Agreement	Kingsport City Schools	NESCC	Cooperative Educational Offerings	\$0.00	8/1/2024	7/31/2025	
113498	Clinical Affiliation	Dickson Pediatric Dentistry, PLLC	TCAT Dickson	Clinical Experience	\$0.00	6/6/2024	6/5/2029	
113499	Memorandum of Understanding	University of Tennessee Knoxville	COSCC	Transfer Admission Pathways	\$0.00	8/1/2024	7/31/2027	
113500	Clinical Affiliation	Keith Gilmore, DDS	TCAT Dickson	Clinical Experience	\$0.00	6/7/2024	6/6/2029	
113501	Service Agreement	Sylvester & Cockrum, Inc.	TCAT Elizabethton	Maintenance Agreement	\$5,953.00	7/1/2024	6/30/2025	
113502	Dual Enrollment Agreement	Carroll County Technical Center	TCAT Henry/Carroll	Dual Enrollment Agreement	\$0.00	7/1/2024	6/30/2025	
113503	Dual Enrollment Agreement	Dickson County School District	TCAT Dickson	Dual Enrollment Agreement	\$0.00	8/1/2024	7/31/2025	
113504	Service Agreement	BOE-TEL ETN Company, LLC	TCAT Knoxville	Fiber Relocation Services	\$10,100.00	5/27/2024	12/31/2024	
113505	Dual Enrollment Agreement	Clarksville Christian School	TCAT Dickson	Dual Enrollment Agreement	\$0.00	8/1/2024	7/31/2025	
113506	Dual Enrollment Agreement	West Carroll Special School District	TCAT Henry/Carroll	Dual Enrollment Agreement	\$0.00	7/1/2024	6/30/2025	
113507	Dual Enrollment Agreement	Chestnut Ridge Academy	TCAT Shelbyville	Dual Enrollment Agreement	\$0.00	7/1/2024	6/30/2025	
113509	Dual Enrollment Agreement	Riverside Christian Academy	TCAT Shelbyville	Dual Enrollment Agreement	\$0.00	7/1/2024	6/30/2025	
113511	Clinical Affiliation	Quality Center for Rehabilitation and Healing LLC	TCAT Hartsville	Clinical Experience	\$0.00	7/1/2024	6/30/2029	
113512	Clinical Affiliation	Macon Community Hospital	TCAT Hartsville	Clinical Experience	\$0.00	7/1/2024	6/30/2025	
113514	Clinical Affiliation	Hartsville Convalescent Center, Inc.	TCAT Hartsville	Clinical Experience	\$0.00	7/1/2024	6/30/2029	
113515	Clinical Affiliation	Tri-Age Adventures, Inc	TCAT Hartsville	Clinical Experience	\$0.00	7/1/2024	6/30/2029	
113516	Clinical Affiliation	VIP Children's Clinic	TCAT Hartsville	Clinical Experience	\$0.00	7/1/2024	6/30/2029	
113517	Clinical Affiliation	Carey Family Practice and Pediatrics, PLLC	TCAT Hartsville	Clinical Experience	\$0.00	5/28/2024	5/27/2029	
113519	Clinical Affiliation	Healing Hands Health Center, Inc	TCAT Elizabethton	Clinical Experience	\$0.00	7/1/2024	6/30/2029	
113520	Clinical Affiliation	House Mountain Dentistry, PLLC	TCAT Knoxville	Clinical Experience	\$0.00	8/1/2024	7/31/2029	
113522	Clinical Affiliation	Rocky Top Dentistry, PLLC	TCAT Knoxville	Clinical Experience	\$0.00	5/28/2024	5/27/2029	
113523	Clinical Affiliation	University of Tennessee Health Science Center	TCAT Northwest	Clinical Experience	\$0.00	4/24/2024	4/23/2029	
113524	Clinical Affiliation	Pavilion Assisted Living, LLC	TCAT Hartsville	Clinical Experience	\$0.00	7/1/2024	6/30/2029	
113525	Clinical Affiliation	Wilson County Emergency Management Agency	TCAT Hartsville	Clinical Experience	\$0.00	7/1/2024	6/30/2029	
113527	Dual Enrollment Agreement	Sequitache County Schools	TCAT Chattanooga	Dual Enrollment Agreement	\$0.00	7/1/2024	6/30/2025	
113528	Dual Enrollment Agreement	Faith Heritage Christian Academy	TCAT Northwest	Dual Enrollment Agreement	\$0.00	8/1/2024	6/30/2025	
113529	Dual Enrollment Agreement	Dyersburg City Schools	TCAT Northwest	Dual Enrollment Agreement	\$0.00	8/1/2024	6/30/2025	
113531	Dual Enrollment Agreement	Richard Hardy Memorial School	TCAT Chattanooga	Dual Enrollment Agreement	\$0.00	7/1/2024	6/30/2025	
113533	Service Agreement	Volunteer State Community College Foundation	WSSC	Foundation Agreement	\$0.00	7/1/2024	6/30/2029	
113534	Clinical Affiliation	St. Jude Children's Research Hospital	TCAT Northwest	Clinical Experience	\$0.00	3/15/2024	3/14/2029	
113535	Dual Enrollment Agreement	Cheatham County School District	TCAT Dickson	Dual Enrollment Agreement	\$0.00	8/1/2024	7/31/2025	
113536	Dual Enrollment Agreement	HomeLife Academy	TCAT Dickson	Dual Enrollment Agreement	\$0.00	8/1/2024	7/31/2025	
113538	Dual Enrollment Agreement	Hickman County Board of Education	TCAT Dickson	Dual Enrollment Agreement	\$0.00	8/1/2024	7/31/2025	
113539	Dual Enrollment Agreement	Stewart County School System	TCAT Dickson	Dual Enrollment Agreement	\$0.00	8/1/2024	7/31/2025	
113540	Dual Enrollment Agreement	Clarksville Montgomery County School System	TCAT Dickson	Dual Enrollment Agreement	\$0.00	8/1/2024	7/31/2025	
113541	Gift In Kind	CNH Industrial America LLC	TCAT Elizabethton	Donation	\$0.00	7/1/2024	6/30/2025	
113542	Dual Enrollment Agreement	Haywood High School	DSSC	Dual Enrollment Agreement	\$0.00	7/1/2024	6/30/2025	
113543	Dual Enrollment Agreement	Lauderdale County Schools	DSSC	Dual Enrollment Agreement	\$0.00	7/1/2024	6/30/2025	
113544	Dual Credit Agreement	Elizabethton City Schools	NESCC	Cooperative Educational Offerings	\$0.00	8/1/2024	7/31/2025	
113545	Service Agreement	Jason Lee Hill	TCAT Knoxville	Instructional Services	\$10,000.00	5/28/2024	6/30/2025	
113546	Dual Enrollment Agreement	Bradley County Schools	TCAT Chattanooga	Dual Enrollment Agreement	\$0.00	7/1/2024	6/30/2025	
113547	Dual Enrollment Agreement	Marion County Schools	TCAT Chattanooga	Dual Enrollment Agreement	\$0.00	7/1/2024	6/30/2025	

113548	Dual Enrollment Agreement	Lake County High School	DSSC	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113550	Dual Enrollment Agreement	Crockett County School District	TCAT Northwest	Dual Enrollment Agreement	8/1/2024	\$0.00		6/30/2025
113551	Dual Enrollment Agreement	Williamson County Schools	TCAT Dickson	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113552	Dual Enrollment Agreement	Hamilton County Schools	TCAT Chattanooga	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113553	Dual Enrollment Agreement	Tipton Christian Academy	DSSC	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113554	Dual Enrollment Agreement	South Fulton High School	DSSC	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113555	Dual Enrollment Agreement	Dyersburg High School	DSSC	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113556	Dual Enrollment Agreement	Bristol Tennessee City Schools	NESSC	Dual Enrollment Agreement	8/1/2024	\$0.00		7/31/2025
113557	Dual Credit Agreement	Hickman County Schools	COSSC	Cooperative Educational Offerings	7/1/2024	\$0.00		6/30/2025
113559	Clinical Affiliation	Christ Community Health Services, Inc.	TCAT Memphis	Clinical Experience	5/20/2024	\$0.00		5/19/2029
113560	Dual Enrollment Agreement	McMinn County Schools	TCAT Chattanooga	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113561	Service Agreement	Heritage-Crystal Clean, LLC	TCAT Knoxville	Waste Management Services	4/6/2024	\$7,800.00		4/5/2025
113562	Dual Service	TCAT Jacksboro - Tiffany Medley	TCAT Oneida	Personnel	7/1/2024	\$43,817.67		6/30/2025
113564	Clinical Affiliation	Vanderbilt University Medical Center	TCAT Shelbyville	Clinical Experience	8/20/2024	\$0.00		8/19/2027
113565	Dual Enrollment Agreement	Humphreys County School System	TCAT Dickson	Dual Enrollment Agreement	8/1/2024	\$0.00		7/31/2025
113566	Academic Articulation Agreement	IF IHAD A HAMMER, Inc.	TCAT Nashville	Cooperative Educational Offerings	1/1/2024	\$4,000.00		12/31/2024
113567	Dual Enrollment Agreement	Campbell County Board of Education	TCAT Jacksboro	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113568	Service Agreement	Pellissippi State Community College	TBR	Contract Services	7/1/2024	\$35,000.00		6/30/2027
113569	Service Agreement	Volunteer State Community College	TBR	Contract Services	7/1/2024	\$35,000.00		6/30/2027
113570	Dual Enrollment Agreement	Hollow Rock-Bruceton Special School District	TCAT Henry/Carroll	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113571	Clinical Affiliation	Cedarcroft Home, Inc.	TCAT Hartsville	Clinical Experience	7/1/2024	\$0.00		6/30/2029
113572	Clinical Affiliation	Town Creek Family Demistry, PLLC	TCAT Knoxville	Clinical Experience	8/3/2024	\$0.00		8/3/2029
113578	Lease Agreement	Workforce Innovations, Inc.	Facilities	Lease of Space	7/1/2024	\$11,200.00		6/30/2027
113579	Lease Agreement	Workforce Innovations, Inc.	Facilities	Lease of Space	7/1/2024	\$1,764.00		6/30/2027
113580	Software License	HSI Workplace Compliance Solutions Inc.	TCAT McMinnville	Software License	6/25/2024	\$12,936.00		6/24/2025
113581	Special Industry Agreement	Worldwide Equipment of TN, Inc.	TCAT Knoxville	Training	7/22/2024	(\$6,000.00)		6/30/2028
113582	Service Agreement	Engage by Cell	TCAT Northwest	Wireless Services	5/1/2024	\$8,732.00		4/30/2025
113584	Dual Enrollment Agreement	Riverside Christian Academy	TCAT Shelbyville	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113585	Dual Enrollment Agreement	Chestnut Ridge Academy	TCAT Shelbyville	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113586	Dual Enrollment Agreement	Tulahoma City Schools	TCAT Shelbyville	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113587	Dual Enrollment Agreement	Corfee County Schools	TCAT Shelbyville	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113588	Dual Enrollment Agreement	Franklin County Schools	TCAT Shelbyville	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113589	Dual Enrollment Agreement	Bedford County Schools	TCAT Shelbyville	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113590	Dual Enrollment Agreement	Lincoln County Schools	TCAT Shelbyville	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113591	Dual Enrollment Agreement	Winchester Christian School	TCAT Shelbyville	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113592	Dual Enrollment Agreement	HomeLife Academy	TCAT Shelbyville	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113593	Dual Enrollment Agreement	Moore County Schools	TCAT Shelbyville	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113594	Service Agreement	Northeast State Community College	TBR	Financial Aid/Contract Services	7/1/2024	\$122,000.00		6/30/2027
113595	Clinical Affiliation	Integrated Skin Institute, PLLC	TCAT Hartsville	Clinical Experience	8/1/2024	\$0.00		7/31/2029
113596	Service Agreement	Behavioral Ideas Lab, Inc. DBA Ideas42	Academics	Consulting	6/26/2024	\$8,800.00		8/31/2024
113597	Lease Agreement	Workforce Innovations, Inc.	Facilities	Lease of Space	7/1/2024	\$2,400.00		6/30/2027
113598	Lease Agreement	Small town Startup	Facilities	Lease Agreement	8/8/2024	\$0.00		8/7/2027
113599	Dual Enrollment Agreement	Perry County Schools	TCAT Hohenwald	Dual Enrollment Agreement	8/1/2024	\$0.00		5/31/2025
113600	Dual Enrollment Agreement	Hickman County Schools	TCAT Hohenwald	Dual Enrollment Agreement	8/1/2024	\$0.00		5/31/2025
113601	Dual Enrollment Agreement	Humphreys County Schools	TCAT Hohenwald	Dual Enrollment Agreement	8/1/2024	\$0.00		5/31/2025
113602	Dual Enrollment Agreement	Collierville Schools (Collierville High School)	TCAT Northwest	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113603	Dual Enrollment Agreement	Overton County School System	TCAT Livingston	Dual Enrollment Agreement	8/2/2024	\$0.00		5/22/2025
113604	Dual Enrollment Agreement	Pickett County School System	TCAT Livingston	Dual Enrollment Agreement	8/5/2024	\$0.00		5/22/2025
113605	Dual Enrollment Agreement	Clay County School System	TCAT Livingston	Dual Enrollment Agreement	8/5/2024	\$0.00		5/20/2025
113606	Dual Enrollment Agreement	Jackson County School System	TCAT Livingston	Dual Enrollment Agreement	8/2/2024	\$0.00		5/21/2025
113607	Dual Enrollment Agreement	Giles County School System	TCAT Pulaski	Dual Enrollment Agreement	8/1/2024	\$0.00		5/31/2025
113608	Grant Agreement	Department of Economic and Community Development	TCAT Hohenwald	Grant	6/5/2024	(\$1,000,000.00)		10/31/2026
113609	Dual Enrollment Agreement	Dyer County Schools (Dyer County High School)	TCAT Northwest	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113610	Lease Agreement	Liberias School of Memphis	Facilities	Lease Agreement	7/1/2024	\$1.00	yes	6/30/2026
113611	Software License	Adobe, Inc.	IT	Software License	7/1/2024	\$1,168,373.00		6/30/2025
113613	Dual Enrollment Agreement	Lake County Schools (Lake County High School)	TCAT Northwest	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113614	Dual Enrollment Agreement	Lauderdale County School District	TCAT Northwest	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113615	Dual Enrollment Agreement	Gateway Christian Schools	TCAT Northwest	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113616	Dual Enrollment Agreement	Home Life Academy	TCAT Northwest	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113617	Dual Enrollment Agreement	Obion County Schools	TCAT Northwest	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113618	Dual Enrollment Agreement	Tipton County Schools	TCAT Northwest	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113619	Dual Enrollment Agreement	Union City Schools	TCAT Northwest	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113620	Grant Agreement	Tennessee Department of Education	Academics	Grant	7/2/2024	(\$678,148.32)		6/30/2025
113621	Service Agreement	Nashville State Community College	Academics	Grant	8/1/2024	\$150,000.00		7/31/2027

