

MIDDLE TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES
MINUTES

The Middle Tennessee State University Board of Trustees met on September 14, 2021, in the Miller Education Center Meeting Room at Middle Tennessee State University.

Call to Order and Pledge of Allegiance

Board Chair Steve Smith called the meeting to order at 1:00 p.m. Lt. Gen. (Ret.) Keith Huber led the Pledge of Allegiance.

Introduction of Student Veteran

Gen. Huber introduced Army Chief Warrant Officer Keith Prather who has a total of 41 years in service with combined services - 20 years active duty and 21 years reserve duty status. He has two specific skill sets: public affairs officer in combat in Iraq and also a certified mediator and conflict resolution. CW4 Prater has a Bachelor of Science from APSU, a Master of Science from Murray State University, and is currently a graduate teaching assistant at MTSU pursuing a Master in Social Work.

Welcome and Opening Remarks

Chairman Smith welcomed those present to the meeting of the Board of Trustees.

Roll Call

Board Secretary James Floyd called the roll. The following trustees were in attendance: J.B. Baker, Tom Boyd, Rick Cottle, Pete DeLay, Darrell Freeman, Joey Jacobs, Gabriela Jaimes, Chris Karbowski, Stephen Smith, and Pam Wright. A quorum was declared.

President Sidney A. McPhee; Mark Byrnes, University Provost; Joe Bales, Vice President for University Advancement; Bruce Petryshak, Vice President for Information Technology and Chief

Information Officer; Deb Sells, Vice President for Student Affairs and Vice Provost for Enrollment and Academic Services; Alan Thomas, Vice President for Business and Finance; Andrew Oppmann, Vice President for Marketing and Communications; Brenda Burkhart, Chief Audit Executive; James Floyd, University Counsel and Board Secretary; and Kim Edgar, Executive Assistant to the President and Chief of Staff, were also in attendance.

Approval of June 8, 2021 Meeting Minutes – Action

The first agenda item was approval of the minutes from the June 8, 2021 Board Meeting. Trustee DeLay made the motion to approve the minutes from the June 8, 2021 meeting, and Trustee Jacobs seconded the motion. A voice vote was taken and the motion was approved unanimously.

Election of Board of Trustees Chair and Vice Chair – Action

Article 5 of the Board of Trustees Bylaws provides for the election of a Chair and a Vice Chair. The officers must be elected from among the voting membership of the Board. Each officer serves a two-year term. Officers may serve consecutive terms. The successful nominees will be elected by a majority vote of those present and voting. The new officers will begin serving their two-year terms immediately following the vote.

The floor was opened for nominations for Chair. Trustee Wright thanked Chairman Smith for his past service and nominated him for the office of Chair of the Board. The nomination was seconded by Trustee Boyd. A motion was made by Trustee Boyd and seconded by Trustee Wright to close nominations. With no additional nominations, Trustee Smith was re-elected as Chair by unanimous consent.

The floor was opened for nominations for Vice Chair. Trustee Boyd thanked Vice Chairman Freeman for his previous service and nominated Trustee Karbowski for the office of Vice Chair of the Board. The nomination was seconded by Trustee Baker. A motion was made by Trustee

Wright and seconded by Trustee Delay to close nominations. A voice vote was taken, and Trustee Karbowskiak was elected as Vice-Chair.

Rulemaking Hearing – Action

Rulemaking Hearing was called to order by Chairman Smith at 1:10 p.m. on Sept. 14, 2021, to consider four rules. The hearing was conducted in manner set by the Uniform Administrative Procedures Act, T.C.A. § 4-5-204. The meeting was video recorded as record for the hearing. The purpose of the hearing is to afford all interested persons an opportunity to present facts, views, or arguments relative to the rules. Notice of the hearing on the prescribed form was submitted for publication to the Tennessee Secretary of State's office; emailed to all MTSU students, faculty, and staff; posted on the Board of Trustees webpage; and provided to the Associated Press, Murfreesboro and Nashville area newspapers, radio, television stations and digital publication, newspapers in adjacent counties, and MTSU student media. Anyone interested in making comments on the rules were instructed to sign-in on the provided forms. Copies of the rules were made available.

