



Middle Tennessee State University Board of Trustees

Executive and Governance Committee

March 15, 2022
11:00 am

Miller Education Center
2nd Floor Meeting Room
503 E. Bell Street
Murfreesboro, Tennessee 37130



**Middle Tennessee State University
Board of Trustees**

Executive and Governance Committee

March 15, 2022
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AGENDA

Call to Order and Opening Remarks

Roll Call

Approval of Minutes (Action)Tab 1

Institutional Mission and Mission Profile (Action)Tab 2

President's Contract (Action).....Tab 3

Closing Remarks

Adjournment



**Middle Tennessee State University
Board of Trustees**

Executive and Governance Committee

Action Item

DATE: March 15, 2022

SUBJECT: **Approval of Minutes**

PRESENTER: Stephen B. Smith
Chairman, Board of Trustees

BACKGROUND INFORMATION:

The Executive and Governance Committee met on November 9, 2021. Minutes from that meeting are provided for review and approval.

**MIDDLE TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES**

**EXECUTIVE AND GOVERNANCE COMMITTEE
MINUTES**

The Executive and Governance Committee met on Tuesday, November 9, 2021.

Call to Order and Opening Remarks

Committee Chair Steve Smith welcomed those participating and called the meeting to order at 2:37 p.m.

Roll Call

Chairman Smith asked Board Secretary James Floyd to call the roll.

The following Committee members were in attendance: Pete DeLay, Christine Karbowski Vanek, and Steve Smith. A quorum was declared.

Approval of Minutes

The first agenda item was approval of the minutes of the August 24, 2021, meeting of the Executive and Governance Committee. A motion to approve the minutes was made by Trustee DeLay and seconded by Trustee Karbowski Vanek. A voice vote was taken and the motion to approve the minutes of the May 25, 2021, meeting of the Executive and Governance Committee passed unanimously.

President's Compensation - Action

Chairman Smith introduced Trustee Joey Jacobs, Chair of the Finance and Personnel Committee, to address the president's compensation as the Board of Trustees is responsible for setting the terms and conditions of the president's appointment. Trustee Jacobs advised that he conferred with President McPhee and Alan Thomas, Vice President for Business and Finance,

over several months to establish a compensation proposal including a salary increase and a one-time bonus.

Trustee Jacobs recommended that Dr. McPhee receive the same 2.7% salary increase as staff, which would increase his salary from \$414,750 to \$425,950 rounded up. Also, in acknowledgement of Dr. McPhee's performance especially considering the pandemic, Trustee Jacobs recommended a one-time bonus of \$25,000, which is equal to 6% of his current base salary. Trustee Jacobs confirmed that these amounts are within budget and comply with the terms and conditions of Dr. McPhee's employment contract.

A motion was made by Trustee Karbowski Vanek and seconded by Trustee DeLay to approve Trustee Jacob's recommendation. A voice vote was taken and the motion to approve the recommended salary increase and one-time bonus for the president passed unanimously.

Discussion of 2021 Self-Evaluation Results, Action for Improvement - Information

Chairman Smith opened a discussion on the Board's self-evaluation survey results for the Committee's assessment. Board Secretary Floyd formally presented the survey. He initially reminded the Committee that our accreditation body, SACSCOC, requires the Board to define and regularly evaluate its responsibilities and expectations. The survey constitutes evidence of compliance with this expectation. Board Secretary Floyd indicated that he issued an online, anonymous evaluation survey in October and thanked all ten trustees for completing the survey. He then opened the floor for discussion and consideration of strengths, needs, and any potential action steps for improvement.

Based off the survey results, Trustee Karbowski suggested that it would be helpful to have refresher training for all Trustees related to board governance and their collective and individual obligations. She submitted that such training could be presented in the first or second quarter of 2022. Dr. McPhee stated he has already discussed this with Board Secretary

Floyd and that they are considering professional development training options that can be scheduled at a convenient time for the Trustees.

The meeting adjourned at 2:50 p.m.

Respectfully submitted,

Executive and Governance Committee

DRAFT



**Middle Tennessee State University
Board of Trustees**

Executive and Governance Committee

Action Item

DATE: March 15, 2022

SUBJECT: **Institutional Mission Statement and
Mission Profile**

PRESENTER: Mary Hoffschwelle,
Associate Provost

BACKGROUND INFORMATION:

T.C.A. §49-8-101(d) requires the institution to annually submit its institutional mission statement to THEC for review and approval. On February 11, 2022, the University Planning Committee approved proposed revisions to the University's mission statement and mission profile. Revisions to the mission statement add staff to students and faculty for full representation of the University community. Revisions to the institutional mission profile update the University's Carnegie classification and add research and public service center as well as co-curricular programs to the description of the University. Other textual changes are proposed for clarity.