113624	Special Industry Agreement	Trane Company	TCAT Dickson	Training		5/20/2024	5/19/2025
113625	Special Industry Agreement	Nyrstar Holdings Inc.	TCAT Dickson	Training	(\$51,600.00)	7/1/2024	6/30/2028
113626	Dual Credit Agreement	Williamson County Schools	COSCC	Cooperative Educational Offerings	(\$114,190.00)	8/1/2024	7/31/2025
113627	Dual Credit Agreement	Maury County School System	COSCC	Cooperative Educational Offerings	\$0.00	8/1/2024	7/31/2025
113628	Dual Enrollment Agreement	Rhea County Schools	TCAT Chattanooga	Dual Enrollment Agreement	\$0.00	7/1/2024	6/30/2025
113630	Lease Agreement	Athens Industrial Complex, LLC	Facilities	Lease Agreement	\$23,040.00	7/1/2024	6/30/2025
113631	Professional Service	General Revenue Corporation	Purchasing	Collection Services	\$400,000.00	7/1/2024	6/30/2025
113632	Service Agreement	Epiq Ediscovery Solutions, Inc.	TCAT Northwest	Credit Monitoring Services	\$1,104.00	6/28/2024	6/27/2025
113633	Dual Enrollment Agreement	Claiborne County Board of Education	TCAT Jacksboro	Dual Enrollment Agreement	\$0.00	7/1/2024	6/30/2025
113634	Memorandum of Understanding	Trevecca Nazarene University	COSCC	Cooperative Educational Offerings	\$0.00	7/1/2024	6/30/2025
113635	Dual Enrollment Agreement	Dickson County School District	COSCC	Dual Enrollment Agreement	\$0.00	8/1/2024	7/31/2025
113636	Dual Enrollment Agreement	Hickman County School System	COSCC	Dual Enrollment Agreement	\$0.00	8/1/2024	7/31/2025
113637	Dual Enrollment Agreement	Sullivan County Schools	NESSC	Dual Enrollment Agreement	\$0.00	8/1/2024	7/31/2025
113638	Academic Articulation Agreement	Tusculum University	WSSC	Cooperative Educational Offerings	\$0.00	7/10/2024	7/9/2027
113639	Dual Enrollment Agreement	Rutherford County Schools	NSCC	Dual Enrollment Agreement	\$0.00	7/1/2024	6/30/2025
113641	Dual Enrollment Agreement	Fayetteville City Schools	TCAT Shelbyville	Dual Enrollment Agreement	\$0.00	7/1/2024	6/30/2025
113646	Dual Enrollment Agreement	Unicoi County Schools	NESSC	Dual Enrollment Agreement	\$0.00	8/1/2024	7/31/2025
113647	Dual Enrollment Agreement	Washington County Schools	NESSC	Dual Enrollment Agreement	\$0.00	8/1/2024	7/31/2025
113648	Grant Agreement	Tennessee College of Applied Technology Hartsville	Academics	Grant	\$391,000.00	6/1/2024	6/30/2027
113649	Dual Enrollment Agreement	Trenton Special School District	TCAT Northwest	Dual Enrollment Agreement	\$0.00	7/1/2024	6/30/2025
113650	Dual Enrollment Agreement	Tipton Christian Academy	TCAT Northwest	Dual Enrollment Agreement	\$0.00	7/1/2024	6/30/2025
113651	Clinical Affiliation	Murfreesboro Family Dentistry PLLC	TCAT Murfreesboro	Clinical Experience	\$0.00	6/24/2024	6/23/2029
113652	Clinical Affiliation	Florum USA, Inc.	TCAT Dickson	Training	(\$27,735.00)	7/1/2024	6/30/2025
113653	Clinical Affiliation	Children's Dentistry of Murfreesboro, PLLC	TCAT Murfreesboro	Clinical Experience	\$0.00	6/26/2024	6/25/2029
113654	Clinical Affiliation	Jeff Leach, DDS, PLLC	TCAT Murfreesboro	Clinical Experience	\$0.00	6/26/2024	6/25/2029
113655	Dual Credit Agreement	Tulahoma City Schools	MSSC	Cooperative Educational Offerings	\$0.00	8/1/2024	6/1/2025
113656	Dual Credit Agreement	Van Buren County Schools	MSSC	Cooperative Educational Offerings	\$0.00	8/1/2024	6/1/2025
113657	Dual Credit Agreement	Bedford County Schools	MSSC	Cooperative Educational Offerings	\$0.00	8/1/2024	6/1/2025
113658	Dual Credit Agreement	Rutherford County Schools	MSSC	Cooperative Educational Offerings	\$0.00	8/1/2024	6/1/2025
113659	Dual Credit Agreement	DeKalb County Schools	MSSC	Cooperative Educational Offerings	\$0.00	8/1/2024	6/1/2025
113660	Professional Service	McGraw Hill, LLC	Academics	Digital Course Materials	\$0.00	5/1/2024	4/30/2025
113661	Dual Credit Agreement	Coffee County Schools	MSSC	Cooperative Educational Offerings	\$0.00	8/1/2024	6/1/2025
113662	Dual Credit Agreement	Tulahoma City Schools	MSSC	Cooperative Educational Offerings	\$0.00	8/1/2024	6/1/2025
113663	Dual Credit Agreement	Bedford County Schools	MSSC	Cooperative Educational Offerings	\$0.00	8/1/2024	6/1/2025
113664	Dual Credit Agreement	Franklin County Schools	MSSC	Cooperative Educational Offerings	\$0.00	8/1/2024	6/1/2025
113665	Dual Credit Agreement	Sullivan County Schools	MSSC	Cooperative Educational Offerings	\$0.00	7/1/2024	6/30/2025
113666	Clinical Affiliation	Metro Knoxville HMA, LLC	TCAT Knoxville	Clinical Experience	\$0.00	3/15/2024	3/14/2029
113667	Memorandum of Understanding	University of Tennessee Knoxville	NESSC	Transfer Admission Pathways	\$0.00	8/1/2024	7/31/2027
113669	Clinical Affiliation	Ballad Health	TCAT Elizabethton	Clinical Experience	\$0.00	5/29/2024	5/28/2029
113671	Dual Credit Agreement	Carmon County Schools	MSSC	Cooperative Educational Offerings	\$0.00	8/1/2024	6/1/2025
113672	Dual Credit Agreement	Warren County Schools	MSSC	Cooperative Educational Offerings	\$0.00	8/1/2024	6/1/2025
113673	Software License	Evisions	IT	Software License	\$1,076,445.00	7/1/2024	6/30/2029
113675	Clinical Affiliation	Kevin K Dillard DDS, PLLC	TCAT Murfreesboro	Clinical Experience	\$0.00	6/24/2024	6/23/2029
113677	Dual Credit Agreement	Franklin County Schools	MSSC	Cooperative Educational Offerings	\$0.00	8/1/2024	6/1/2025
113682	Clinical Affiliation	Sumner Medical Group, PLLC	TCAT Hartselle	Clinical Experience	\$0.00	8/1/2024	7/31/2029
113683	Service Agreement	Greater Memphis Network of Access Points	TCAT Northwest	Training Services	\$0.00	7/1/2024	6/30/2025
113686	Dual Enrollment Agreement	Hawkins County School System	TCAT Morristown	Dual Enrollment Agreement	\$0.00	7/1/2024	6/30/2025
113687	Dual Enrollment Agreement	Hambleton County School System	TCAT Morristown	Dual Enrollment Agreement	\$0.00	7/1/2024	6/30/2025
113688	Dual Enrollment Agreement	Greiner County School System	TCAT Morristown	Dual Enrollment Agreement	\$0.00	7/1/2024	6/30/2025
113689	Dual Enrollment Agreement	Greene County/Greenville City School Systems	TCAT Morristown	Dual Enrollment Agreement	\$0.00	7/1/2024	6/30/2025
113691	Dual Enrollment Agreement	Grundy County High School	TCAT McMinnville	Dual Enrollment Agreement	\$0.00	7/1/2024	6/30/2025
113692	Dual Enrollment Agreement	Wayne County Schools	TCAT Hohenwald	Dual Enrollment Agreement	\$0.00	8/1/2024	7/31/2025
113693	Dual Enrollment Agreement	Lewis County Schools	TCAT Hohenwald	Dual Enrollment Agreement	\$0.00	8/1/2024	7/31/2025
113694	Dual Enrollment Agreement	White County School System	TCAT Livingston	Dual Enrollment Agreement	\$0.00	8/2/2024	5/22/2025
113695	Dual Enrollment Agreement	Putman County School System	TCAT Livingston	Dual Enrollment Agreement	\$0.00	8/5/2024	5/30/2025
113696	Dual Enrollment Agreement	Lincoln County Schools	TCAT Pulaski	Dual Enrollment Agreement	\$0.00	8/1/2024	5/31/2025
113697	Dual Enrollment Agreement	Marshall County School System	TCAT Pulaski	Dual Enrollment Agreement	\$0.00	8/1/2024	5/31/2025
113698	Dual Enrollment Agreement	Maury County Public Schools	TCAT Pulaski	Dual Enrollment Agreement	\$0.00	8/1/2024	5/31/2025
113699	Dual Enrollment Agreement	Lawrence County School System	TCAT Pulaski	Dual Enrollment Agreement	\$0.00	8/1/2024	5/31/2025
113700	Dual Enrollment Agreement	Maury County Schools	TCAT Hohenwald	Dual Enrollment Agreement	\$0.00	8/1/2024	5/31/2025
113701	Dual Enrollment Agreement	Jefferson County School System	TCAT Morristown	Dual Enrollment Agreement	\$0.00	7/1/2024	6/30/2025
113702	Dual Enrollment Agreement	Hancock County School Systems	TCAT Morristown	Dual Enrollment Agreement	\$0.00	7/1/2024	6/30/2025
113703	Dual Enrollment Agreement	Cocke County School System	TCAT Morristown	Dual Enrollment Agreement	\$0.00	7/1/2024	6/30/2025
113704	Dual Enrollment Agreement	Claiborne County School System	TCAT Morristown	Dual Enrollment Agreement	\$0.00	7/1/2024	6/30/2025

