



**TENNESSEE  
STATE UNIVERSITY**

**Summary *of* Activities**  
**2018-2019 Fiscal Year**



**Dr. Glenda Baskin Glover, President**  
**July 31, 2019**



**TENNESSEE STATE UNIVERSITY  
OFFICE OF THE PRESIDENT  
3500 JOHN A. MERRITT BLVD.  
NASHVILLE, TN 37209  
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July 31, 2019

Dear TSU Family:

We are pleased to present this Statement of Accomplishments for the academic year ending June 30, 2019. We continue to serve our students and advance the mission of Tennessee State University. It is with deepest gratitude that I share this report and applaud you for your enormous contributions to our beloved institution.

We accomplished a great deal during this year, though we were met with the temporary challenge of SACSCOC probation, which we are handling with utmost speed and diligence to remove this unfortunate sanction. All the documentation required to be submitted to the accrediting agency will be compiled and presented by the end of this fall semester.

TSU remains an incredible institution because of our talented students, and the hard work of faculty, staff and alumni. I sincerely appreciate your support and generosity. Thank you for your continued commitment.

Best wishes to each of you as we enter into a new school year full of knowledge and excitement.

Sincerely,

A handwritten signature in cursive script that reads "Glenda Glover".

Glenda Glover, Ph.D.  
President

*The Division of Academic Affairs* is comprised of the eight colleges below, and also includes the School of Graduate and Professional Studies, the Division of International Studies, and the Division of Libraries and Media Centers. The colleges are:

- College of Agriculture
- College of Business
- College of Education
- College of Engineering
- College of Health Sciences
- College of Liberal Arts
- College of Life and Physical Sciences
- College of Public Service

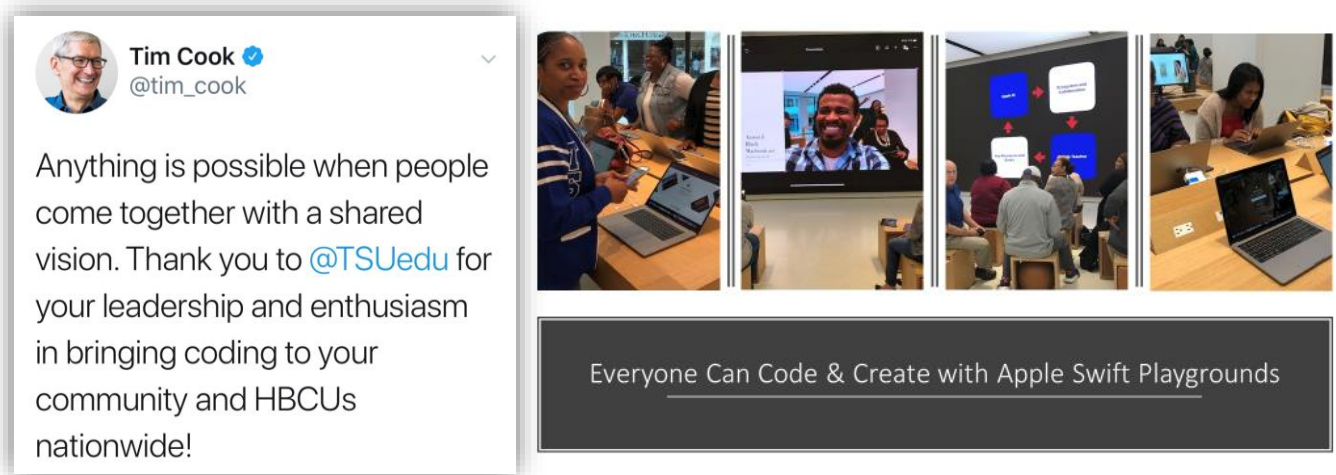


- The Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), the regional body for the accreditation of degree-granting higher education institutions in the southern states, placed TSU on probation in June 2019. This action occurred because TSU did not demonstrate complete compliance with only one aspect of one of the twenty-five accreditation standards within the Fifth Year Interim Report, specifically standard 8.2.a. This standard requires institutions to identify and assess expected outcomes, and provide evidence to show that the results were used to improve student learning outcomes. We effectively demonstrated that we have identified and assessed expected outcomes. We now need to show that we have improved our programs, based on the results of the assessment.

As a point of clarity, **TSU remains fully accredited**, and is not in danger of losing its accreditation as long as we continue to work together and provide the required documentation. TSU has implemented a plan of action to remedy the deficiency that was cited, which will lead to the probation being removed.

- TSU entered into a historic partnership with Apple, Inc. whereby Apple selected TSU to be the HBCU to all other HBCUs, their faculty, students, employees, and community participants on how to code. This is the first time Apple has officially partnered with an HBCU on this scale. The initiative entitled *HBCU C<sup>2</sup>: Everyone Can Code and Everyone Can Create* is housed in TSU's new Center for Smart Technology Innovations. It addresses education and workforce challenges and other emerging educational technologies. TSU also launched the HBCU C<sup>2</sup> Academy with participating teams from the first fourteen HBCUs around the country.