Chairman Smith noted there were no interested parties present to speak on any of the four rules being presented. Board Secretary Floyd reported that there were no written comments received for any of the four rules being presented.

Rule 0240-07-05 Student Conduct – Jeff Farrar, Associate University Counsel, provided a rule summary. A motion was made by Trustee DeLay to approve Rule 0240-07-05 Student Conduct as presented and seconded by Trustee Wright. A roll call vote was taken, and the motion carried unanimously. The hearing on Rule 0240-07-06 Student Conduct concluded.

Rule 0240-07-07 Residential Life and Housing – Sondra Wade, Assistant University Counsel, provided a rule summary. Motion was made by Trustee Jacobs to approve Rule 0240-07-07 Residential Life and Housing as presented and seconded by Trustee Delay. A roll call vote was

taken, and the motion carried unanimously. The hearing on Rule 0240-07-07 Residential Life and Housing concluded.

Rule 0240-07-06 Title IX Compliance –Jeff Farrar, Associate University Counsel, provided a rule amendment summary. Motion was made by Trustee DeLay to approve the amendment to Rule 0240-07-06 Title IX Compliance as presented and seconded by Trustee Jacobs. A roll call vote was taken, and the motion carried unanimously. The hearing on Rule 0240-07-06 Title IX Compliance concluded.

Rule 0240-07-08 Cases Heard Pursuant to the Uniform Administrative Procedures Act – James Floyd, University Counsel and Board Secretary, provided a rule summary. Motion was made by Trustee Karbowski to approve Rule 0240-07-08 Cases Heard Pursuant to the Uniform Administrative Procedures Act as presented and seconded by Trustee Cottle. A roll call vote was taken, and the motion carried unanimously. The hearing on Rule 0240-07-08 Cases Heard Pursuant to the Uniform Administrative Procedures Act concluded.

Rulemaking Hearing adjourned at 1:21 p.m.

Committee Report: Academic Affairs, Student Life, and Athletics

Committee Chair Pam Wright reported that the Academic Affairs, Student Life, and Athletics Committee met on August 24, 2021. The Committee approved the minutes from the May 25, 2021 meeting. The Committee report contained four (4) action items, unanimously approved by the Committee, for the Board’s consideration. Several information items were also presented. Materials outlining these actions were made available for review prior to the Board meeting and were contained in the Board notebooks.

Revision to Policy 540 Student Conduct – Action

Revisions approved by the Committee.

Revision to Policy 541 Residential Life and Housing Policy – Action

Revisions approved by the Committee.

Expedited Tenure – Action

The University may find it necessary to expedite tenure review in order to recruit high-quality faculty for administrative positions. Departmental input regarding tenure for an administrator is necessary since tenure is awarded in a specific department per Policy 204 Tenure.

Provost Mark Byrnes reported that Associate Professors Chaminda Prelis and Tiffany Trent have been reviewed for tenure by their department chairs, department and college committees, and college deans according to Policy 204 Tenure and the respective college and department policies. The President and University Provost recommended that tenure be granted effective September 14, 2021, to these individuals. The Committee unanimously approved the recommended expedited tenure be granted.

Appointment of Chair of Excellence – Action

Policy 800 General Personnel requires the approval of the President and the Board of Trustees for appointments of Chairs of Excellence. Dr. Murat Arik, currently the director of the MTSU Bureau of Economic Research Center, is heavily engaged in work that directly aligns with the objectives of this Chair of Excellence. The committee unanimously approved the appointment of Dr. Arik as Chairholder.

Rule promulgations, as addressed during the Rulemaking Hearing, were also approved.

Motion

Trustee DeLay made the motion to approve the action items recommended by the Committee and Trustee Jacobs seconded the motion. A voice vote was taken and the motion to approve the action items carried.