113705	Dual Enrollment Agreement	Corfsee County Central High School	TCAT McMinnville	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113706	Dual Enrollment Agreement	Dekalb County High School	TCAT McMinnville	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113707	Professional Service	Reliant Capital Solutions, LLC	Purchasing	Collection Services	7/1/2024	\$400,000.00	yes	6/30/2025
113708	Dual Enrollment Agreement	Robertson County Schools	TCAT Nashville	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113709	Dual Enrollment Agreement	Cannon County High School	TCAT McMinnville	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113710	Dual Enrollment Agreement	Sumner County Schools	TCAT Nashville	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113711	Dual Enrollment Agreement	Warren County High School	TCAT McMinnville	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113712	Dual Enrollment Agreement	F.C. Boyd Christian School	TCAT McMinnville	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113715	Service Agreement	Nissan North America, Inc.	TCAT McMinnville	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113717	Clinical Affiliation	Lauderdale Community Living Center	TCAT Northwest	Clinical Experience	7/8/2024	\$0.00		7/7/2029
113718	Clinical Affiliation	Citizens of Lake County for Healthcare, Inc.	TCAT Northwest	Clinical Experience	7/8/2024	\$0.00		7/7/2029
113720	Dual Enrollment Agreement	Johnson County Schools	NESSC	Dual Enrollment Agreement	8/1/2024	\$0.00		7/31/2025
113721	Dual Enrollment Agreement	Johnson City Schools	NESSC	Dual Enrollment Agreement	8/1/2024	\$0.00		7/31/2025
113722	Dual Enrollment Agreement	Elizabethon City Schools	NESSC	Dual Enrollment Agreement	8/1/2024	\$0.00		7/31/2025
113723	Dual Enrollment Agreement	Carter County Schools	NESSC	Dual Enrollment Agreement	8/1/2024	\$0.00		7/31/2025
113724	Clinical Affiliation	Metro Knoxville HMA, LLC d/b/a Tennova Healthcare	TCAT Knoxville	Clinical Experience	6/15/2024	\$0.00		3/14/2029
113725	Grant Agreement	Tennessee Department of Transportation	TCAT Northwest	Grant	6/30/2024	(\$100,000.00)		6/29/2025
113726	Clinical Affiliation	Uplands Village	TCAT Crossville	Clinical Experience	7/10/2024	\$0.00		7/9/2029
113727	Lease Agreement	The City of Kingsport, TN	Facilities	Lease Agreement	7/1/2024	\$49,000.00		6/30/2025
113728	Dual Credit Agreement	Moore County Schools	MSCC	Cooperative Educational Offerings	8/1/2024	\$0.00		6/1/2025
113730	Clinical Affiliation	Covington Care Nursing & Rehabilitation Center, LLC	TCAT Northwest	Clinical Experience	7/9/2024	\$0.00		7/8/2029
113731	Dual Enrollment Agreement	Hamilton County Schools	CSSC	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113732	Dual Credit Agreement	Lawrence County School System	COSCC	Cooperative Educational Offerings	8/1/2024	\$0.00		7/31/2025
113734	Dual Credit Agreement	Marshall County School System	COSCC	Cooperative Educational Offerings	8/1/2024	\$0.00		7/31/2025
113735	Dual Credit Agreement	Mauzy County Schools	COSCC	Cooperative Educational Offerings	8/1/2024	\$0.00		7/31/2025
113736	Lease Agreement	Pinney Bowes, Inc.	TCAT Shelbyville	Lease of Mail Equipment	8/1/2024	\$769.20		7/31/2029
113738	Clinical Affiliation	NHC Healthcare/McMinnville, LLC	TCAT McMinnville	Clinical Experience	8/4/2024	\$0.00		8/3/2027
113739	Clinical Affiliation	NHC Healthcare/Smithville, LLC	TCAT McMinnville	Clinical Experience	8/1/2024	\$0.00		7/31/2027
113740	Dual Enrollment Agreement	Anderson County Schools	TCAT Harriman	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113741	Dual Enrollment Agreement	Morgan County Schools	TCAT Harriman	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113742	Dual Enrollment Agreement	Roane County Schools	TCAT Harriman	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113743	Dual Enrollment Agreement	Rhea County Schools	TCAT Harriman	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113746	Dual Enrollment Agreement	Cheatham County Schools	TCAT Nashville	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113747	Dual Enrollment Agreement	Loudon County Schools	TCAT Nashville	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113748	Dual Enrollment Agreement	Kingsport City Schools	TCAT Harriman	Dual Enrollment Agreement	8/1/2024	\$0.00		7/31/2025
113749	Dual Enrollment Agreement	New Hope Academy	NESSC	Dual Enrollment Agreement	8/1/2024	\$0.00		7/31/2025
113750	Special Industry Agreement	Crown Laboratories, Inc.	NESSC	Dual Enrollment Agreement	9/3/2024	(\$4,800.00)		12/31/2024
113751	Dual Enrollment Agreement	Tipton-Rosemark Academy	TCAT Elizabethton	Training	7/1/2024	\$0.00		6/30/2025
113752	Dual Service	TCAT Jackson - Meredith Cooper	DSSC	Dual Enrollment Agreement	7/1/2024	\$1,818.18		8/31/2024
113760	Clinical Affiliation	Ripley Medical Clinic, PC	TCAT Northwest	Clinical Experience	7/18/2024	\$0.00		7/17/2029
113754	Memorandum of Understanding	Northwest State Community College Foundation	NESSC	Foundation Agreement	7/1/2024	\$0.00		6/30/2025
113756	Clinical Affiliation	Oakland Obstetrics and Gynecology 2, LLC	TCAT Northwest	Clinical Experience	7/18/2024	\$0.00		7/17/2029
113761	Professional Service	Carrier Corporation	TCAT McMinnville	Clinical Experience	9/1/2024	\$0.00		8/31/2027
113762	Dual Enrollment Agreement	Trinity Christian Academy	TCAT Crossville	HVAC Work	7/19/2024	\$5,487.00		8/31/2024
113763	Dual Enrollment Agreement	Sumner County Schools	JSCC	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113764	Special Industry Agreement	Washington County Economic Development Council, Inc.	TCAT Nashville	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113767	Clinical Affiliation	Middle TN Ear Nose & Throat Specialists, PLLC	TCAT Elizabethton	Training	8/1/2024	(\$50,000.00)		12/31/2024
113771	Clinical Affiliation	Family Medical, PC	TCAT Hohenwald	Clinical Experience	7/10/2024	\$0.00		7/9/2029
113772	Interagency Agreement	TN Dept of Labor and Workforce Development	TCAT Hartsville	Clinical Experience	9/1/2024	\$0.00		8/31/2029
113773	Professional Service	TrueScreen, Inc.	Facilities	Lease Agreement	8/5/2024	\$0.00		8/4/2026
113775	Special Industry Agreement	Hood Container Corporation	HR	Background Screening Services	8/1/2024	\$700,000.00	yes	7/31/2029
113776	Clinical Affiliation	Cookeville Regional Medical Center	TCAT Dickson	Training	8/7/2024	(\$46,080.00)		8/23/2024
113777	Dual Enrollment Agreement	Hardeman County Schools	JSCC	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113778	Memorandum of Understanding	Haywood County and the Town of Stanton	Facilities	Water and Sewer services	7/15/2024	\$600,000.00		7/14/2999
113780	Dual Enrollment Agreement	West Carroll Special School District	JSCC	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113781	Professional Service	Aeneas Communications, LLC - Brownsville Campus	JSCC	Internet Services	6/15/2024	\$3,909.30		6/14/2025
113782	Memorandum of Understanding	University of Virginia	TCAT Jackson	Research Agreement	5/1/2025	\$436,783.00		4/20/2028
113783	Dual Enrollment Agreement	Hollow Rock-Bruceton Special Schools	Student Success	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113785	Dual Enrollment Agreement	Benton County Schools	JSCC	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113786	Dual Enrollment Agreement	Hardin County Schools	JSCC	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113788	Dual Enrollment Agreement	Jackson Madison County School System	JSCC	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113791	Dual Enrollment Agreement	Gibson County Special School District	JSCC	Dual Enrollment Agreement	7/1/2024	\$0.00		6/30/2025
113796	Purchase Agreement	Tenn-Share, Inc.	TBR	Library Purchases	9/1/2024	\$2,300,000.00	yes	8/31/2025

113798	Grant Agreement	Tennessee Valley Authority	SWCC	Grant	8/6/2024	12/31/2026
113799	Professional Service	Preplblast, LLC (RegisterBlast)	TCAT Jackson	License Agreement	7/15/2024	6/30/2025
113800	Clinical Affiliation	Medical Specialty Clinic	TCAT Jackson	Clinical Experience	8/1/2024	7/31/2029
113802	Professional Service	Workforce Innovations, Inc.	JSCC	Cooperative Agreement	7/17/2024	6/30/2029
113804	Professional Service	Blue Icon Advisors, NASFAA Consulting	Student Success	Consulting	7/18/2024	6/30/2025
113812	Professional Service	Aeneas Communications, LLC - Whiteville Campus	TCAT Jackson	Internet Services	6/15/2024	6/14/2025
113813	Dual Enrollment Agreement	Decatur County Schools	JSCC	Dual Enrollment Agreement	7/1/2024	6/30/2025
113814	Dual Enrollment Agreement	HomeLife Academy	JSCC	Dual Enrollment Agreement	7/1/2024	6/30/2025
113815	Dual Enrollment Agreement	Oneida Special School District	TCAT Oneida	Dual Enrollment Agreement	7/1/2024	7/31/2025
113816	Dual Enrollment Agreement	Trenton Special School District	TCAT Jackson	Dual Enrollment Agreement	7/1/2024	7/31/2025
113817	Dual Enrollment Agreement	Jackson Madison County School System	TCAT Jackson	Dual Enrollment Agreement	7/1/2024	6/30/2025
113818	Dual Enrollment Agreement	Hollow Rock-Bruceton Special School District	TCAT Jackson	Dual Enrollment Agreement	7/1/2024	6/30/2025
113819	Dual Enrollment Agreement	Hardeman County Schools	TCAT Jackson	Dual Enrollment Agreement	7/1/2024	6/30/2025
113820	Professional Service	Pitney Bowes	TCAT Oneida	Lease of Mail Equipment	7/26/2024	7/25/2028
113821	Professional Service	Howard Technology Solutions	TBR	Technology Products and Services	8/1/2024	11/30/2025
113822	Professional Service	Five Star Food Service, Inc.	TBR	Vending Services	7/1/2024	6/30/2025
113823	Professional Service	American Academy Holdings, LLC	JSCC	License Agreement	7/1/2024	6/30/2025
113827	Dual Enrollment Agreement	Henderson County Schools	JSCC	Dual Enrollment Agreement	7/1/2024	6/30/2025
113829	Dual Enrollment Agreement	Bradford Special School District	JSCC	Dual Enrollment Agreement	7/1/2024	6/30/2025
113830	Dual Enrollment Agreement	Humbolt City School District	JSCC	Dual Enrollment Agreement	7/1/2024	6/30/2025
113832	Dual Enrollment Agreement	Germantown School District	SWCC	Dual Enrollment Agreement	7/1/2024	6/30/2025
113834	Dual Credit Agreement	Rutherford County Schools	NSSC	Cooperative Educational Offerings	7/1/2024	6/30/2025
113835	Grant Agreement	TCAT Oneida/Huntsville	TCAT Jacksboro	Grant Subcontract	7/1/2024	6/30/2025
113836	Grant Agreement	TCAT Oneida/Huntsville	TCAT Jacksboro	Grant Subcontract	7/1/2024	6/30/2025
113841	Professional Service	Volunteer Paving and Construction Company, Inc.	TCAT Knoxville	Facilities Improvement	8/1/2024	9/30/2024
113843	Clinical Affiliation	Acacia Dermatology, PLLC	TCAT Pulaski	Clinical Experience	7/24/2024	7/23/2029
113844	Software License	NextGen Web Solutions	TBR	Software License	5/1/2024	4/30/2025
113845	Dual Enrollment Agreement	Perry County School System	TCAT Crump	Dual Enrollment Agreement	8/1/2024	5/31/2025
113847	Clinical Affiliation	HighPoint Health System	TCAT Hartsville	Clinical Experience	8/6/2024	8/5/2029
113848	Professional Service	Kubota Tractor Corporation	TCAT Dickson	Equipment Services for training	9/1/2024	9/1/2025
113849	Professional Service	Jennifer Scott Mobley LLC	TCAT Knoxville	Leadership Team Coaching	8/1/2024	7/31/2025
113850	Professional Service	EBSCO Publishing Inc.	TBR	Subscription Services	7/1/2024	6/30/2025
113857	Lease Agreement	City of Lawrenceburg & Lawrence County	Facilities	Lease Agreement	7/1/2024	6/30/2025
113858	Dual Enrollment Agreement	Lakeway Christian Academy	WSCC	Dual Enrollment Agreement	8/1/2024	7/31/2025
113859	Dual Enrollment Agreement	Cosby High School	WSCC	Dual Enrollment Agreement	8/1/2024	7/31/2025
113860	Dual Enrollment Agreement	HomeLife Academy	WSCC	Dual Enrollment Agreement	8/1/2024	7/31/2025
113861	Dual Enrollment Agreement	Millington Central Middle High School	SWCC	Dual Enrollment Agreement	7/1/2024	6/30/2025
113864	Dual Enrollment Agreement	Washburn High School	WSCC	Dual Enrollment Agreement	8/1/2024	7/31/2025
113865	Dual Enrollment Agreement	University School of Jackson	JSCC	Dual Enrollment Agreement	7/1/2024	6/30/2025
113866	Dual Enrollment Agreement	Grainger County High School	WSCC	Dual Enrollment Agreement	8/1/2024	7/31/2025
113867	Dual Enrollment Agreement	Jefferson County High School	WSCC	Dual Enrollment Agreement	8/1/2024	7/31/2025
113868	Dual Enrollment Agreement	Cocke County High School	WSCC	Dual Enrollment Agreement	8/1/2024	7/31/2025
113870	Dual Enrollment Agreement	Lexington High School	TCAT Crump	Dual Enrollment Agreement	8/1/2024	5/31/2025
113871	Dual Enrollment Agreement	Jackson Madison County School System	TCAT Crump	Dual Enrollment Agreement	8/1/2024	5/31/2025
113872	Dual Enrollment Agreement	Greene Tech Center	WSCC	Dual Enrollment Agreement	8/1/2024	7/31/2025
113873	Dual Credit Agreement	South Greene High School	WSCC	Cooperative Educational Offerings	8/1/2024	7/31/2025
113874	Dual Enrollment Agreement	Morristown West High School	WSCC	Dual Enrollment Agreement	8/1/2024	7/31/2025
113875	Dual Credit Agreement	Morristown West High School	WSCC	Cooperative Educational Offerings	8/1/2024	7/31/2025
113876	Dual Enrollment Agreement	Cumberland Gap High School	WSCC	Dual Enrollment Agreement	8/1/2024	7/31/2025
113877	Dual Enrollment Agreement	Fayette County Schools	SWCC	Dual Enrollment Agreement	7/1/2024	6/30/2025
113878	Dual Enrollment Agreement	KIPP Collegiate High School	SWCC	Dual Enrollment Agreement	7/1/2024	6/30/2025
113879	Dual Credit Agreement	South Carroll County Special School District	JSCC	Cooperative Educational Offerings	9/1/2024	6/30/2025
113880	Dual Enrollment Agreement	Lexington Christian Academy	JSCC	Dual Enrollment Agreement	7/1/2024	6/30/2025
113881	Dual Enrollment Agreement	Lawrence County School System	TCAT Crump	Dual Enrollment Agreement	8/1/2024	5/31/2025
113882	Dual Enrollment Agreement	Chester County School System	TCAT Crump	Dual Enrollment Agreement	8/1/2024	5/31/2025
113883	Clinical Affiliation	Henry County Health and Rehabilitation	TCAT Henry/Carroll	Clinical Experience	7/22/2024	7/21/2029
113884	Dual Enrollment Agreement	Scott County Schools	TCAT Oneida	Dual Enrollment Agreement	8/1/2024	7/31/2025
113886	Dual Enrollment Agreement	Union County High School	WSCC	Dual Enrollment Agreement	8/1/2024	7/31/2025
113887	Dual Credit Agreement	Union County High School	WSCC	Cooperative Educational Offerings	8/1/2024	7/31/2025
113890	Dual Enrollment Agreement	Morristown East High School	WSCC	Dual Enrollment Agreement	8/1/2024	7/31/2025
113891	Dual Credit Agreement	Washburn High School	WSCC	Cooperative Educational Offerings	8/1/2024	7/31/2025
113892	Professional Service	Town of Stanton	TCAT Jackson	Utility Services	7/1/2024	6/30/2026
113895	Dual Credit Agreement	Gallinburg-Pittman High School	WSCC	Cooperative Educational Offerings	8/1/2024	7/31/2025
113896	Dual Enrollment Agreement	Gallinburg-Pittman High School	WSCC	Dual Enrollment Agreement	8/1/2024	7/31/2025