Apple's Chief Executive Officer, Tim Cook, tweeted about the leadership associated with the Apple-TSU collaboration



- TSU also partnered with Amazon.com Inc. as the company endowed a computer science professor to assist with enhancing the STEM talent pipeline. Additionally, Amazon is opening its Operations Center of Excellence as well as its headquarters for its logistics group in Nashville, and has asked TSU to assist in providing skilled candidates for this operations center.
- TSU established or enhanced several academic partnerships with the primary purpose of providing career opportunities for our students. In addition to Apple and Amazon, these include HCA, Google, Pinnacle Financial Partners, Raytheon, IBM, Regions Bank, Fifth Third Bank, State Farm, Lockheed Martin, Boeing, Syngenta, Fedex, Citizens Bank, Nissan, Altria, Bridgestone Firestone, Bell and Associates, Ingram Industries, AT&T, and various others.
- We enhanced our efforts to ensure that TSU maintained qualified faculty and capable staff to provide excellent instruction, and integrated, multifaceted training to prepare students for the global marketplace.
- TSU continued the focus on completion which includes student retention and graduation. The number of undergraduate degrees continues to increase annually. This year, TSU graduated 1,145 degrees, representing a 5% change from last year.
- The advising model was strengthened to ensure that students received quality academic advising. We increased online education, and both distance learning courses and certificate programs also were enhanced. We ensured that online delivery of courses in education addresses the need for alternate education delivery models in our K-12 systems as well as the demand for academic programs that are focused on workforce development.

- Community College agreements were implemented which expanded our 2+2 programs at Nashville State and Motlow State, focusing on agriculture, business, and technology. Cohort models of matriculation were established to enhance adult education in electrical engineering.
- The presidents of Tennessee State University and Nashville State Community College reaffirmed an agreement to help students obtain a four-year degree. Areas targeted include biology, chemistry, and mathematics. The agreement provided certain guarantees to students who committed to TSU early in their college career, and included such things as priority advising and registration, as well as access to TSU's campus.
- The focus on dual enrollment for high school students resulted in enhanced agreements with Metropolitan Nashville Public Schools and Clarksville Montgomery County Schools, with initial cohorts beginning fall 2019.
- TSU continued the faculty development initiative as faculty in the various colleges secured external funding from several agencies. This added to the combined total of research grant funding for the university.
- Faculty development programs encompassed a dedicated focus on research proposal development, faculty publications, advising, and pedagogical methods. Faculty were incentivized to participate in these programs, and differences can be seen in our high impact practices such as study abroad, student research, and service learning. These high-impact practices promote retention and graduation.
- Promotion and tenure processes were improved which enhanced faculty advancement, as the online system was successfully launched this year.
- Degree programs in food and animal sciences, and public health were approved based on increasing student numbers in the degree concentrations.
- TSU continued our participation in the consortium on Transformative Teaching Practices for 21st Century Career Pathways. The consortium, which focuses on faculty development, included three public institutions that joined UNCF private institutions. These are Tennessee State University, Morgan State University, and Norfolk State University. It was made possible through a \$1.2 million grant from UNCF. Known as the C3 Cluster, the three state institutions serve approximately 20,000 students and are uniquely positioned to collaborate on work that will have a direct impact on over 1,000 faculty members among the three campuses.
- Academic Affairs ensured that Title III Progress Reports pertaining to funded projects were timely and representative. Funding from Title III resulted in the expansion of retention programs for undergraduate and graduate students.

- Data analytics were successfully employed, and have improved advising and budgetary models.
- Success coaches were employed to assist students in areas of increased demand including STEM, communications, and health sciences to ensure that students remain on track with their academic programs.
- Academic Affairs, in concert with the Division of Enrollment Management, enhanced the Completion Committee Agenda with various retention initiatives.



## *Accomplishments within the Various Colleges*



### College of Agriculture

- The Farm Bill that was passed last fall includes about \$40 million in mandatory funding for new scholarships for the 1890 land-grant universities, meaning TSU and each of the other universities will receive around \$2 million in new funding for scholarships to attract students over the next five years. The Farm Bill also establishes research centers on at least three HBCU campuses with specific focuses, such as food security, farming systems, emerging technologies, health and wellness, etc. TSU is seeking to be one of the universities selected for one of the centers.
- The College offers a new Master of Science in Food and Animal Sciences.
- Through work with maturing researchers like Dr. De'Etra Young, TSU launched the 1890 HBCU Environmental Justice Academy. TSU has students from eleven HBCUs participating in this initiative. *"This pilot was innovatively designed to put the tools, rules, and resources in the hands of future agricultural and environmental leaders interested in the environmental and public health challenges in their communities. Equity. Community Engagement. Partnership Development. Collaboration. Inclusive Intentionality."* **by Beatra Wilson, Co-Chair of Executive Committee of the USDA 1890 Task Force**
- In collaboration with Vanderbilt, TSU Agriculture researchers developed the Earth Horizons program, a TSU-VU partnership, to strengthen the pathway for minority students entering into geoscience careers and graduate programs to address these issues.
- To recruit, train and retain minority geoscience students, our partnership focuses on classroom and experiential learning to build the intellectual foundations and professional connections needed for successful geoscience careers.