Committee Report: Audit and Compliance Committee

Committee Chair Pete DeLay reported that the Audit and Compliance Committee met on August 24, 2021. The Committee approved the minutes from its May 25, 2021 meeting. The Committee report contained three (3) action items, unanimously approved by the Committee, to be considered and voted on by the Board. Several information items were also presented. Materials outlining these actions were made available for review prior to the Board meeting and were contained in the Board notebooks.

Revision to Policy 110 Cases Heard Pursuant to the Uniform Administrative Procedures Act – Action

Revisions approved by the Committee.

Annual Report for Audit and Consulting Services – Action

T.C.A. § 49-14-102, the MTSU Board of Trustees Bylaws, and the Board Committees Policy require that an annual comprehensive report on the internal audit function be submitted for the Committee’s review. The Annual Report for Audit and Consulting Services was submitted and reviewed. In addition, Policy 70 Internal Audit requires approval of the audit plan by the Audit and Compliance Committee. Brenda Burkhart presented the Internal Audit Plan for Fiscal Year 2022. The Committee unanimously approved the annual plan as presented.

Risk Assessment Reporting – Action

T.C.A. § 9-18-104 of the Financial Integrity Act requires institutions of higher education prepare and provide a management assessment of risk to the State of Tennessee’s Commissioner of Finance and Administration and to the Comptroller of the Treasury by December 31 annually. For 2021, the Division of Academic Affairs and the Division of Business and Financed performed and provided risk assessment reporting.

A risk assessment report was also completed detailing university-wide risk and control activities. The risk assessment documents are designated as confidential and are discussed in the non-public executive session of the Committee. Gene Stephens presented the risk assessment reports to the Committee for approval prior to the reports' submission to the State, as required by law.

Rule promulgation, as addressed during the Rulemaking Hearing, was also approved.

Motion

Trustee Boyd made the motion to approve the action items recommended by the Committee and Trustee Baker seconded the motion. A voice vote was taken and the motion to approve the action items carried.

Committee Report: Executive and Governance Committee

Trustee DeLay reported that the Executive and Governance Committee met on August 24, 2021. The Committee approved the minutes from its May 25, 2021 meeting. The Committee report contained three (3) action items, unanimously approved by the Committee, to be considered and voted on by the Board. Materials outlining the action items were made available for review prior to the Board meeting and were contained in the Board notebooks.

Board Policy Revision: Requests to Address Board of Trustees – Action

James Floyd, University Counsel and Board Secretary, reported that the Board of Trustees adopted the Requests to Address Board of Trustees policy at the June 8, 2021 meeting. As part of the meeting discussion, the Board decided to revise the timeframe for submission of a request to appear and any proposed written materials from 7 days to 14 days in advance of the meeting. The change allows for sufficient time after receipt of the request to have the item included on the meeting agenda prior to publication.

Board Bylaws Revision – Action

James Floyd, University Counsel and Board Secretary, reported that the Board of Trustees Bylaws state that they may be modified by amendment at any regular meeting by two-thirds vote of the Board members. Two amendments were presented: (1) Article 6 Officers of the Board - position title change from Director of Audit and Consulting Services to Chief Audit Executive; and (2) Article 8 Meetings of the Board – revise the timeframe for submission of a request to appear and any proposed written materials from 7 days to 14 days in advance of the meeting. This change allows for sufficient time after receipt of the request to have the item included on the meeting agenda prior to publication.

Board Self-Evaluation Instrument – Action

James Floyd, University Counsel and Board Secretary, stated MTSU’s accreditation body, Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) requires a governing board to define and regularly evaluate its responsibilities and expectations. As evidence of compliance, SACSCOC recommends a regular board self-evaluation. The Executive and Governance Committee is responsible for overseeing the performing of the Board of Trustees and, as such, is charged with preparation of the Board’s self-evaluation procedures and instrument.

Authorization to Conduct Board Self-Evaluation Prior to November 2021 BOT Meeting and Adoption of Recurring Schedule – Action

James Floyd, University Counsel and Board Secretary, stated the Executive and Governance Committee is charged with implementation of the regular cycle of Board self-evaluation. The Committee will direct the Board Secretary to administer the self-evaluation survey over a specified period, compile responses received, and report results to the Board Chair. At its May 2021 meeting, the Committee revised the Board’s Policy on Board Committees for compliance with SACSCOC Standard 4.2.g Board Self-Evaluation. The Committee is required to adopt a regular schedule for evaluations of the Board’s responsibilities and expectations on at least a

biennial basis. This action will establish a documented cycle of evaluation and continuous improvement for the Board of Trustees.