Once approved by the Board at its April meeting, the University will present the mission statement and mission profile to THEC in fulfillment of this statutory requirement.

Statement of Mission

Middle Tennessee State University, ~~embraces its role as~~ a comprehensive, innovative institution, ~~attracts students to whose~~ distinctive bachelor's, master's, specialist, and doctoral programs ~~that~~ prepare graduates to thrive in their chosen professions and a changing global society. Students, ~~and~~ faculty, ~~and~~ staff generate, preserve, and disseminate knowledge and collaboratively promote excellence through teaching and learning, research, creative activity, and public engagement.

Approved [date] by the MTSU Board of Trustees

Institutional Mission Profile

Middle Tennessee State University is a selective, comprehensive institution located in the geographic center of the State. The University embraces its role as the destination of choice for Tennessee undergraduates ~~while and~~ its distinctive ~~undergraduate and graduate~~ programs draw students from across the nation and around the world. ~~Through innovative undergraduate and graduate degree programs and research and public service centers, MTSU attracts, welcomes, and supports~~ a diverse, largely full-time student population with significant numbers of Pell-eligible, first-generation, non-traditional, and ~~minority underrepresented~~ students. ~~MTSU continues to be and is~~ the top Tennessee choice for transfer students. The University ~~is committed to using~~ uses advanced research-based practices to help students recognize their academic promise and achieve success, ~~it confers conferring~~ approximately 5,000 degrees annually. Dedicated faculty ~~and~~ staff prepare students for lifelong learning with global perspectives through an understanding of culture and history, scholarship, and creative undertakings to adapt to and shape a rapidly changing world. MTSU's signature Honors College, experiential and integrative learning, international, ~~and~~ cross-disciplinary, ~~and~~ co-curricular programs deliver a value-added education rich in research, service learning, and civic engagement. ~~Graduate Academic~~ offerings foster the pursuit of scholarly research, creative endeavors, and professional advancement through programs spanning the arts and humanities, education, business, STEM, the social, behavioral, and health sciences, and media and entertainment. MTSU houses centers of excellence in historic preservation and popular music and notable chairs of excellence. MTSU ~~is a Doctoral/Professional~~

~~University and holds the~~ has earned the Carnegie Doctoral University: High Research Activity and
elective Community Engagement ~~Carnegie C~~classifications.

Approved [date] by the MTSU Board of Trustees

Statement of Mission

Middle Tennessee State University embraces its role as a comprehensive, innovative institution whose distinctive bachelor's, master's, specialist, and doctoral programs prepare graduates to thrive in their chosen professions and a changing global society. Students, faculty, and staff generate, preserve, and disseminate knowledge and collaboratively promote excellence through teaching and learning, research, creative activity, and public engagement.

Approved [date] by the MTSU Board of Trustees

Institutional Mission Profile

Middle Tennessee State University is a selective, comprehensive institution located in the geographic center of the State. The University embraces its role as the destination of choice for Tennessee undergraduates, and its distinctive undergraduate and graduate programs draw students from across the nation and around the world. Innovative degree programs and research and public service centers attract, welcome, and support a diverse, largely full-time student population with significant numbers of Pell-eligible, first-generation, non-traditional, and underrepresented students. MTSU continues to be the top Tennessee choice for transfer students. The University uses advanced research-based practices to help students recognize their academic promise and achieve success, conferring approximately 5,000 degrees annually. Dedicated faculty and staff prepare students for lifelong learning with global perspectives through an understanding of culture and history, scholarship, and creative undertakings to adapt to and shape a rapidly changing world. MTSU's signature Honors College, experiential and integrative learning, international, cross-disciplinary, and co-curricular programs deliver a value-added education rich in research, service learning, and civic engagement. Academic offerings foster the pursuit of scholarly research, creative endeavors, and professional advancement through programs spanning the arts and humanities, education, business, STEM, the social, behavioral, and health sciences, and media and entertainment. MTSU houses centers of excellence in historic preservation and popular music and notable chairs of excellence. MTSU has earned the Carnegie Doctoral University: High Research Activity and elective Community Engagement classifications.

Approved [date] by the MTSU Board of Trustees



**Middle Tennessee State University
Board of Trustees**

Executive and Governance Committee

Action Item

DATE: March 15, 2022

SUBJECT: **President's Contract**

PRESENTER: Joey Jacobs
Finance & Personnel Committee Chair

BACKGROUND INFORMATION:

The Board of Trustees Policy – Selection, Evaluation and Retention of the President provides that the Board will set the terms and conditions of the president's appointment to include his/her contract. A proposal concerning Dr. McPhee's contract will be presented for the Committee's discussion and approval in order to provide a recommendation to the full Board.