113897	Dual Enrollment Agreement	Seymour High School	WSSC	Dual Enrollment Agreement	8/1/2024	7/31/2025	\$0.00
113898	Dual Enrollment Agreement	Northview Academy	WSSC	Dual Enrollment Agreement	8/1/2024	7/31/2025	\$0.00
113899	Dual Enrollment Agreement	Gibson County Special School District	TCAT Jackson	Dual Enrollment Agreement	7/1/2024	6/30/2025	\$0.00
113900	Dual Enrollment Agreement	Bradford Special School District	TCAT Jackson	Dual Enrollment Agreement	7/1/2024	6/30/2025	\$0.00
113901	Dual Enrollment Agreement	Humbolt City Schools	TCAT Jackson	Dual Enrollment Agreement	7/1/2024	6/30/2025	\$0.00
113902	Clinical Affiliation	Tennessee Department of Disability and Aging	TBR	Clinical Experience	9/1/2024	8/31/2029	\$0.00
113905	Dual Enrollment Agreement	West Greene High School	WSSC	Dual Enrollment Agreement	8/1/2024	7/31/2025	\$0.00
113906	Dual Enrollment Agreement	Milan Special School District	TCAT Jackson	Dual Enrollment Agreement	7/1/2024	6/30/2025	\$0.00
113907	Service Agreement	Nissan North America, Inc.	TCAT Jackson	Use of Instructors for Courses	8/6/2024	6/30/2025	\$447,300.00
113909	Dual Enrollment Agreement	Monroe County Schools	TCAT Athens	Dual Enrollment Agreement	9/3/2024	4/25/2025	\$0.00
113910	Dual Enrollment Agreement	Maigs County Schools	TCAT Athens	Dual Enrollment Agreement	9/3/2024	4/25/2025	\$0.00
113912	Dual Enrollment Agreement	Cleveland City Schools	TCAT Athens	Dual Enrollment Agreement	9/3/2024	4/25/2025	\$0.00
113913	Service Agreement	Nissan North America, Inc.	TCAT Hohenwald	Use of Instructors for Courses	7/1/2024	6/30/2025	\$0.00
113915	Dual Enrollment Agreement	Lawrence County Schools	TCAT Hohenwald	Dual Enrollment Agreement	8/1/2024	5/31/2025	\$0.00
113916	Clinical Affiliation	Huntingdon Special School District	TCAT Henry/Carroll	Clinical Experience	8/13/2024	8/12/2029	\$0.00
113917	Clinical Affiliation	Campbell County HMA, LLC	TCAT Jacksboro	Clinical Experience	4/30/2024	4/30/2026	\$0.00
113918	Interagency Agreement	Dyersburg State Community College	JSCC	Facility Use	8/27/2024	4/29/2025	\$0.00
113919	Dual Enrollment Agreement	Chuckey-Doak High School	WSSC	Dual Enrollment Agreement	8/1/2024	7/31/2025	\$0.00
113920	Professional Service	American Job Center (Equus Workforce Solutions)	SWCC	Facility Use	7/27/2024	6/30/2025	\$0.00
113921	Dual Service	Walters State Community College - Olivia Baxley	JSCC	Personnel	8/26/2024	12/13/2024	\$2,308.28
113922	Dual Enrollment Agreement	Sevier County High School	WSSC	Dual Enrollment Agreement	8/1/2024	7/31/2025	\$0.00
113923	Dual Credit Agreement	North Greene High School	WSSC	Cooperative Educational Offerings	8/1/2024	7/31/2025	\$0.00
113924	Dual Credit Agreement	Greenville High School	WSSC	Dual Enrollment Agreement	8/1/2024	7/31/2025	\$0.00
113925	Dual Credit Agreement	Pigeon Forge High School	WSSC	Cooperative Educational Offerings	8/1/2024	7/31/2025	\$0.00
113928	Dual Enrollment Agreement	Pigeon Forge High School	WSSC	Dual Enrollment Agreement	8/1/2024	7/31/2025	\$0.00
113932	Dual Enrollment Agreement	Fayette County Public Schools	TCAT Jackson	Dual Enrollment Agreement	7/1/2024	6/30/2025	\$0.00
113934	Use of Facilities	Workforce Innovations, Inc.	JSCC	Facility Use	9/9/2024	9/9/2024	\$0.00
113935	Dual Enrollment Agreement	Claiborne High School	WSSC	Dual Enrollment Agreement	8/1/2024	7/31/2025	\$0.00
113937	Dual Credit Agreement	Grundy County Schools	CSCC	Cooperative Educational Offerings	8/1/2024	6/30/2025	\$0.00
113938	Dual Credit Agreement	Bledsoe County Schools	CSCC	Cooperative Educational Offerings	8/1/2024	6/30/2025	\$0.00
113939	Dual Credit Agreement	Maigs County Schools	CSCC	Cooperative Educational Offerings	8/1/2024	6/30/2025	\$0.00
113940	Dual Credit Agreement	Rhea County School District	CSCC	Cooperative Educational Offerings	8/1/2024	6/30/2025	\$0.00
113942	Professional Service	Swim Digital Group	SWCC	Consulting	8/5/2024	2/5/2025	\$51,900.00
113943	Lease Agreement	Overton County Government	Facilities	Lease Agreement	8/16/2024	12/31/2063	\$0.00
113947	Dual Credit Agreement	Clarksville-Montgomery County Schools	NSCC	Cooperative Educational Offerings	7/1/2024	6/30/2025	\$0.00
113948	Dual Credit Agreement	Sequitche County Schools	CSCC	Cooperative Educational Offerings	8/1/2024	6/30/2025	\$0.00
113949	Dual Credit Agreement	Marion County Schools	CSCC	Cooperative Educational Offerings	8/1/2024	6/30/2025	\$0.00
113950	Grant Agreement	Nashville State Community College	TBR	Grant	8/19/2024	6/30/2025	\$222,777.00
113951	Use of Facilities	Tennessee Achieves	JSCC	Facility Use	1/29/2025	1/29/2025	\$0.00
113952	Use of Facilities	Battelle Memorial Institute	JSCC	Facility Use	9/11/2024	9/11/2024	\$0.00
113953	Dual Credit Agreement	Cherokee High School	WSSC	Cooperative Educational Offerings	8/1/2024	7/31/2025	\$0.00
113954	Dual Credit Agreement	Granger County High School	WSSC	Cooperative Educational Offerings	8/1/2024	7/31/2025	\$0.00
113955	Dual Credit Agreement	Chuckey-Doak High School	WSSC	Cooperative Educational Offerings	8/1/2024	7/31/2025	\$0.00
113956	Dual Credit Agreement	Jefferson County High School	WSSC	Cooperative Educational Offerings	8/1/2024	7/31/2025	\$0.00
113957	Service Agreement	Grammarly, Inc.	SWCC	Subscription Services	8/1/2024	7/31/2025	\$16,000.00
113958	Dual Enrollment Agreement	Gestalt Community Schools	SWCC	Dual Enrollment Agreement	7/1/2024	6/30/2025	\$0.00
113959	Dual Credit Agreement	Seymour High School	WSSC	Cooperative Educational Offerings	8/1/2024	7/31/2025	\$0.00
113960	Use of Facilities	Vanderbilt University Medical Center	JSCC	Facility Use	12/2/2024	12/3/2024	\$0.00
113961	Use of Facilities	TnAchieves	JSCC	Facility Use	9/3/2024	11/20/2024	\$0.00
113962	Clinical Affiliation	CRF Health Tennessee, LLC	TCAT Dickson	Clinical Experience	9/1/2024	8/31/2029	\$0.00
113963	Dual Credit Agreement	Clinch High School	WSSC	Cooperative Educational Offerings	8/1/2024	7/31/2025	\$0.00
113964	Dual Credit Agreement	Cosby High School	WSSC	Cooperative Educational Offerings	8/1/2024	7/31/2025	\$0.00
113965	Dual Enrollment Agreement	Clinch High School	WSSC	Dual Enrollment Agreement	8/1/2024	7/31/2025	\$0.00
113966	Dual Credit Agreement	Northview Academy	WSSC	Cooperative Educational Offerings	8/1/2024	7/31/2025	\$0.00
113967	Dual Enrollment Agreement	Dickson County Schools	NSCC	Dual Enrollment Agreement	7/1/2024	6/30/2025	\$0.00
113968	Academic Articulation Agreement	East Tennessee State Community College	WSSC	Cooperative Educational Offerings	8/22/2024	8/22/2027	\$0.00

Summary by Type of Contract Contracts Approved from May 18, 2024 to August 22, 2024

Dept./Institution	Amendment to Existing Contract	Clinical Affiliation	Dual Services	Professional Services	Service Agreement	Other	Contract Total
TBR Offices							
Academics	5	-	-	1	2	2	10
eCampus	1	-	-	-	-	-	1
TBR Combined	16	1	-	7	4	24	52
Subtotal	22	1	-	8	6	26	63
Institutions							
APSU	-	-	-	-	-	-	-
ETSU	-	-	-	-	-	-	-
MTSU	-	-	-	-	-	-	-
TSU	-	-	-	-	-	-	-
TTU	-	-	-	-	-	-	-
UOM	-	-	-	-	-	-	-
CSCC	1	-	-	-	-	10	11
CISCC	-	-	-	-	-	-	-
CoSCC	-	-	-	-	-	9	9
DSCC	-	-	-	-	-	10	10
JSCC	3	-	1	2	-	40	46
MSCC	-	-	-	-	2	14	16
NSCC	2	1	-	-	-	5	8
NeSCC	1	-	-	-	-	27	28
PSCC	1	-	-	-	1	2	4
RSCC	1	-	-	-	1	-	2
STCC	-	-	-	2	1	8	11
VSCC	1	-	-	-	1	1	3
WSCC	1	-	-	-	-	47	48
TCAT Combined	16	97	2	10	17	161	303
Subtotal	27	98	3	14	23	334	499
Grand Total	49	99	3	22	29	360	562

BOARD TRANSMITTAL

MEETING: Quarterly Board Meeting

SUBJECT: Report of the Committee on Academic Policies and Programs/Student Life

DATE: September 20, 2024

PRESENTER: Regent Kyle Spurgeon

PRESENTATION REQUIREMENTS: N/A

ACTION REQUIRED: Voice Vote

STAFF RECOMMENDATION: Recommend Approval

The Board will consider approval of the minutes from the September 19, 2024 meeting of the Committee on Academic Policies and Programs/Student Life.