- The TSU Nursery Research Center conducted an economic impact study and determined that NRC has a \$5.4 million annual economic impact on the State of Tennessee. The research at the Nursery Research Center is estimated to produce a \$20 million annual impact to the national nursery industry. It provides support to regional nursery through research in the areas of pathology, entomology, genetics, horticulture, sustainability and related sciences.
- In an attempt to assist in increasing the number of younger farmers, the College enhanced the New Farmer Academy where the benefits of the technological approach to farming is emphasized.
- TSU FCS Extension agents, specialists, and the nutrition education program provided educational information and training on nutrition education to 4,600 Tennessee residents; of which, 4,000 educational contacts were made by SNAP Ed and EFNEP educators.
- The NRC hosted several outreach events this year, including a tour/meeting of the International Plant Propagators Society, the Nursery Research Center Green Industry Field Day, disease and pest workshops, Small Farm Extension classes, Master Gardener classes, Pesticide Certification classes, and various others for local and state agencies.
- The Nursery continues to operate a unique greenhouse plastic recycling program. The program is responsible for recycling 20 tons of greenhouse plastic per year.
- Research faculty conducted examinations to create new knowledge in areas of national importance as identified by USDA/NIFA. Our state-of-the-art research facilities include over 52,000 sq.ft. of laboratory and office space on the TSU main campus and the Otis L. Floyd Nursery Research Center in McMinnville, Tennessee. Over 600 acres of field research space are utilized at farm facilities on the main campus, in Cheatham County, and at the Otis L. Floyd Nursery Research Center.
- Examples of research accomplishments in the college include innovative techniques for vegetable production for urban dwellers; new methods to control regulatory insects using bee-friendly techniques; new soybean germplasm for decreased unhealthy trans-fats; utilizing alternative crops, such as pigeon pea, in healthy food applications for antioxidant, antidiabetic, and anti-inflammatory uses; development of improved alternative weed management practices as a result of methods to rapidly identify glyphosate-resistant weeds; innovative research to improve biofuel crops through microspore molecular marker development; identification of new methods to reduce toxins that are resistant to normal pasteurization techniques in milk; and development of environmentally friendly microorganisms to control diseases in food crops.



- The TSU Extension program in Hemp research is conducting varietal evaluation trials of hemp to enhance the knowledge in this area.
- 4-H Youth Development campus programs include programs in drones, robotics, STEM, agriculture literacy, and leadership.
- The College was awarded \$450,000 from USDA for food safety research to pursue an integrated approach to mitigate antimicrobial resistance in cattle and poultry, and help establish stewardship programs for small and medium-sized ranchers.
- The College also continued its educational outreach for incarcerated persons as TSU agricultural programs participated in outreach for incarcerated men and women. This included the TSU New Farmer Academy in one adult male facility, the Junior Master Gardener Program in a juvenile facility, and a human development class to incarcerated women in Women's Prison in Nashville.
- The College of Agriculture continued to support the National Institute of Food and Agriculture (NIFA) priorities including: Sustainable Agricultural Systems, Bioenergy, Climate Change, Environmental Systems, Family and Consumer Sciences, Youth Development, Food Safety and Human Nutrition.

## College of Business

- The College hosted an AACSB International Peer Review Team Visit, which reaffirmed the accreditation of the College. AACSB International is the premier accrediting body for business schools around the globe; and less than 5% of all business schools hold this revered accreditation distinction. The Special Peer Review Team provided commendations in the following areas: Engaging students with professionals, The Alumni Signature Speaker Series, The Global Leadership Summit, and the COB Advisory Boards.
- The College sponsored the Tennessee Opportunities Zone Conference in concert with the State of Tennessee (December 2018). More than 300 community constituents attended the conference to learn about this new government tool designed to drive long-term capital to low-income communities.



- The second annual Global Leadership Summit was held at the Maxwell House Hotel (September 2018). The Summit was planned by the COB Board of Advisors and was designed to expose business students to industry leaders and business topics to aid in posturing our graduates to have a competitive edge in the marketplace.
- The College graduated its *Inaugural* Executive Master of Business Administration Class (December 2018). The EMBA program which was launched last year, is designed to accommodate the needs of busy professionals by offering classes over a 12-month period, one weekend per month, and augmented with online instruction. The program is taught by senior-level business executives.
- Participants in the EMBA program visited Japan and interacted with Japanese executives and discussed trade policies. This global immersion component of the program provided the students with real-world experience of international culture and business operations.
- The College continues to receive accolades for its international refereed journal, the Journal of Developing Areas (JDA). The Journal is subscribed to by over 5,000 libraries around the world through Project MUSE of Johns Hopkins University Press. It is available on JSTOR, ProQuest, EbscoHost, Cengage, and RePEc – the largest Online open bibliography on Economics and Business Disciplines. The Journal is ranked B in the Australian Business Deans Council (ABDC) list, and is included in several Journal Indexes including Cabell, Google Scholars, Cambridge Scientific Abstracts, ABI Information, Social INDEX.
- The College continued to hold empowering professional enrichment programming for students throughout the academic year. Programming included student participation in national competitions, corporate tours, workshops and seminars. These include an Alumni Signature Makers Symposium, a professional photo shoot, Business Information Systems Day, the Frank Ross Leadership Institute, and a Windows Into Japan Summit.
- The Dean's Fourth Wednesday Faculty Professional Enrichment Program provided a platform for experts to speak with College of Business faculty on such topics as new instructional methodologies and strategies, assessment, curriculum development, and business environmental changes.
- The College of Business Honors and Awards Day, held at the Maxwell House Hotel, continues to be a highlight of the year for success-oriented students. Nearly \$100,000 in scholarships and awards were presented to high achieving students.
- Accounting students in the College partnered with the United Way of Metro Nashville and continued to administer the Volunteer Income Tax Assistance program (VITA), an IRS

initiative to offer free tax preparation services for low to middle-income individuals, disabled and elderly Nashville area residents.

## College of Education

- The Ph.D. Counseling Psychology program at TSU has been selected for a prestigious 2019 Richard M. Suinn Minority Achievement Award presented by the American Psychological Association's (APA) Commission on Ethnic Minority Recruitment, Retention and Training. TSU is one of only two universities to win the award which is presented each year to a program that has demonstrated excellence in the recruitment, retention and graduation of ethnic minority students.
- The accreditation of the Counselling and Psychology program was reaffirmed for another ten years.
- TSU was one of four institutions in the state to receive a Tennessee Innovation in Preparation award (TIP). Awarded by the Tennessee Department of Education, the grants are designed to support an increase in the development of a diverse educator workforce, an increase in the production of educators in high-demand licensure areas, and promote collaboration to improve educator preparation in literacy.