Informational Items

Discussion of 2019 Self-Evaluation Results and Action for Improvement was discussed.

Motion

Trustee Boyd made the motion to approve the action items recommended by the Committee and Trustee Wright seconded the motion. A roll call vote was taken and the motion to approve the action items carried.

Committee Report: Finance and Personnel Committee

Trustee Jacobs reported that the Finance and Personnel Committee met on August 24, 2021. The Committee approved the minutes from its May 25, 2021 meeting. The Committee report contained three (3) actions items, unanimously approved by the Committee, to be considered and voted on by the Board. Information items were also presented. Materials outlining these actions were made available for review prior to the Board meeting and were contained in the Board notebooks.

Permanent Appointment of Assistant to the President for Institutional Equity and Compliance and Title IX Coordinator – Action

Policy 808 Compensation Reporting and Approvals requires the appointment and salary recommendation of vice presidents or other executives reporting directly to the President be approved by the Board of Trustees. President McPhee has recommended that Christy Sigler be permanently appointed as Assistant to the President for Institutional Equity and Compliance and Title IX and Title VI Coordinator at a salary of \$110,000.

Capital Outlay Project Submittal – Action

As part of the annual Capital Budget request process, institutions of higher education must submit their capital outlay project requests for state funding to the Tennessee Higher Education Commission. The Commission ranks these project requests and issues project selection recommendations to the Governor of Tennessee. For FY 2022-2023, THEC has required that requests be made for renovation projects only. The proposed MTSU capital outlay request for FY 2022-2023 is the renovations to Kirksey Old Main and Rutledge Hall project. This approximately \$52 million project seeks to carry out extensive renovations to these buildings including replacement of major building systems, exterior repairs, window replacement, and planning to ensure these buildings will provide modern space for academic instruction for many years to come. In addition, THEC notified the University on August 11, 2021, that a second capital outlay project could be submitted this year for funding. The submittal could be either a new building or another renovation project and would be due by October 15. Per THEC, this request should directly support workforce development and/or community outreach. MTSU plans to submit a second capital outlay proposal for new facilities associated with programs in our Aerospace Department – Professional Pilot, Maintenance Management, Flight Dispatch, Aviation Technology, and Aviation Management programs. Project construction would include two hangars – one for Maintenance Management and one for Professional Pilot, along with building space for pilot briefing rooms, flight dispatch, classrooms, class labs, offices, and support space.

Stadium Debt Service Fee Revision - Action

The committee discussed a request to extend the current debt service fee on the Stadium Expansion project beyond the maturity date of 2027-2028. This extension would provide a revenue source on the Student Athlete Performance Center project in conjunction with revenue generated by the athletic capital fee. The debt service fee related to the stadium expansion project is \$45 per credit hour with the athletic capital fee set at \$40. Annual combined revenue generated from both fees is approximately \$3.2 million and would provide most of the funding needed to repay \$61 million in borrowing over a 30-year term.

Corporate Rate Change - Action

While the corporate rate is currently tied to the in-state tuition rate, there is no incentive for corporations wanting to send their employees that mainly operate in the State of Tennessee. The proposed modification is to set the rate at an 18% discount off the undergraduate and graduate in-state tuition rates. This would set the Corporate Rate at approximately \$250 for undergraduate students and \$428 for graduate students, effective with the 2021-2022 academic year. These rates would adjust automatically when the Board approves future increases in the University's tuition rates.

Salary Increases - Action

Policy 808 Compensation Reporting and Approvals requires the Board of Trustees to approve salary increases of MTSU employees. The University is receiving \$4.5 million in appropriations this fiscal year to implement salary increases. This represents about 55-60% of funding needed for a 2% salary pool effective January 1, 2021 and a 2% salary pool effective July 1, 2021. The proposed recommendation was to use the funding to provide a 2.7% across the board increase for all employee or a \$750 minimum increase, whichever is greater.