BOARD TRANSMITTAL

MEETING: Quarterly Board Meeting

SUBJECT: Report of the Committee on External Affairs

DATE: September 20, 2024

PRESENTER: Regent Danni Varlan

PRESENTATION
REQUIREMENTS: N/A

ACTION REQUIRED: Voice Vote

STAFF
RECOMMENDATION: Recommend Approval

The Board will consider approval of the minutes from the September 19, 2024 meeting of the Committee on External Affairs.

BOARD TRANSMITTAL

MEETING: Quarterly Board Meeting

SUBJECT: Report of the Committee on Workforce Development

DATE: September 20, 2024

PRESENTER: Regent Mark George

PRESENTATION
REQUIREMENTS: N/A

ACTION REQUIRED: Voice Vote

STAFF
RECOMMENDATION: Recommend Approval

The Board will consider approval of the minutes from the September 19, 2024 meeting of the Committee on Workforce Development.

BOARD TRANSMITTAL

MEETING: Quarterly Board Meeting

SUBJECT: Report of the Committee on Audit

DATE: September 20, 2024

PRESENTER: Regent Miles Burdine

PRESENTATION
REQUIREMENTS: N/A

ACTION REQUIRED: Voice Vote

STAFF
RECOMMENDATION: Recommend Approval

The Board will consider approval of the minutes from the August 27, 2024 meeting of the Committee on Audit.

REPORT OF THE COMMITTEE ON AUDIT

August 27, 2024

The Committee on Audit met in regular session on August 27, 2024, at 10:25 a.m. via Microsoft Teams. The roll was called by Secretary Mariah Perry. The roll call confirmed that a quorum was present; all Committee members in attendance and the Board's Vice Chair confirmed that they could simultaneously hear and speak to other participants; and that no other people were present in the room with each Regent. In attendance were system office and institutional staff; the Board's Vice Chair, Regent Emily Reynolds; and other Board members, including the following Audit Committee members:

Regent Miles Burdine, Audit Committee Chair
Regent Todd Kaestner
Regent Tom White

The necessity of the electronic meeting was confirmed by unanimous consent due to it being the most economically efficient way to have matters considered that require timely action.

Regent Burdine opened the meeting by thanking everyone and welcoming the audit committee. Mike Batson echoed the thanks and began the informational reporting section.

Item I, Informational Reporting, included four topics for discussion. Item I.a., Highlights of Audit Findings and Recommendations, consisted of Mike Batson discussing the following topic: Recommendation Logs, Miscellaneous External Reviews, Federal Audits, and Internal Audit Reports included in the materials. Mr. Batson covered reviews from the following: Tennessee Higher Education Commission- Tennessee Student Assistance Corporation Program Review for Chattanooga State, Roane State, TCAT Chattanooga, and TCAT Knoxville; Tennessee Department of Health – ELC Grant Monitoring Review for Volunteer State; Tennessee Department of Safety & Homeland Security- CDL Audit for TCAT Chattanooga; U.S. Department of Veterans Affairs Compliance Surveys for Chattanooga State, Cleveland State, Columbia State, Motlow State, TCAT Crossville, TCAT Hartsville, TCAT Knoxville, TCAT Livingston, TCAT Pulaski, and TCAT Shelbyville; U.S. Department of Labor Enhanced Desk Monitoring Review

for Northeast State; U.S. Department of Defense Institutional Compliance Program review for Columbia State; HEERF Public Reporting Review for Chattanooga State; Payroll Activities Audit for Volunteer State; Internal Controls Audits for TCAT Livingston and TCAT Shelbyville; Faculty Credentials Audit for Chattanooga State; and Investigation 2024-02 for Northeast State. This item was for informational purposes and required no action.

Item I.b., Audit Reports and Reviews, consisted of informing the committee that a summary of the Miscellaneous External Reviews, Federal Audit Reports, and the Internal Audit Reports for the fourth quarter of fiscal year 2024 are included in the meeting materials. Highlights of these materials were covered in section I.a. of the meeting. A listing of the Internal Audit Reports is included as Attachment A to these minutes. This item was for informational purposes and required no action.

Item I.c., System-wide Internal Audit Updates, consisted of discussing the following topics: current Director of Internal Audit vacancies; new audit directors at Columbia State, Dyersburg State, and Southwest Tennessee

Community College; and an update on this year's Management's Risk Assessment to be presented in the Non-Public Executive Session. This item was for informational purposes and required no action.

Item I.d., Review of Internal Audit Year-End Status Reports for Fiscal Year 2024, was presented by Mike Batson. This item was for informational purposes and required no action.

Item II.a., Review of Internal Audit Plans for Fiscal Year 2025 was presented by Mike Batson.

A motion was made by Regent White and seconded by Regent Kaestner to approve the audit plans. The Committee voted in a roll call vote to approve the audit plans as presented. The audit plans are included as Attachment B to these minutes.

Item II.b., Review of Internal Audit Charters, included new charters for Dyersburg State Community College due to a new audit director at the campus and Volunteer State Community College due to a new president.

A motion was made by Regent Kaestner and seconded by Regent White to approve the charters. The Committee voted to approve the charters in a roll call vote. The charters are included as Attachment C to these minutes.

Item II.c., Review of Charters, Responsibilities, and the IIA Standards, was presented by Mike Batson. Mr. Batson outlined and highlighted several responsibilities, roles, and authority of the audit committee.

The Audit Committee Charter was reviewed with the committee by Mr. Batson. No revisions were recommended by staff at this time.

The Internal Audit Charter template was reviewed with the committee. No revisions were recommended by staff at this time.

A motion was made by Regent Kaestner and seconded by Regent White to approve no changes to the charters. The Committee voted to approve no changes in a roll call vote.

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

Respectfully submitted,

Committee on Audit

Miles Burdine, Committee Chair

BOARD TRANSMITTAL

MEETING: Quarterly Board Meeting

SUBJECT: Report of the Committee on Finance and Business
Operations

DATE: September 20, 2024

PRESENTER: Regent Tom White

PRESENTATION
REQUIREMENTS: N/A

ACTION REQUIRED: Roll Call Vote

STAFF
RECOMMENDATION: Recommend Approval

The Board will consider approval of the minutes from the September 19, 2024 meeting of the Committee on Finance and Business Operations.

BOARD TRANSMITTAL

MEETING: Quarterly Board Meeting

SUBJECT: Report of the Committee on Personnel and Compensation

DATE: September 20, 2024

PRESENTER: Regent Nisha Powers

PRESENTATION
REQUIREMENTS: N/A

ACTION REQUIRED: Roll Call Vote

STAFF
RECOMMENDATION: Recommend Approval

The Board will consider approval of the minutes from the September 19, 2024 meeting of the Committee on Personnel and Compensation.

BOARD TRANSMITTAL

MEETING:	Quarterly Board Meeting
SUBJECT:	Report of the Regents Award for Excellence in Philanthropy
DATE:	September 20, 2024
PRESENTER:	Regent Danni Varlan
PRESENTATION REQUIREMENTS:	5 Minutes
ACTION REQUIRED:	Informational Purposes
STAFF RECOMMENDATION:	Not Applicable

Recipients of the Regents award for Excellence in Philanthropy are selected based on the generous giving of their time, resources, influence on volunteers to become involved in fundraising, active promotion of higher education, leadership in philanthropy, exceptional civic responsibility, and integrity. The Board will receive a report on the following awards presented on July 29, 2024 and July 30, 2024:

State Representative Greg Vital

State Representative Greg Vital, President and Co-Founder of Morning Pointe Senior Living, accepted the 2024 Regents Award for Excellence in Philanthropy as nominated by Chattanooga State Community College. The award was presented by Regent Tom White during a ceremony in the Gerald McCormick Center held on July 29, 2024.

Dr. Karen A. Bowyer

Dr. Karen A. Bowyer accepted the 2024 Regents Award for Excellence in Philanthropy as nominated by Dyersburg State Community College. The award was presented by Regent Kyle Spurgeon at the DSCC Annual Foundation Dinner on July 30, 2024.

BOARD TRANSMITTAL

MEETING: Quarterly Board Meeting

SUBJECT: Proposed Revisions to TBR Policy 1.08.04.00 Personally Identifiable Information

DATE: September 20, 2024

PRESENTER: General Counsel Brian Lapps/Vice Chancellor Alisha Fox

PRESENTATION REQUIREMENTS: 5 minutes

ACTION REQUIRED: Voice Vote

STAFF RECOMMENDATION: Recommend Approval

TBR institutions create, collect, maintain, use, and transmit personally identifiable information relating to individuals associated with the institution including, but not limited to, students, alumni, faculty, administrators, staff, and service employees. TBR institutions are committed to protecting PII against inappropriate access and use in compliance with applicable laws and regulations.

The proposed revisions, which have been approved by the IT Sub council and Presidents Council, are attached in tracked changes and clean copy form.

Personally Identifiable Information (PII)

~~(formerly G-053):~~ 1.08.04.00 (formerly G-053)

Policy Area

Governance, Organization, and General Policies

Applicable Divisions

TCATs, Community Colleges, System Office, Board Members

Purpose

TBR institutions create, collect, maintain, use, and transmit personally identifiable information relating to individuals associated with the institution including, but not limited to, students, alumni, faculty, administrators, staff, and service employees. TBR institutions are committed to protecting PII against inappropriate access and use in compliance with applicable laws and regulations ~~in order to maximize trust and integrity.~~

Definitions

- Data Custodians - Data Custodians are the people responsible for oversight of personally-identifiable information in their respective areas of institutional operations.
- The Data ~~Custodian Owner~~ (also called a Data Steward or Data Owner) is the person who has administrative control and has been officially designated as accountable for a specific information asset or dataset. This person would determine who has access to what and IT implements the controls to match.
- Minimum Necessary - Minimum Necessary is the standard that defines that the least information and fewest people should be involved to satisfactorily perform a particular function.
- Personally Identifiable Information (PII) - Information that has not been lawfully made publicly available and which can be used to distinguish or trace an individual's identity, such as ~~their ID,~~ Social Security number, driver license, or biometric records, alone, or when combined with other personal or identifying information which is linked or linkable to a specific individual, such as date and place of birth, mother's maiden name, etc. Certain privacy laws, and policies based on those laws, may use a different definition of PII.

- Directory information - Directory information is information that is generally not considered harmful or an invasion of privacy if released. It can also be disclosed to outside organizations.

Policy

I. Policy

- A. Members of the TBR community shall employ reasonable and appropriate administrative, technical, and physical safeguards to protect the integrity, confidentiality, and security of all personally identifiable information (PII), irrespective of its source or ownership or the medium used to store it.
- B. All individuals who dispense, receive, and store PII have responsibilities to safeguard it.
- C. In adopting this policy, the System is guided by the following objectives:
 1. To enhance individual privacy for members of the TBR community through the secure handling of PII.
 2. To ensure that all members of the TBR community understand their obligations and individual responsibilities under this policy by providing appropriate training that shall permit the TBR community to comply with both the letter and the spirit of all applicable privacy legislation. Each member institution will be responsible for determining the means of training for its institution.
 3. To increase security and management of Social Security numbers (SSNs) by:
 - a. Instilling broad awareness of the confidential nature of the SSNs;
 - b. Establishing a consistent policy about the use of SSNs throughout the System; and
 - c. Ensuring that access to SSNs for the purpose of conducting TBR business is granted only to the extent necessary to accomplish a given task or purpose.