- Dr. Robbie Melton, the TSU Interim Dean of the School of Graduate and Professional Studies, spearheaded an Open Education Resources (OER) initiative. It was designed to address the cost of textbooks which prevents many students from being able to access their textbooks and learning resources. TSU is committed to pursuing OER resources of free and low cost materials for affordable learning solutions.



- TSU offers the National Aeronautics and Space Administration/ Aerospace Education Labs (NASA/AEL) for Minority University Research and Education Project (MUREP) Summer Program, led by Dr. Trinetia Respress. The AEL is an electronically enhanced, computerized laboratory that places state-of-the-art technology at the fingertips of NASA MUREP middle- and high-school aged students.

Each computerized research station provides students with real world challenges relative to both an aeronautics and a reduced-gravity research scenario.

- The Department of Educational Leadership designed a hybrid doctoral program for a cohort of faculty at Lawson State Community College.
- The College of Education, Department of Teaching and Learning, in conjunction with the Graduate School of Professional Studies, received board approval to offer an online graduate certificate and/or continuing education units (CEUs) in the field of Educational Technology. This certificate is designed to promote advocacy and awareness of digital literacy, as well as current trends and issues influencing the appropriate integration of technology in education and the workforce. It also leverages the innovations in emerging technology as a means of conveying new ideas for the 21st century digital workforce. The certificate is in conjunction with the Apple partnership of *Everyone Can Code and Everyone Can Create*.

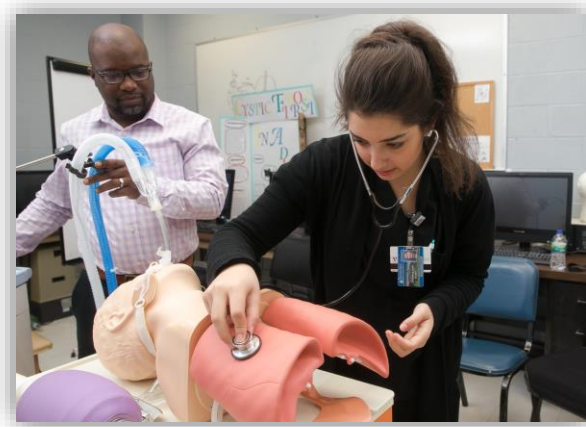
## College of Engineering

- Dr. Frances Williams, the newly appointed Associate Vice President for Research and Sponsored Programs, received the STEM Innovation Award at the 32nd Black Engineer of the Year Awards (BEYA) STEM Global Competitiveness Conference.
- The College of Engineering is a candidate for STEM Program of the Year by the *HBCU Digest* for 2019.
- The College of Engineering received competitive research awards and grant funding from several agencies including the National Science Foundation, Lockheed Martin, U.S. Navy, and U.S. Air Force.
- The Department of Computer Science secured research and grant awards from several major agencies including the National Institutes of Health, the National Science Foundation, Lockheed Martin, U.S. Navy, Air Force Research Laboratories, the Department of Defense, and Verizon Foundation.
- The Department of Computer Science is the only department with an undergraduate bioinformatics program in Tennessee. Salary ranges from this degree are quite significant with students receiving as much as



\$160,000 during the first year of employment.

- The Computer Science department sponsors a Google-in-Residence Scholar who teaches courses and assists in the receiving of internships. The department also offers a graduate program in Cyber-Security and Networking as well as High-Performance Computing and Bioinformatics.
- TSU has initiated a new 2+2 program leading to a bachelor's degree in Industrial Technology at the Motlow State Community College campus in McMinnville in fall 2019.
- The Department of Electrical and Computer Engineering is offering a cohort-based adult education degree program for employees at the Nashville Electric Service (NES). The department is also developing a new concentration in Cyber Physical Systems.
- The Department of Aeronautical and Industrial Technology, in collaboration with the University of Oklahoma, manages the Federal Aviation Administration (FAA) Center of Excellence Grant. The Department has a renovated flight simulation lab at John Tune Airport to provide additional, state-of-the-art training to its students.



## College of Health Sciences

- The College of Health Sciences continued to participate in health and wellness events to assist the community and to underscore the need for health awareness. The College participated in community initiatives such as chiropractic care, dental screenings, HIV testing and other health screenings.
- The Master of Public Health academic program received approval to offer an online delivery of its program.
- TSU conducted COHS Day, in which Health Information Management students, Kalanu Walker and Derbo Abraham presented on the Opioid Crisis.