Informational Item

Kathy Musselman, Assistant Vice President for Human Resources presented the Classified Employee Grievance Annual Report as required by T.C.A. § 49-8-117 that each State university board "shall provide an annual report to the education committee of the senate and the education committee of the house of representatives summarizing grievance activities of the previous year." The report contained one grievance for fiscal year July 1, 2019 - June 30, 2020.

Motion

Trustee Delay made the motion to approve the action items recommended by the Committee and Trustee Karbowiak seconded the motion. A voice vote was taken and the motion to approve the action items carried.

Presentation by Vice Chair Freeman

Trustee Freeman thanked Chairman Boyd for his kind words. Committee meetings – had questions he could not ask. Enrollment and diversity and environment that we have here on campus. Before I go there, let me thank this Board for allowing me to be Vice Chair for 4 years.

Questions for the Board:

- (1) MTSU used to be the largest undergraduate institution in the state. What are we going to do to reverse that trend to get MTSU growing again?
- (2) Of the 4,000+ decline, 40% of those are African Americans. African Americans went from 4,717 to 2,850. What is it about this place where we have a declining enrollment of African Americans? What are we going to change to make that enrollment go in a different direction?
- (3) MTSU, we sit in one of the fastest growing counties in the country, and we have declining enrollment. MTSU's rate of declining enrollment has been the highest of all the LGIs. MTSU 16%, TSU 14%, TTU 11%.
- (4) For Alan, what does that mean when we don't have 4,000 students that we had before? What does that mean financially? How does that impact us financially; our faculty; the number of people at football games? It's not just African American students that are on the decline. We had 764 veterans, now down to 649 veterans.
- (5) McPhee said we have the most diverse campus ever. What does that mean? If the enrollment continues to decline at the greatest rate among African American students.
- (6) Since we compete with a number of other universities, UT had record freshman enrollment this year – 5,900 students. 18% were first-generation and 19% were people of color. UT's Chairman said I want to go bold on diversity. Randy Boyd within the first

month of getting to campus, he opened an office of diversity, then went to every school and said we need a diversity officer in every school. We don't have a Chief Diversity Officer. UT has open deliberate conversations at their board meetings. General comments on Martin Methodist and our opportunities for growth.

Trustee Freeman stated he wanted to make a motion that the Board is in support of removing the name of Bedford Forrest from the ROTC building. Trustee Wright seconded the motion, and discussion followed. In order to consider this motion, however, a motion is required to consider an action not on the agenda.

A motion was made by Vice Chair Karbowski and seconded by Trustee Boyd to consider an action that was not approved by a committee or on the agenda. A voice vote was taken, and the motion carried.

Trustee Freeman restated his motion: "The Board supports removing the name of Nathan Bedford Forrest from the ROTC building whether or not we can make it happen." A voice vote was taken, and the motion carried.

President McPhee responded to Trustee Freeman questions. He expressed that a strategic decision was made to decrease enrollment and referred remedial courses to Motlow Community College as we developed a partnership for transfer students. Admission standards have been raised twice in Dr. McPhee's tenure and there has not been a consecutive decrease of enrollment. Prior to Covid, MTSU had a 15% increase in first-time freshmen and the average ACT score has gone up significantly. All LGI enrollments have decreased due to the pandemic. MTSU is focusing on quality, not quantity and the metrics to measure this focus is reflected in the number of students graduating and the increase in graduation rates.

Report of the President

Dr. McPhee reflected on a personal milestone of serving as university president for the past 20 years and discussed selected highlights of his tenure.

National Recognition

- In 2009, Forbes magazine national ranking as the 47th best academic university and 57th most affordable university in the nation.
- In 2020 and 2021, Princeton Review selected MTSU as one of the Best Colleges in America, ranking us as one of the 300+ best universities in the U.S. out of more than 5,000 colleges and universities. Only four universities in Tennessee were included in the top rankings.
- Other national rankings were earned by the U.S. News and World Report among others.
- Jennings A. Jones College of Business, the College of Media and Entertainment, the College of Health and Behavioral Sciences, and a significant number of academic programs have received national rankings over the years.