- d. To reduce reliance on the SSN for identification purposes as much as possible.
 - 4. To comply with all Payment Card Industry (PCI) standards.
 - 5. To comply with any other applicable and required standards, regulations and/or laws.
 - 6. To comply with Family Educational Rights and Privacy Act of 1974 (FERPA).
- D. Data Custodians are responsible for oversight of personally identifiable information in their respective areas of institutional operations. Activities of these officials are aligned and integrated through appropriate coordination among these cognizant institutional officials.

II. Scope

- A. This policy applies to all members of the TBR community, including all full- and part-time employees, faculty, students, ~~and their parents or guardians~~, and other individuals such as volunteers, contractors, consultants, other agents of the ~~institution community, alumni, and affiliates that are associated with the System~~ or whose work gives them custodial responsibilities for PII.

III. Policy Requirements

- A. Data ~~Custodians~~ ~~Trustees~~
 - 1. Officials responsible for each of the following areas shall be considered ~~D~~ ~~e~~ data ~~C~~ custodians:
 - a. Student Records
 - b. Financial Aid Records
 - c. Alumni and Donor Records
 - d. Employee Records
 - e. Purchasing and Contracts
 - f. Research Subjects
 - g. Public Safety or Campus Police

IV. Personally Identifiable Information

- A. PII may be released only on a Minimum Necessary basis and only to those individuals who are authorized to use such information as part of their official TBR duties, subject to the requirements:
1. That the PII released is narrowly tailored to a specific operational or business requirement;
 2. That the information is kept secure and used only for the specific operational ~~official TBR [business]~~ purposes for which authorization was obtained; and
 3. That the PII is not further disclosed or provided to others without proper authorization ~~as defined above~~.
- B. PII may be provided to and handled by third parties, including cloud service providers, with the strict requirement that the information be kept secure and used only for a specific ~~official authorized business~~ purposes set out in the contract authorizing use of the information. ~~as defined in a Business Associate Agreement with that third party~~.
- C. Exceptions to this policy may be made only upon specific requests approved by the ~~cognizant~~ institutional official responsible for such information as specified in this policy and only to the degree necessary to achieve the mission and operational~~business~~ needs of the institution.
1. Exceptions ~~made~~ must be documented, retained securely, and reviewed periodically by the appropriate ~~cognizant~~ institutional official or his/her designee.
 2. Exceptions may be modified or eliminated based on this review and shall be documented and retained for auditing purposes.
- D. Directory Information, as defined by Federal and State law and institutional policy, will be published following the guidelines defined by the specific law.
- ~~E. Based on FERPA guidelines, directory information is information that is generally not considered harmful or an invasion of privacy if released and can be disclosed~~

~~without consent.~~ Colleges may share information covered by FERPA only as permitted by FERPA and applicable policy.

~~F.E.~~ Colleges~~Schools~~ must notify students annually of their rights under FERPA.

~~G.F.~~ Information that has been collected that conforms to the HIPAA standards of de-identification or anonymization is not PII.

V. Government-Issued Personal Identifiers

A. Social Security Number

1. Provision of Information

a. TBR institutions collect SSNs:

1. When required to do so by law;
2. When no other identifier serves the business purpose; and
3. When an individual volunteers the SSN as a means of locating or confirming personal records.

b. In other circumstances, individuals are not required to provide their SSN verbally or in writing at any point of service, nor are they to be denied access to those services should they refuse to provide an SSN.

2. Release of SSNs

a. SSNs will be released to persons or entities outside the institution only:

1. As required by law;
2. When permission is granted by the individual;
3. When the external entity is acting as the institution's authorized contractor or agent and attests that no other methods of identification are available, and reasonable security measures are in place to prevent unauthorized dissemination of SSNs to third parties; or
4. When the ~~appropriate~~ Office of General Counsel has approved the release.

3. Use, Display, Storage, Retention, and Disposal

- a. SSNs or any portion thereof will not be used to identify individuals except as required by law or with approval by a ~~cognizant~~-TBR official for a TBR ~~operational~~business purpose.
- b. The release or posting of personal information, such as grades or occupational listings, keyed by the SSN or any portion thereof, is prohibited, as is placement of the SSN in files with unrestricted access.
- c. SSNs will be transmitted electronically only for ~~operational~~business purposes approved by the institutional officials responsible for SSN oversight and only through secure mechanisms.
- d. The Data Custodians who are responsible for SSNs will oversee the establishment of ~~procedures~~ business rules for the use, display, storage, retention, and disposal of any document, item, file, or database which contains SSNs in print or electronic form.

B. Non-SSN Government-Issued Identifiers

1. In the course of ~~its~~-business operations, TBR institutions have access to, collect, and use non-SSN government-issued identifiers such as driver's licenses, passports, HIPAA National Provider Identifiers, Employee Identification Numbers (EIN), and military identification cards, among others.
2. TBR institutions shall follow the Minimum Necessary standard and strive to safeguard these identifiers.

~~VI. TBR Institution-Issued Identifiers~~

~~A. Institutional ID Number~~

~~1. Assignment Eligibility and Issuance~~

- ~~a. The institutional id is a unique alphanumeric identifier assigned by the institution to any entity that requires an identifying number in an institutional system or record.~~
- ~~b. An Institutional ID is assigned at the earliest possible point of contact between the entity and the institution.~~

- ~~c. The Institutional ID is associated permanently and uniquely with the entity to which it is assigned.~~
 - ~~2. Use, Display, Storage, Retention, and Disposal~~
 - ~~a. The Institutional ID is considered PII by the institution, to be used only for appropriate business purposes in support of operations.~~
 - ~~b. The Institutional ID is used to identify, track, and serve individuals across all institutional electronic and paper data systems, applications, and business processes throughout the span of an individual's association with the institution and presence in the institution's systems or records.~~
 - ~~c. The Institutional ID is not to be disclosed or displayed publicly by the Institution, nor to be posted on the institution's electronic information or data systems unless the Institutional ID is protected by access controls that limit access to properly authorized individuals.~~
 - ~~d. The release or posting of personal information keyed by the Institutional ID, such as grades, is prohibited.~~
 - ~~e. Any document, item, file, or database that contains Institutional IDs in print or electronic form is to be protected and disposed of in a secure manner in compliance with data retention rules.~~

~~VII.VI.~~ Other Externally-Assigned Identifiers and Other Personally Identifiable Information

- ~~A. TBR institutions shall follow the Minimum Necessary standard and strive to safeguard any externally assigned identifiers which may be collected.~~

~~VIII.VII.~~ Responsibility for Maintenance and Access Control

- ~~A. Institutional IDs are maintained and administered by the appropriate institutional office in accordance with this policy.~~
 - 1. Other institutional offices may maintain and administer electronic and physical repositories containing personal identification numbers for uses in accordance with this policy.

- B. Access to electronic and physical repositories containing PII shall be controlled based upon reasonable and appropriate administrative, physical, technical, and organizational safeguards.
- C. Individuals who inadvertently gain access to a file or database containing PII should report it to the appropriate authority.
- D. All paper documents with PII must be under lock and key or otherwise securely stored.
- E. Document retention policies dictate schedules for PII deletion and/or destruction. Proper disposal of PII shall involve cross-cut shredders (for paper), securely wiping/deleting data (for digital information) and other information security approved methods of eliminating this data.

IX.VIII. Enforcement

- A. Violations of this policy resulting in misuse of, unauthorized access to, or unauthorized disclosure or distribution of ~~PII~~personal identification numbers may subject individuals to legal and/or disciplinary action, up to and including the termination of employment or contract with the ~~i~~institution or, in the case of students, suspension or expulsion from the institution.

Sources

Authority

T.C.A. § 49-8-203

History

NEW Guideline approved at August 19, 2014 President's Meeting; effective September 26, 2014. Revised and changed to policy at Special Called Meeting May 14, 2019.

Personally Identifiable Information (PII)

1.08.04.00 (formerly G-053)

Policy Area

Governance, Organization, and General Policies

Applicable Divisions

TCATs, Community Colleges, System Office, Board Members

Purpose

TBR institutions create, collect, maintain, use, and transmit personally identifiable information relating to individuals associated with the institution including, but not limited to, students, alumni, faculty, administrators, staff, and service employees. TBR institutions are committed to protecting PII against inappropriate access and use in compliance with applicable laws and regulations.

Definitions

- Data Custodians - Data Custodians are the people responsible for oversight of personally-identifiable information in their respective areas of institutional operations.
- The Data Custodian (also called a Data Steward or Data Owner) is the person who has administrative control and has been officially designated as accountable for a specific information asset or dataset. This person would determine who has access to what and IT implements the controls to match.
- Minimum Necessary - Minimum Necessary is the standard that defines that the least information and fewest people should be involved to satisfactorily perform a particular function.
- Personally Identifiable Information (PII) - Information that has not been lawfully made publicly available and which can be used to distinguish or trace an individual's identity, such as Social Security number driver license, or biometric records, alone, or when combined with other personal or identifying information which is linked or linkable to a specific individual, such as date and place of birth, mother's maiden name, etc. Certain privacy laws, and policies based on those laws, may use a different definition of PII.

- Directory information - Directory information is information that is generally not considered harmful or an invasion of privacy if released. It can also be disclosed to outside organizations.

Policy

I. Policy

- A. Members of the TBR community shall employ reasonable and appropriate administrative, technical, and physical safeguards to protect the integrity, confidentiality, and security of all personally identifiable information (PII), irrespective of its source or ownership or the medium used to store it.
- B. All individuals who dispense, receive, and store PII have responsibilities to safeguard it.
- C. In adopting this policy, the System is guided by the following objectives:
 1. To enhance individual privacy for members of the TBR community through the secure handling of PII.
 2. To ensure that all members of the TBR community understand their obligations and individual responsibilities under this policy by providing appropriate training that shall permit the TBR community to comply with both the letter and the spirit of all applicable privacy legislation. Each member institution will be responsible for determining the means of training for its institution.
 3. To increase security and management of Social Security numbers (SSNs) by:
 - a. Instilling broad awareness of the confidential nature of the SSNs;
 - b. Establishing a consistent policy about the use of SSNs throughout the System; and
 - c. Ensuring that access to SSNs for the purpose of conducting TBR business is granted only to the extent necessary to accomplish a given task or purpose.

- d. To reduce reliance on the SSN for identification purposes as much as possible.
 - 4. To comply with all Payment Card Industry (PCI) standards.
 - 5. To comply with any other applicable and required standards, regulations and/or laws.
 - 6. To comply with Family Educational Rights and Privacy Act of 1974 (FERPA).
- D. Data Custodians are responsible for oversight of personally identifiable information in their respective areas of institutional operations. Activities of these officials are aligned and integrated through appropriate coordination among these cognizant institutional officials.

II. **Scope**

- A. This policy applies to all members of the TBR community, including all full- and part-time employees, faculty, students, and other individuals such as volunteers, contractors, consultants, other agents of the institution or whose work gives them custodial responsibilities for PII.

III. **Policy Requirements**

A. Data Custodians

- 1. Officials responsible for each of the following areas shall be considered Data Custodians:
 - a. Student Records
 - b. Financial Aid Records
 - c. Alumni and Donor Records
 - d. Employee Records
 - e. Purchasing and Contracts
 - f. Research Subjects
 - g. Public Safety or Campus Police

IV. **Personally Identifiable Information**

- A. PII may be released only on a Minimum Necessary basis and only to those individuals who are authorized to use such information as part of their official TBR duties, subject to the requirements:
 - 1. That the PII released is narrowly tailored to a specific operational or business requirement;
 - 2. That the information is kept secure and used only for the specific operational purposes for which authorization was obtained; and
 - 3. That the PII is not further disclosed or provided to others without proper authorization.
- B. PII may be provided to and handled by third parties, including cloud service providers, with the strict requirement that the information be kept secure and used only for a specific purposes set out in the contract authorizing use of the information.
- C. Exceptions to this policy may be made only upon specific requests approved by the institutional official responsible for such information as specified in this policy and only to the degree necessary to achieve the mission and operational needs of the institution.
 - 1. Exceptions must be documented, retained securely, and reviewed periodically by the appropriate institutional official or his/her designee.
 - 2. Exceptions may be modified or eliminated based on this review and shall be documented and retained for auditing purposes.
- D. Directory Information, as defined by Federal and State law and institutional policy, will be published following the guidelines defined by the specific law.
- E. Colleges may share information covered by FERPA only as permitted by FERPA and applicable policy. Colleges must notify students annually of their rights under FERPA.
- F. Information that has been collected that conforms to the HIPAA standards of de-identification or anonymization is not PII.