- **The Department of Dental Hygiene** program has been intricately involved in community based external outreach events, including: Academic Career Fair at Metro Nashville Public Schools; National Children’s Dental Health Month; McKissack’s Boys & Girls Club Ages 6 – 12yrs; March Madness; 4<sup>th</sup> Annual Community Health & Wellness Fair and Health Fair at Greater Christ Temple Church; Haunted Health Fair at TSU; Church Health Fair at St. James Missionary Baptist Church; and Fairfield Missionary Baptist Church Community Day.
- **The Department of Human Performance Sport Sciences** hosted several events including national professional certification workshop exam with USA Weight Lifting where students and staff were awarded certifications. The Department hosted state meeting for the National Strength and Conditioning Association. They also hosted a several student recruitment events at various Nashville schools and organizations.
- **In the Department of Occupational Therapy**, faculty and students provided activities as part of the annual Week of the Child Event on campus. Students participated in service learning including serving as “Pencil Partners” in pre-school classrooms, tutoring at-risk school age children, and collaborating with community facilities on service needs for adults with disabilities. The Student Occupational Therapy Organization (SOTA) partnered with 100 Activities of Daily Living and made gift boxes for a homeless shelter and served lunch. Several members helped to build adapted bicycles through AMBUCS Amtrykes. Mrs. Lauren Beard served as a board member of the United Spinal Association of Tennessee. Dr. Cathleen St. Dennis served as the Tennessee representative to the SOTA, served on a committee activity with the National Board for Certification in Occupational Therapy (NBCOT), and served as peer reviewer for a professional textbook and for national conference proposals. Dr. Guinevere Bennett and Dr. St. Dennis participated in a “Making Strides” charity event.
- **In the Department of Physical Therapy**, Community Events were held in which faculty members and students participated in Run Your City (sponsored by the Amputee Blade Runners), Week of the Young Child Celebration (sponsored by TSU), Night to Shine (sponsored by the Tim Tebow Foundation), and the Boo at the Zoo (sponsored by the Nashville Zoo), They also participated in AMBUCS, the Gordon Jewish Community Center, Second Harvest Food Bank, and Camp Dream Street.
- Faculty members have volunteer positions with the following organizations: American Board of Physical Therapy Specialties (ABPTS), Foreign Credentialing Commission in Physical Therapy, American Physical Therapy Association, Tennessee Physical Therapy Association, the Federation of State Boards of Physical Therapy, and the Tennessee Board of Physical

Therapy. Faculty members also serve on advisory committees for Health and/or Science Academies of Hillsboro High School and Hillwood High School.

➤ **In the Department of Public Health, Health Administration and Health Sciences, MPH** students volunteered for the APOL1 Community Engagement Project for the Diabetes Genome Research Awareness Program.

- HCA Healthcare entered into a partnership with the American College of Healthcare Executives (ACHE) to encourage students to become members and take advantage of networking opportunities. In addition to securing employment, there are a number of internships opportunities for which students can apply. ACHE also encourages students to become involved in their community service projects, workshops, and seminars.
- The faculty were involved in supporting the community by volunteering and providing donations to the Foster Care System.
- The faculty and alumni volunteered with the Church Fit activities to provide opportunities for the community to engage in lifestyle wellness.
- The Department Chair was invited to serve as a representative on the Board of the State of Tennessee Violent Death Advisory Committee within the Tennessee Department of Health (TNVDRS).

➤ **In the Department of Respiratory Care and Health Information,** several faculty members were involved in community health care events.

- Dr. Christine Hamilton served on the planning committee for the event for health care providers and patients with lung disease. In addition, she coordinated service-learning activities for students at Lung Health Community Days. She also presented to respiratory therapists at Nashville General Hospital at Meharry Medical Center on “Ethical Considerations in Respiratory Care” in November 2018.
- Dr. Christine Hamilton serves as chair of the Local Leadership Board for the American Lung Association of Tennessee. Dr. Christine Hamilton serves as Lead Volunteer for Children’s Activities for the Lung Force Walk in downtown Nashville. In addition, she volunteered at the Fight for Air Climb in Nashville.
- Dr. Stephen Carey presented an asthma education session for teachers in Maury County.
- Prof. Brenda Batts coordinated service-learning events for Cardio Respiratory Care (CRC) students at several locations in the community with the American Heart Association. She

also coordinated a service-learning experience for CRC students at the Martha O'Bryan Center in Nashville with an interactive experience for young children to learn about lung health. Moreover, Prof. Brenda Batts coordinated a service-learning experience for CRC students at TSU's Community Health and Wellness Fair, April, 2019, and presented to respiratory therapists at Nashville General Hospital at Meharry Medical Center on "Patient Safety" in November 2018.

- Prof. Valerie Brock and Ms. Tina Thomas coordinated community service activities for HIMA students including the annual "Gift of Warmth" and "In Celebration of the Week of the Young Child & the Week of the Black Child."

➤ **In the School of Nursing.**

- Students are being admitted to the ASN program this fall 2019. Students also are being admitted to the RN to BSN program. But we are not admitting students to our traditional BSN program at this time. We continue to work with our students to provide free coaching, personal tutoring, and virtual instruction to assist them in their efforts to be successful on the nursing exam (NCLEX).
- Faculty continued to implement new initiatives and processes to improve student success, particularly as it relates to achieving a passing score on the NCLEX examination. TSU continues to work through a full assessment of the Nursing program including faculty, admission criteria, and overall operating status. Changes to improve the program are being made as appropriate. A consultant has been retained to assist with this effort.
- Faculty participated in several professional and community activities including the Random Acts of Kindness activity whereby packages were distributed community individuals in need; supported the Spring 2019 African Street Festival in the first aid booth for two days; volunteered at Project Cure Fall 2018 and Spring 2019; Health Fairs sponsored by Faith Is The Victory Community Health Fair, Merry Street Church, and Riverside Agape Church; blood pressure screening at a local high school; and MSN students assisted at the 6<sup>th</sup> Annual TSU Big Blue Tigers 5K run.

➤ **Department of Speech Pathology and Audiology**

- The faculty developed a new partnership with the University School of Nashville, and conducted language and literacy screenings at USN.
- The department provided speech, language and hearing services to children and adults in the community through the TSU Speech and Language Clinic, the TSU Audiology Clinic,



the TSU Language, Articulation and Fluency Clinic and the Academically Speaking Clinic.