Student Success

- MTSU has raised admission standards twice (2004, 2008) in order to recruit and enroll more high-ability students. In 2015 the annual enrollment was capped at a 3% growth.
- Early in Dr. McPhee's tenure, MTSU made a strategic decision to eliminate the offering of remedial courses and discontinue the Remedial Development Department and partnered with Motlow State Community College to send students there who did not meet MTSU admissions standards. The goal was to focus on quality, not quantity, of the enrollment of students.
- In 2004 we recruited and enrolled national merit scholars, national achievement scholars, and national Hispanic scholars that helped to raise the academic status of the university.
- In 2001, private funds in excess of \$2 million was raised in less than 24 months to build the State's first Honors Building - The Paul Martin, Sr. University Honors College.

The private funds were matched for a total of \$5 million for the project.

- In 2004, the university's most prestigious academic scholarship award was established, The Buchanan Fellowship Program, in honor of alumnus Dr. James Buchanan who left his estate valued at \$4 million to the university.
- In 2015, Tandra Martin was MTSU's first and only Rhodes Scholar finalist.
- In 2015, a nationally recognized Center was established to provide support for student veterans and their families. It is the largest and most comprehensive veteran services center in the nation on a college campus and is named in honor of benefactors Charlie and Hazel Daniels.

Graduation Rates:

- Our overall 6-year graduation rate has significantly increased over the past 10 years and we have been recognized nationally for our student success by APLU, the Washington Post, New York Times, the Bill and Melinda Gates Foundation, and the Chronicle of Higher Education, just to name a few.

Today, our campus is the most diverse campus with regards to student enrollment in the history of the university. We are proud to be the university of choice for first generation students, veterans and their military families and economically challenged, Pell-eligible, low-income students. In addition, THEC's data reports shows MTSU maintains the 3rd highest 6-year graduation rate among state university institutions behind UT Knoxville and Tennessee Tech University, an engineering university.

- Your data packet also noted some of the success and identifies areas that need improvement as we work toward increasing our graduation rates and closing the achievement gap.

Academic Program Accomplishments

- During the past 20 years the university has added over 40 academic degree programs, 2 institutes and 20 centers.
- Over the past two decades, we have significantly increased our offerings of advanced academic degrees and programs... when I arrived the university had no Ph. D programs and offered few masters degrees. Today, I am pleased to report that our university now offers 8 Ph.D. program with 13 program concentrations; 1 Doctor of Education degree; 8 Education Specialist programs; and 38 Master's degrees with numerous concentrations. The creation of these Ph.D.'s has resulted in the university earning the national Carnegie designation as a major comprehensive, doctoral research University.

Development and Fundraising

- A major capital campaign was launched in 2010 that raised a record 107 million dollars as part of our 100-year anniversary, in spite of a major national recession and local issues that impacted many of our donors and friends. This was the most successful campaign in the history of the university and was co-chaired by our own Trustee, Pam Wright.
- We have elevated our annual fund raising from \$2-3 million annually prior to my arrival to a sustained level of \$10-12 million per year. This level of support has elevated us to the top 25% of our national peers.

Expanding Campus Facilities and Improving Campus Infrastructure

- During the past 20 years, new construction and renovation projects totaled more than 1.3 billion dollars with support of private and state funding. And I am pleased to note that each of these projects have been completed on time and within the budget.

Intercollegiate Athletics

- While wins on our courts and playing field are often the visible measure of success, they tell only part of the story. After a challenging period early in my tenure, regarding the academic performance of our student athletes, we made significant changes in our operations and now enjoy sustained success in the academic progress of our student athletes, ranking as one of the top academic performers in the NCAA and the nation. Additionally, we have and continue to win conference championships in 2 different athletic conferences over the last 20 years, with 6 conference and a national champions crowned last year.