V. Government-Issued Personal Identifiers

A. Social Security Number

1. Provision of Information

a. TBR institutions collect SSNs:

1. When required to do so by law;
2. When no other identifier serves the business purpose; and
3. When an individual volunteers the SSN as a means of locating or confirming personal records.

b. In other circumstances, individuals are not required to provide their SSN verbally or in writing at any point of service, nor are they to be denied access to those services should they refuse to provide an SSN.

2. Release of SSNs

a. SSNs will be released to persons or entities outside the institution only:

1. As required by law;
2. When permission is granted by the individual;
3. When the external entity is acting as the institution's authorized contractor or agent and attests that no other methods of identification are available, and reasonable security measures are in place to prevent unauthorized dissemination of SSNs to third parties; or
4. When the Office of General Counsel has approved the release.

3. Use, Display, Storage, Retention, and Disposal

a. SSNs or any portion thereof will not be used to identify individuals except as required by law or with approval by a TBR official for a TBR operational purpose.

b. The release or posting of personal information, such as grades or occupational listings, keyed by the SSN or any portion thereof, is prohibited, as is placement of the SSN in files with unrestricted access.

- c. SSNs will be transmitted electronically only for operational purposes approved by the institutional officials responsible for SSN oversight and only through secure mechanisms.
- d. The Data Custodians who are responsible for SSNs will oversee the establishment of procedures for the use, display, storage, retention, and disposal of any document, item, file, or database which contains SSNs in print or electronic form.

B. Non-SSN Government-Issued Identifiers

- 1. In the course of business operations, TBR institutions have access to, collect, and use non-SSN government-issued identifiers such as driver's licenses, passports, HIPAA National Provider Identifiers, Employee Identification Numbers (EIN), and military identification cards, among others.
- 2. TBR institutions shall follow the Minimum Necessary standard and strive to safeguard these identifiers.

VI. **Other Externally-Assigned Identifiers and Other Personally Identifiable Information**

- A. TBR institutions shall follow the Minimum Necessary standard and strive to safeguard any externally assigned identifiers which may be collected.

VII. **Responsibility for Maintenance and Access Control**

- 1. Other institutional offices may maintain and administer electronic and physical repositories containing personal identification numbers for uses in accordance with this policy.
- B. Access to electronic and physical repositories containing PII shall be controlled based upon reasonable and appropriate administrative, physical, technical, and organizational safeguards.
- C. Individuals who inadvertently gain access to a file or database containing PII should report it to the appropriate authority.
- D. All paper documents with PII must be under lock and key or otherwise securely stored.

- E. Document retention policies dictate schedules for PII deletion and/or destruction. Proper disposal of PII shall involve cross-cut shredders (for paper), securely wiping/deleting data (for digital information) and other information security approved methods of eliminating this data.

VIII. **Enforcement**

- A. Violations of this policy resulting in misuse of, unauthorized access to, or unauthorized disclosure or distribution of PII may subject individuals to legal and/or disciplinary action, up to and including the termination of employment or contract with the institution or, in the case of students, suspension or expulsion from the institution.

Sources

Authority

T.C.A. § 49-8-203

History

NEW Guideline approved at August 19, 2014 President's Meeting; effective September 26, 2014. Revised and changed to policy at Special Called Meeting May 14, 2019.

BOARD TRANSMITTAL

MEETING: Quarterly Board Meeting

SUBJECT: TBR Policy 1.08.03.00, Digital Identity, Authentication Management, and Access Control

DATE: September 20, 2024

PRESENTER: General Counsel Brian Lapps/Vice Chancellor Alisha Fox

PRESENTATION REQUIREMENTS: 5 minutes

ACTION REQUIRED: Voice Vote

STAFF RECOMMENDATION: Recommend Approval

This policy revision enhances the existing Access Control policy, 1.08.03.00 by eliminating redundant wording and establishes a minimum expectation with respect to digital identity authentication methods, access controls, and password construction to protect data stored on computer systems throughout the TBR system. This also includes a policy title revision to 1.08.03.00, Digital Identity, Authentication Management, and Access Control.

The proposed revisions were approved by the IT Sub council and Presidents Council.

Current and revised versions are enclosed. Due to the comprehensive nature of revisions, tracked changes are not included.

1.08.03.00 Digital Identity, Authentication Management, and Access Control (formerly G-051 & G-052)



Policy/Guideline Area

General Policy

Applicable Divisions

TCATs, Community Colleges, System Office, Board Members

Purpose

The purpose of this policy is to establish a minimum expectation with respect to digital identity authentication methods, access controls, and password construction to protect data stored on computer systems throughout the TBR system.

Definitions

- Authentication: A process that allows a device or system to verify the unique identity of a person, device, or other system that is requesting access to a resource.
- Digital identity: Information on an entity used by computer systems to represent an external agent. That agent may be a person, organization, application, or device. Also referred to as a user account or user profile.
- System account: A special account used for automated processes without user interaction or for device management. These accounts are not assigned to an individual user for login purposes.
- Privileged account: An account with elevated access or privileges to a secure system or resource. This type of account is authorized and trusted to perform security-relevant functions that an ordinary user account is not authorized to perform. Privileged accounts are assigned to individual users. The College System of Tennessee – the system office and affiliated institutions

Policy/Guideline

I. Secure Authentication Methods

- A. Secure methods that uniquely identify the user shall be used for authentication of access to all TBR and institutional networks and systems. Examples of secure

authentication methods include passwords, two-factor authentication (2FA), biometrics, and public/private key pairs.

II. Password (and Passphrase) Construction

- A. To safeguard institutional data access, it's essential to establish and maintain robust password management protocols. All users are obliged to create secure passwords for network and system access in alignment with the given guidelines (except when technological limitations prevent adherence):
- B. Instead of conventional passwords, passphrases may be utilized. Passphrases are exempt from complexity regulations.
- C. Both passwords and or passphrases shall be at least 14 characters long at a minimum.
- D. Passwords should include at least three out of the following four character types:
 - 1. Uppercase letters
 - 2. Lowercase letters
 - 3. Numbers
 - 4. Special characters or symbols (when allowed by the software)

III. Password Management

A. Storage and Visibility

- 1. Passwords must not be stored in a manner which allows unauthorized access.
- 2. Passwords will not be stored in a clear text file.
- 3. Passwords will not be sent via unencrypted e-mail.

B. Changing Passwords

- 1. If 14-character passwords or longer and or passphrases are used, there is no requirement for routine password expiration/rotation. Otherwise, users must change their passwords every 120 days.
- 2. Passwords must be changed within one business day if any of the following events occur:
 - a. Unauthorized password discovery or usage by another person
 - b. System compromise (unauthorized access to a system or account)
 - c. Insecure transmission of a password
 - d. Accidental disclosure of a password to an unauthorized person
 - e. Status changes for personnel with access to privileged and/or system accounts
- 3. Password Files and Hashes

4. Password files or hashes should not be shared with any entity without formal written consent.

C. System Accounts

1. System accounts are not required to expire but must meet the password construction requirements above (where supported by the underlying technologies).
2. Vendor-provided passwords must be changed upon installation using the password construction requirements above (where supported by the underlying technologies).

IV. Multi-Factor Authentication (MFA)

- A. Multi-factor authentication (MFA) is required to be used by all users with public-facing access to critical systems such as information systems, email, or remote access such as virtual private networks (VPN).

V. Access Controls

- A. Access to information assets must be restricted to authorized users and must be protected by appropriate physical, administrative, and logical authentication and authorization controls.
- B. Protection for information assets must be commensurate with the classification level assigned to the information.
- C. Each computer system shall have an automated access control process that identifies and authenticates users and then permits access based on defined requirements or permissions for the user or user type.
- D. All users of secure systems must be accurately identified; a positive identification must be maintained throughout the login session, and actions must be linked to specific users.
- E. Access control mechanisms may include user IDs, access control lists, constrained user interfaces, encryption, port protection devices, secure gateways/firewalls, and host-based authentication.

VI. Access Privileges

- A. Each user's access privileges shall be authorized on a need-to-know basis as dictated by the user's specific and authorized role.
- B. Authorized access shall be based on least privilege, meaning only the minimum privileges required to fulfill the user's role shall be permitted.
- C. Access privileges shall be defined to maintain appropriate segregation of duties to reduce the risk of misuse of information assets.

- D. Any access granted to data must be authorized by the appropriate data trustee.
- E. Access privileges shall be controlled based on the following criteria as appropriate:
 - 1. Identity (user ID)
 - 2. Role or function
 - 3. Physical or logical locations
 - 4. Time of day/week/month
 - 5. Transaction-based access
 - 6. Access modes such as read, write, execute, delete, create, and/or search
- F. Privileged access (e.g., administrative accounts, root accounts) must be granted based strictly on role requirements.
- G. The number of personnel with special privileges should be carefully limited.

VII. Access Account Management

- A. User ID accounts must be established, managed, and terminated to maintain the necessary level of data protection.
- B. The following requirements apply to network logons as well as individual application and system logons and should be implemented where technically and procedurally feasible:
 - 1. Account creation requests must specify access either explicitly or request a role that has been mapped to the required access.
 - 2. New accounts created by mirroring existing user accounts must be audited against the explicit request or roles for appropriate access rights.
 - 3. Accounts must be locked out according to individual campus requirements after an institution-defined number of consecutive invalid logon attempts.
 - 4. When a user account is locked out, it should remain locked out for a minimum of five minutes or until authorized personnel unlock the account.
 - 5. User interfaces must be locked according to individual campus requirements after an institution-defined length of system/session idle time.
 - a. This requirement applies to workstation and laptop sessions as well as application sessions where feasible.
 - b. The office of information technology shall implement measures to enforce this requirement and to require the user to re-authenticate to reestablish the session.
 - 6. Systems housing or using restricted information must be configured in such a way that access to the restricted information is denied unless specific access is granted.

7. Access to restricted information is never to be allowed by default.
8. Information Technology personnel revoke access upon notification that access is no longer required in accordance with the following procedures:
 - a. Access privileges of terminated or transferred users must be revoked or changed as soon as notification of termination or transfer occurs.
 - b. In cases where an employee is not leaving on good terms, the user ID must be disabled simultaneously with departure.
 - c. Access for users who are on leaves of absence or extended disability must be suspended until the user returns.
 - d. Access to Banner Admin Pages is consistently denied to adjunct faculty members. The procedure for managing access for adjunct faculty accounts is established at the local institution level, incorporating defined dates of employment according to contract status and integrating input from entities responsible for adjunct contract oversight. Each institution, guided by its academic calendar and directives from contract control authorities for adjunct faculty, will implement this specified procedure on a schedule set by the respective campus. The scope of this process is to be defined by each individual campus, ensuring that adjunct faculty have restricted access beyond their designated course timelines to fulfill job requirements, which may be extended upon a justified request detailing specific access needs.
9. User IDs will be disabled after a period of inactivity that is determined appropriate by the current business process and the individual campus.
10. All third-party access (contractors, business partners, consultants, vendors) must be authorized and monitored using processes determined by the individual campuses.
11. Appropriate logging will be implemented commensurate with the sensitivity/criticality of the data and resources.
12. Logging of attempted access must include failed logons.
13. Where practical, successful logons to systems with restricted information shall be logged.
14. Logs should be monitored and regularly reviewed to identify security breaches or unauthorized activity.
15. Logs shall be maintained for at least ninety days.
16. A periodic audit of secured systems to confirm that access privileges are

appropriate must be conducted. The audit will consist of reviewing and validating that user access rights are still needed and are appropriate.

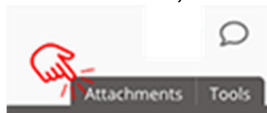
17. Applications requiring an account not tied to a single user shall employ service-based accounts. Users oversee these accounts and maintain their passwords.
18. Applications requiring these accounts shall be monitored and audited by individual campus documented procedures dictated by the application for which they are provisioned.
19. Service-based accounts due to their application-centric use are not subject to standard user account management rules.

VIII. Compliance and Enforcement

- A. The policy applies to all users of information resources, including students, faculty, staff, temporary workers, vendors, and any other authorized users.
- B. Persons in violation of this policy are subject to a range of sanctions determined and enforced by the individual institutions, including the loss of computer network access privileges, disciplinary action, dismissal from the institution, and legal action.
- C. Some violations may constitute criminal offenses per Tennessee and other local and federal laws. The institution will carry out its responsibility to report such violations to the appropriate authorities.
- D. Documented exceptions to this policy may be granted by the information security officer for the institution based on limitations to risk and use.

Exhibits

For Exhibits, click the Attachments button at the top right of the page.