- Faculty participated in speech and hearing screenings at preschool centers and schools in the community, and also hosted the 15<sup>th</sup> Annual Speech Language Pathology Career Fair.
- Faculty participated in the “Week of the Young Child” event.
- The department maintained/continued community engagement/partnerships with Knowles Assisted Living Facility, Hadley Park Community Center, Schrader Lane Childcare Center-Nashville and Schrader Lane Childcare Center-Vine Hill.
- The department’s TSU Chapter of the National Student Speech-Language-Hearing Association (NSSLHA) participated in the following community service activities: Angel Tree Sponsorship, Buddy Walk, Cooking dinner for families at the Ronald McDonald House and NSSLHA also gave 75 books to NBASLH to donate to a Title I school in Charlotte, NC.



## College of Liberal Arts

- The Department of Music received reaffirmation of accreditation with the National Association of Schools of Music (NASM). The next accreditation review will be in 2027.
- The Tennessee State University Forensics team were the hosts of the tournament which was held March 1-3, 2019. A total of 18 HBCUs were in attendance to claim the championship. The team received a total of 32 awards, including 4 National Championships and the top individual performer for the second consecutive year.
- In November 2018, members of the Tennessee State University Choir joined a Nashville ensemble in an uplifting performance with megastar Carrie Underwood at the 52<sup>nd</sup> Country Music Association Awards. It was the TSU Choir’s second performance at the CMAs. The group also performed on the awards show last year.

- Dr. Learotha Williams, an associate professor of history, spearheaded the erection of the marker about the Nashville slave market. The marker, located in downtown Nashville, recognizes victims of the second largest slave port in Tennessee. The space, which stretched to the city's Public Square, was the center of slave trade in Nashville in the 1700s and 1800s.
- The Aristocrat of Band members (AOB), participated in the National Football League red carpet as a part of opening NFL Draft Day ceremonies. The AOB, known worldwide for their melodious musical renditions and marching prowess, were the featured guest entertainers on the nationally syndicated ESPN sports talk show, *First Take*, with popular hosts Stephen A. Smith, Max Kellerman and Will Cain.
- Members of Aristocrat of Bands performed at the Ryman Auditorium at the "Amazon Live" event. About 400 TSU students attended the event to learn more about Amazon and the job opportunities the company will offer.
- During March 2019, Tennessee State University mass communication students got a special treat in Los Angeles when they visited the home of music legend Lionel Richie. The students were in L.A. as part of their Extreme Spring Break trip. Joining the students was Joe Richie, Director of the Center for Media Arts and Production, which is housed within the Department of Communications. Joe Richie and Lionel Richie are first cousins. Lionel Richie talked to the students about the media business.
- As part of Extreme Spring Break, students earn course credit for the week-long experience that provides them with actual hands on learning in the fields of journalism, film and television, and Marketing/public relations. The students also get one-on-one time with industry professionals, diversity officers, internship coordinators, and hiring managers.
- At the 33<sup>rd</sup> Annual Midsouth Regional Emmy Awards in February 2019, Airielle Vincent, an assistant professor of mass communications, won her second Emmy as weekend newscast producer with Fox 17. She was recognized for a story on a church shooting.
- More than 200 people participated in the Nashville Conference on African-American History and Culture in February 2019. The conference, themed "Memory, Mobility, and Sound," was organized by the TSU College of Liberal Arts and the Metropolitan Historical Commission.
- The award- winning TSU Gospel Choir, New Direction, completed a 30 day European Tour this past December, and were featured artists for a command performance at the Vatican that culminated with the students meeting Pope Francis.

- New Direction Gospel Choir also was selected to appear as featured performer on BET’s hit show, “Sunday Best,” a reality television gospel music series. The Choir is scheduled to appear in episode 7, performing hits selected by the show’s producers and host Kirk Franklin. They performed for a live taping of the show at Tyler Perry Studios in Atlanta, Georgia.
- Sanchez Harley has returned to TSU as an adjunct professor in the Department of Music to teach students some of the valuable lessons he learned from the “Queen of Soul,” Aretha Franklin, along with other professional advice that he has accumulated during his journey in the music business.
- The Communications Department sponsored the Annual Robert N. Murrell Oratorical Contest. Cash prizes of \$1,200, \$800 and \$500 were awarded first, second, and third place winners, respectively, in freshman and upperclassman divisions. The contest, established in 1988, is named in honor of the late Robert N. Murrell, a longtime administrator and Dean of Men at TSU. It encourages students to develop skills in research, writing and oratory.
- Several faculty in the College of Liberal Arts led students in study abroad courses including Criminal Justice professors who took students to Medellin, Colombia, South America for CRMJ 4310 (Forensic Science); English professors took students to Copenhagen, Denmark for a course in literature, “Blacks in Europe: The Case of Nella Larsen”; Music professors participated as an invited guest conductor for the Cartagena, Colombia orchestra conference and three TSU students played in the orchestra and in a demonstration with one TSU student assisting in Istanbul, Turkey. Africana Studies professors took students to Peru for research on the African Diaspora.