We recognize there are a number of areas where the university needs to continue to pursue improvement.

- While we have made measurable progress in our overall graduation rates, we need to continue to work forward increasing those rates, especially for students who are Pell eligible, low-income, and first generation. I am pleased that the Board has endorsed the strategic goal to increase the 6-year graduation rates from 53% to 60% within the next 5 years. Our faculty and staff have already begun efforts to assure we meet that important objective.
- Another area of focus is improvements in the state's outcome formula funding metrics. To achieve this, we must continue efforts to assure that the evaluation metrics are reflective of the uniqueness of each institution and that our campus actions support continuous improvement.
- The salary compensation for our employees remains significantly below our peer market and this needs to be addressed, if we are to effectively recruit the level of talent our institution deserves. It is becoming a morale problem for the campus
- While recent increase in state appropriates have offered some promise, more than three decades of decreasing state support has left the university's operating budget in

dire need of improvement. Many years ago, nearly 70% of the cost of higher education was supported by the state, today that is less than 35%. Years of budget cuts and forced reallocations have put a strain on the university and our ability to serve our audiences.

- It is important that we continue to improve our outreach to the larger communities, eliminating the town and gown barriers that have affected higher education across the country. We will work toward greater engagement of our community and aggressively pursue partnerships with various sectors of the community.
- We will make our campus more open and welcoming, encouraging greater participation in campus events such as theater and musical performances, and academic activities, as well as athletic events.
- As a microcosm of our larger society, our university is faced with some issues of race relations and inclusion, with increased concerns regarding about our campus climate and environment being expressed by some of our students and employees. We will continue to confront and address these issues as a campus community. It should go without saying that the ROTC building named for Nathan Bedford Forrest does not reflect the values of our institution. The building name has generated controversy over the years and sparked several protests by our students who are opposed, as am I, to the naming of this building after the former Confederate General and leader of the Ku Klux Klan. Despite a series of setbacks at the state level, we will continue our pursuit to have the building name changed. State Law prohibits the removing of its name without approval by the Tennessee Historical Society.
- Now, our most recent challenge – and perhaps the greatest in the 110-year history of the university - began in March of 2020 with the onset of unprecedented world-wide pandemic COVID-19 and continues to this day with the onset of the Delta Variant. In mid-March of 2020, the university was required to transition over 5,000 courses from on-ground and in-person teaching to remote and on-line instruction in a matter of 2 weeks and forcing us to close the campus for an extended period. Our employees, with the exception of essential staff, were sent home to work remotely. Students as well as the majority of our employees remained off campus working and attending classes

remotely for more than 16 months. With great dedication, the university employees continued to operate and function under these severe challenges. You should also know that because of the demographics of our student body - *low income, Pell eligible, and first generation* - we felt it was important for the university to continue to pay all student workers during the shutdown, even though they were not working due to the pandemic. Again because of the composition of our student population, many students, including a large contingent of international students, who were living in our residence halls had no home or place to go to...so, one of our residence halls remained open to accommodate them and provided services for them during the shutdown period. When the university reopened the campus for in-person classes during fall 2020 and spring 2021 semesters, we were one of the few LGI's to record an increase in its overall enrollment. The university continues to operate with the challenges of the pandemic, and I couldn't be more proud of our students, faculty, and staff as they take on these enormous difficulties head-on with determination. I believe they have earned well-deserved recognition for their resilience and dedication for the outstanding work during this period in the history of our institution.

Board Secretary's Report

James Floyd, University Counsel and Board Secretary, reported on minor technical revisions made to two Board policies on August 4, 2021: Reservation and Delegation of Authority and Board Committees.

Closing Remarks

Chairman Smith is excited about where we are going and anticipates that the university will have three or four game-changing events in next two years. In addition, he applauded the President and the faculty and staff for getting through the COVID-19 pandemic. In closing, he expressed his appreciation for his reappointment and looks to "advance the ball" every day.

Adjournment

Chairman Smith adjourned the meeting at 2:45 p.m.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "James Floyd", written in a cursive style.

James Floyd,

Board Secretary