Sources

References

[NIST Special Publication 800-63: Digital Identity Guidelines Frequently Asked Questions](#)

Authority

T.C.A. § 49-8-203,

History

NEW guidelines G-051 & G-052 approved at Presidents Meeting, August 19, 2014, effective September 26, 20-14; revisions, including of merger of G-051 and G-052 into the policy, approved at Special Called Meeting May 14, 2019; revisions approved at Board Meeting September 20, 2024.

Related Polices

1.08.03.00 Access Control (formerly G-051 & G-052)



Policy/Guideline Area

Governance, Organization, and General Policies

Applicable Divisions

TCATs, Community Colleges, System Office, Board Members

Purpose

The purpose of this policy is to establish a minimum expectation with respect to access controls in order to protect data stored on computer systems throughout the system.

Definitions

- Authentication – A process that allows a device or system to verify the unique identity of a person, device or other system that is requesting access to a resource.
- Digital identity - Information on an entity used by computer systems to represent an external agent. That agent may be a person, organization, application, or device. Also referred to as a user account or user profile.
- System account – A special account used for automated processes without user interaction or for device management. These accounts are not assigned to an individual user for login purposes.
- Privileged account – An account with elevated access or privileges to a secure system or resource. This type of account is authorized and trusted to perform security relevant functions that an ordinary user account is not authorized to perform. Privileged accounts are assigned to individual users.

Policy/Guideline

- I. [Policy](#)

- A. Tennessee Board of Regents institutions shall control user access to information assets based on requirements of individual accountability, need to know, and least privilege.
- B. Access to institutional information assets must be authorized and managed securely in compliance with appropriate industry practice and with numerous applicable legal and regulatory requirements (e.g., the Health Insurance Portability and Accountability Act, Family Educational Rights and Privacy Act, the Open Records Act of Tennessee, Gramm Leach Bliley Act, and identity theft laws).
- C. Institutional information assets include data, hardware and software technologies, and the infrastructure used to process, transmit, and store information.
 - 1. Any computer, laptop, printer or device that an authorized user connects to the campus network is subject to this policy.
 - 2. Guest, unauthenticated access may be provisioned commensurate with usage and risk.
 - 3. Authorized users accessing institutional computing resources and network with their own personal equipment are responsible for ensuring the security and integrity of the systems they are using to establish access.
 - 4. For systems that contain critical or confidential classified data, TBR and its institutions shall use secure methods that uniquely identify and authenticate users. Such methods can include multi-factor authentication, passwords, data loss prevention, device management, biometrics and public/private key pairs.

II. [Access Controls](#)

- A. Access to information assets must be restricted to authorized users and must be protected by appropriate physical, administrative, and logical authentication and authorization controls.
- B. Protection for information assets must be commensurate with the classification level assigned to the information.
- C. Each computer system shall have an automated access control process that identifies and authenticates users and then permits access based on defined requirements or permissions for the user or user type.
- D. All users of secure systems must be accurately identified, a positive identification must be maintained throughout the login session, and actions must be linked to specific users.
- E. Access control mechanisms may include user IDs, access control lists, constrained user interfaces, encryption, port protection devices, secure gateways/firewalls, and host-based authentication.

III. [User Identification, Authentication, and Accountability](#)

- A. User IDs:
 - 1. The access control process must identify each user through a unique user identifier (user ID) account.
 - 2. User IDs are assigned by the campus or TBR Office of Information Technology and application support personnel.
 - 3. Users must provide government-issued, picture IDs for positive proof of identity when receiving account access.
 - 4. Users must provide their user ID at logon to a computer system, application, or network.
- B. Individual Accountability:
 - 1. Individual accountability must be maintained.

2. Each user ID must be associated with an individual person who is responsible for its use.
3. Individuals with authenticated access cannot share their login credentials with anyone with the penalty of having their access rescinded immediately.

C. Authentication:

1. Authentication is the means of ensuring the validity of the user identification.
2. All user access must be authenticated.
 - a. The minimum means of authentication is a personal secret password that the user must provide with each system and/or application logon.
 - b. All passwords used to access information assets must conform to certain requirements relating to password composition, length, expiration, and confidentiality.

IV. [Access Privileges](#)

- A. Each user's access privileges shall be authorized on a need-to-know basis as dictated by the user's specific and authorized role.
- B. Authorized access shall be based on least privilege.
 1. This means that only the minimum privileges required to fulfill the user's role shall be permitted.
 2. Access privileges shall be defined to maintain appropriate segregation of duties to reduce the risk of misuse of information assets.
 3. Any access that is granted to data must be authorized by the appropriate data trustee.

- C. Access privileges shall be controlled based on the following criteria, as appropriate:
 - 1. Identity (user ID);
 - 2. Role or function;
 - 3. Physical or logical locations;
 - 4. Time of day/week/month;
 - 5. Transaction based access;
 - 6. Access modes such as read, write, execute, delete, create, and/or search.
- D. Privileged access (e.g., administrative accounts, root accounts) must be granted based strictly on role requirements.
 - 1. The number of personnel with special privileges should be carefully limited.
- V. [Access Account Management](#)
 - A. User ID accounts must be established, managed, and terminated to maintain the necessary level of data protection.
 - B. The following requirements apply to network logons as well as individual application and system logons, and should be implemented where technically and procedurally feasible:
 - 1. Account creation requests must specify access either explicitly or request a role that has been mapped to the required access.
 - a. New accounts created by mirroring existing user accounts must be audited against the explicit request or roles for appropriate access rights.
 - 2. Accounts must be locked out according to individual campus requirements after an institution-defined number of consecutive invalid logon attempts.

- a. When a user account is locked out, it should remain locked out for a minimum of five minutes or until authorized personnel unlocks the account.
3. User interfaces must be locked according to individual campus requirements after an institution-defined length of system/session idle time.
 - a. This requirement applies to workstation and laptop sessions as well as application sessions where feasible.
 - b. The office of information technology shall implement measures to enforce this requirement and to require the user to re-authenticate to reestablish the session.
4. Systems housing or using restricted information must be configured in such a way that access to the restricted information is denied unless specific access is granted.
 - a. Access to restricted information is never to be allowed by default.
5. Information Technology personnel revoke access upon notification that access is no longer required in accordance with the following procedures.
 - a. Access privileges of terminated or transferred users must be revoked or changed as soon as notification of termination or transfer occurs and in accordance with stakeholders of contract control at the local institutions.
 - b. In cases where an employee is not leaving on good terms, the user ID must be disabled simultaneously with departure.
 - c. Access for users who are on leaves of absence or extended disability must be suspended until the user returns.

- d. Adjunct faculty members are never granted access to Banner Admin Pages.
 - e. Adjunct faculty member account access shall be controlled by a procedure resident at the local institutions using contract status, defined dates of employment and information from other stakeholders with contract control for adjunct faculty.
 - f. Using the above-mentioned procedure, each campus will run this process on a campus-defined schedule according to academic calendars and direction from stakeholders with contract control for adjunct faculty. This process shall be determined by individual campuses.
 - g. Adjunct faculty members shall be granted limited access before and after their course start and end dates to perform the duties necessary for their position, upon request involving reasons for the extension and specific access.
6. User IDs will be disabled after a period of inactivity that is determined appropriate by the current business process and the individual campus.
7. All third party access (contractors, business partners, consultants, vendors) must be authorized and monitored using processes determined by the individual campuses.
8. Appropriate logging will be implemented commensurate with sensitivity/criticality of the data and resources.
- a. Logging of attempted access must include failed logons.
 - b. Where practical, successful logons to systems with restricted information shall be logged.

- c. Logs should be monitored and regularly reviewed to identify security breaches or unauthorized activity.
 - d. Logs shall be maintained for at least ninety days.
 - 9. A periodic audit of secured systems to confirm that access privileges are appropriate must be conducted.
 - a. The audit will consist of reviewing and validating that user access rights are still needed and are appropriate.
 - 10. Applications requiring an account not tied to a single user shall employ service-based accounts.
 - a. Users oversee these accounts and maintain their passwords.
 - b. Applications requiring these accounts shall be monitored and audited by individual campus documented procedures dictated by the application for which they are provisioned.
 - c. Service-based accounts, due to their application centric use, are not subject to standard user account management rules.

VI. [Compliance and Enforcement](#)

- A. The policy applies to all users of information resources including students, faculty, staff, temporary workers, vendors, and any other authorized users who are permitted access.
- B. Persons in violation of this policy are subject to a range of sanctions (determined and enforced by institution management), including the loss of computer network access privileges, disciplinary action, dismissal from the institution, and legal action.
- C. Some violations may constitute criminal offenses, per Tennessee and other local, and federal laws. The institution will carry out its responsibility to report such violations to the appropriate authorities.

VII. Exceptions

- A. Documented exceptions to this policy may be granted by the information security officer for the institution based on limitations to risk and use.

Procedures

I. Digital Identity and Authentication Management

A. Password (and Passphrase) Construction

1. The effectiveness of passwords to protect access to the institution's information directly depends on strong password construction and handling practices. All users must construct strong passwords for access to all institution networks and systems, using the following criteria (unless the technology does not support these requirements):
 - a. For all directions concerning password lengths, password change schedules and the use of passphrases rather than passwords, TBR will follow the NIST standards.
 - b. Passwords must be a minimum of 8 characters in length.
 - c. Passwords must be composed of a combination of at least three of the following four types of characters:
 - (1) Upper case alphabetic character;
 - (2) Lower case alphabetic character;
 - (3) Numeric character;
 - (4) Non-alphanumeric character (if the application permits), **OR:**
 - (5) Passphrases may be used instead of passwords and must be composed of a minimum of 14 characters. Passphrases do not require the complexity rules mentioned immediately above.

B. Password Management

1. The following requirements apply to **end-user password management**.

a. Storage and Visibility

- (1) Passwords must not be stored in a manner which allows unauthorized access.
- (2) Passwords will not be stored in a clear text file.
- (3) Passwords will not be sent via unencrypted e-mail.

b. Changing Passwords

- (1) If 14-character minimum pass phrases are used, there is no requirement for routine password expiration/rotation. Otherwise, users with non-privileged accounts must change their passwords every 120 days. Student accounts are exempt from this requirement.
- (2) Users with privileged accounts (such as those with root or administrator level access) must change their passwords at least every 120 days.
- (3) Passwords must be changed within one business day if any of the following events occur:
- (4) Unauthorized password discovery or usage by another person;
- (5) System compromise (unauthorized access to a system or account);
- (6) Insecure transmission of a password;
- (7) Accidental disclosure of a password to an unauthorized person;

- (8) Status changes for personnel with access to privileged and/or system accounts.
 2. The following requirements apply to **password files and hashes**.
 - a. Password files or hashes should not be shared with any entity without formal written consent.
 3. The following requirements apply to **system accounts**.
 - a. System Accounts are not required to expire but must meet the password construction requirements above (where supported by the underlying technologies).
 - b. Vendor-provided passwords must be changed upon installation using the password construction requirements above (where supported by the underlying technologies).
- C. Compliance and Enforcement
 1. The policy applies to all users of information resources including students, faculty, staff, temporary workers, vendors, and any other authorized users.
 2. Persons in violation of this policy are subject to a range of sanctions determined and enforced by the individual institutions.
 3. Justifications for exceptions to this policy must be documented by the institution and must be approved by the institution's President or designee.

Sources

Authority

T.C.A. § 49-8-203

History

NEW Guidelines G-051 & G-052 approved at Presidents Meeting, August 19, 2014, effective September 26, 2014. Revisions and change to policy approved at Special Called Meeting May 14, 2019.

BOARD TRANSMITTAL

MEETING: Quarterly Board Meeting

SUBJECT: Recommendation of TCAT Jackson President

DATE: September 20, 2024

PRESENTER: Chancellor Flora W. Tydings

PRESENTATION
REQUIREMENTS: 5 minutes

ACTION REQUIRED: Voice Vote

STAFF
RECOMMENDATION: Recommend Approval

The Board approved the search criteria and recruitment for the next president at TCAT Jackson at the regular Board meeting on June 13, 2024.

On-campus interviews took place on September 4, 2024.

After careful consideration of the feedback received, I will recommend the next president of TCAT Jackson.

BOARD TRANSMITTAL

MEETING: Quarterly Board Meeting

SUBJECT: Proposed 2025 Meeting Dates

DATE: September 20, 2024

PRESENTER: Chancellor Flora W. Tydings

PRESENTATION
REQUIREMENTS: 3 minutes with discussion

ACTION REQUIRED: Voice Vote

STAFF
RECOMMENDATION: Recommend Approval

The Board will be asked to review and consider the following dates and locations for quarterly meetings in 2025.

Wednesday, February 26	TBR System Office
Thursday and Friday, June 12 and 13	Northeast State Community College
Thursday and Friday, September 18 and 19	Roane State Community College
Tuesday, December 9	TBR System Office