### College of Life and Physical Sciences

- In October 2018, the TSU College of Life and Physical Sciences held its inaugural Dr. Levi Watkins, Jr., Homecoming Lecture on its main campus in the Robert N. Murrell Forum. Dr. George C. Hill, who formerly served as head of the Levi Watkins, Jr., M.D. Professor in Medical Education Chair at Vanderbilt University School of Medicine, served as guest speaker, encouraging students to persevere in spite of what others choose to do.
- The lecture series, a component of the Dr. Levi Watkins, Jr., Institute, was established to honor Watkins, 1966

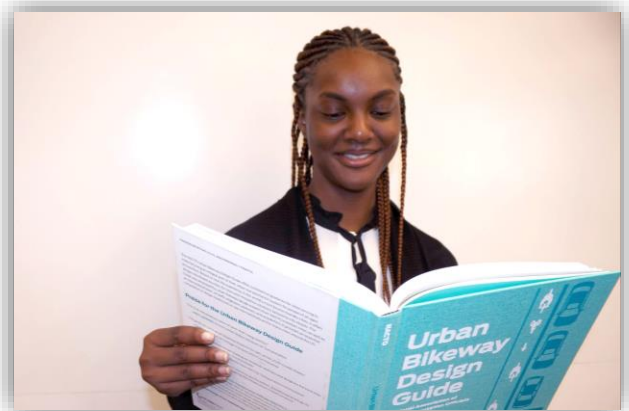


alumnus of TSU and the first African American to be accepted into and graduate from the Vanderbilt School of Medicine. It features prominent speakers who address areas in health care and STEM to prepare students for the medical field. The late Watkins is known worldwide for being the first surgeon to successfully implant an automatic heart defibrillator in a human patient. The lecture series was made public by a substantial legacy donation by Dr. Annie Garraway, the sister of the late Dr. Levi Watkins.

- TSU astronomers Matthew Muterspaugh and Gregory Henry are part of the Dharma Planet Survey (DPS), a collaborative project between the University of Florida and Tennessee State University. Astronomers believe that the DPS may have discovered what may be the famed planet Vulcan from the television series *Star Trek*. Vulcan was the home of one of the show's star characters, Science Officer Spock.
- Three TSU students this summer combined education with leisure for an exciting visit thousands of miles across the globe. Shaniqua Jones, Christine Mba and Whitney Nicole Russell, all senior STEM majors, spent part of their summer in China participating in an international research experience on the "Development of Next Generation Biomaterials for Dental Bone Reconstruction/Regeneration."
- Jones, Mba and Russell are part of the Tennessee Louis Stokes Alliance for Minority Participation program at TSU. They joined students from the University of Memphis in a research collaboration between University of Memphis and faculty and students at Donghua University in Shanghai. An internal review team in the UofM College of Engineering selected the TSU students to participate.
- The Chemistry Department continues to excel as TSU produced more graduate Chemistry degrees than any other university in the state of Tennessee.

### College of Public Service

- The Social Work and Urban Studies Accreditation and Program Review for the MSW program was successfully reaffirmed in October 2017 by the Council on Social Work Education (CSWE). The MSW program is reaffirmed until 2025. The BSSW program is reaffirmed until 2023.



- The College has engaged in several Strategic New Programs and Growth Initiatives. These include: (1) Doctorate of Public Administration (DPA); (2) Nonprofit Management Degree; (3) Certificate in Local Government; (4) MSW Admission Changes; (5) BSSW Online Proposal; and (6) MPA Non-GRE Track and Ph.D. Admission Changes.
- The College continued its state partnerships and initiated new academic initiatives. The Command College continued the Certificate in Public Administration Executive Leadership in the Graduate Program. It started in summer 2013 with a 24-student cohort. Six cohorts have graduated 92 students to date. More than half of the graduates began in spring 2019 and it is ongoing. Graduates completed the MPA or MPS program. There are 70 students enrolled in the program currently, representing four different state agencies. Classes are held in Nashville and students earn credits toward the Public Administration Executive Leadership Certificate and/or Masters of Professional Studies. To date, the program has generated additional department non-tuition based revenues in excess of \$350,000.
- The Department of Public Administration, with the assistance from Urban Studies, conducted an academic audit for the MPS degree which involved a self-study report and site visit review team. The program was commended for several aspects of program delivery and minimal findings. The Masters of Professional Studies (MPS) degree is reviewed through an Academic Audit process required by THEC every five years.
- The College of Public Service continued the Command College which primarily serves the leadership team of our state partners at the Tennessee Department of Corrections (TDOC), the Tennessee Bureau of Investigations (TBI), the Department of Human Resources (DOHR), and Finance and Administration (F&A). The Command College operates in three different locations, namely west Tennessee, middle Tennessee, and east Tennessee.
- The College maintains a wide reaching internship and field placement program in which each undergraduate social work student, and three-quarters of the undergraduate urban studies students serve at nonprofits and government agencies across Middle Tennessee. This year, 45 students logged 11,000 hours of placement at these agencies which range from the ACLU to the Tennessee Mental Health Association and the Center on Aging Research and Education Services.
- Community engagement continued in the College as two College-wide events were held; (1) Homecoming 2018 – *Public Service Tigers Come Home* and (2) Black History Month 2019 – *Voting While Black*. Both enjoyed high attendance as current and past students were showcased. Program-specific events included Social Work Day on the Hill, where one of our

student teams won first place in a statewide competition and in the Public Service Awards. The College's Community Democracy Project continues to receive recognition locally and nationally, and provides TSU's students with results-oriented exposure to democracy in action.

- The College celebrated its first American Society of Public Administrators (ASPA) Founders' Fellow with Amy Owen, a doctoral student. This is a long standing and prestigious designation bestowed upon the best and brightest students in public administration.
- The College continued the Professional Management Academy, offering the Certificate in Professional Management in the Undergraduate Program. It began in fall 2016 with a 46 student cohort. The first cohort finished in May 2018. The second cohort with 31 students began in fall 2017; and the third cohort with 25 students started summer 2019. State partners include Tennessee Department of Corrections, Tennessee Department of Safety and Homeland Security. Accelerated classes for government employees were held in Middle, West, and East Tennessee in government facilities and students earn 18 hours of credit towards a BS in Urban Studies.
- The Online Cohorts offer the Certificate in Public Administration Executive Leadership in the Graduate Program and the Certificate in Civic Leadership in the Undergraduate Program.
- Several faculty have published op-ed articles in news and have been interviewed in a variety of media on issues of relevance to the disciplines. Dean Harris was awarded the 2018-2019 Dean of the Year by the TSU Office of Student Activities. Dr. Anthony Campbell was elected Chair-Elect of the ASPA Section on Transportation Policy & Administration. Dr. Cara Robinson was invited to serve on the Emory University COMPASS Advisory Board. Dr. Ali Winters was invited to contribute to the ACLU website on solitary confinement policies. Dean Harris serves as a consultant to the Tennessee Bureau of Investigation (TBI). Professor Hannah Washington coordinated and implemented the second ever field education fair for social work field placement organizations. Professor Delores Butler served as Chair of the Association of Social and Behavioral Sciences. Dr. Anthony Campbell was appointed as the Book Review Editor for *Administrative Theory & Praxis*. Dr. Kimberly Triplett was elected Chair-Elect of the TSU Faculty Senate in April 2018 and served in this role during the 2018-19 academic year.
- Students in the college continued their research both independently and with faculty. Tyler Thompson (BSUS) conducted research and presented a paper with Dr. Kimberly Triplett at the MISA Conference; Adam Blair (Ph.D.) conducted research with Dr. Cara Robinson and Dr.

Anthony Campbell, which was presented at the ASPA 2019 Conference in Washington, D.C.; Shaye Olmstead (MPA) conducted research and presented with Dr. Anthony Campbell at the NASPAA 2018 Conference in Atlanta, Georgia; Amanda Smith, Kenneth Patterson, and Nikki Patterson (BSSW) won first place in the Social Work Day on the Hill poster competition; Anthony Fruscione (MPA) and Nathan Poss (MPA) received legislative internship appointments for the spring 2019 semester in the TN General Assembly; Amy Owen (Ph.D.) was selected as one of 25 graduate students and new professionals in an international competition to be a 2019 American Society for Public Administration (ASPA) Founders' Fellow. Moreover, students served as ambassadors to foundations, and were inducted into various honor societies.

### School of Graduate and Professional Studies

- The Graduate School continued to provide national leadership in distance learning and online conversion. The School received the United States Distance Learning Award (USDLA) Award.
- The process of revamping the Graduate School to improve admissions and applications processing was initiated. It focused primarily on employing the appropriate information technology, and implementing an advanced processing system. It resulted in the following:
  - Increase in non-degree Graduate Enrollment through strategic marketing aimed for advanced professional credit courses.
  - Implementation of GradCAS Online Graduate Application system, providing monitoring, tracking, transparency, reduction of lost documents, and processing of graduate application in a timely manner.
  - Improved Customer Service as noted by surveys and documented feedback.
  - Established the Graduate Professional Studies Division which coordinates graduate professional development, training, certificates, and grants.
  - Established of 'Quality Standards' for Graduate School operations.
  - Received the Open Education Resources (OER) Affordable Learning Solutions (AL\$) Grant to assist faculty in adopting OER to reduce the cost of textbooks.
  - Project management of the TSU C<sup>2</sup> and HBCU C<sup>2</sup> Apple Grant by providing training for the 'Everyone Can Code and Everyone Can Create' initiative.

- Strategic Graduate Marketing and Recruiting Plan and EMP Marketing to increase graduate enrollment.
- Implemented Degree Works for Graduate School to automate the graduate degree audit process.

## Office of International Affairs

- The Office of International Affairs (OIA) developed our International Student Recruitment Plan and a rubric for assessment. The recruitment plan included an updated brochure which has been distributed to advisors in Brazil, Colombia, Ghana, Honduras, India, Nigeria, South Korea and the United Arab Emirates. An agent contract with an Indian agency is currently in effect and agent contracts with agencies in Brazil and Turkey are being considered.
- OIA introduced the Coffee and Conversations series holding four events for International students. The activities were co-sponsored by Inter FACE Ministries.
- OIA established an International Student and Scholar Services Advisory Board to assist with the strategic recruitment plan, and to identify and address obstacles that hinder matriculation of international students.
- The Division streamlined the “Steps to Study Abroad” for student participants; adopted the NAFSA-Association of International Educators – Exploring Education Abroad –A Guide for Racial and Ethnic Minority Participants for orientation of students; planned and executed three International Education Faculty Workshops; developed a Study Abroad Program, marketed Your Faculty-Led Program, and presented Health & Safety /Risk Management for Faculty Leaders; and updated the Faculty Led Proposal Guide and Program Faculty Responsibility Operating Procedures.
- The Division increased access for participation in International Experiences. TSU student participation increased by 22% over last year, and faculty and staff participation increased as well. The Division also experienced a 7% increase in passport acceptance, for a total processed to 152.
- TSU has an official Passport Acceptance Facility in the Office of International Affairs. It has three certified agents serving faculty, staff, students and the Nashville community. Revenue from this initiative provides funding for book scholarships for needy students.
- There also was an increase in progression of English as a Second Language (ESL) students. The Intensive English Center (IEC) had an average of 26 students per term, and offered 16 courses in four levels on average each term. The IEC maintained an average of 82% student



progression/completion rate across levels and courses. Ten (10) IEC students completed their ESL studies and matriculated in TSU's undergraduate and graduate programs either through IEC level completion policy or obtaining necessary TOEFL or IELTS scores.

- In its first full year of operation, the IEC established its curriculum with 30 courses in 10 levels, developed assessment tools for courses, implemented written policy and procedures that govern the center, and is currently undergoing CEA accreditation. No HBCU currently has an accredited ESL program. TSU is seeking to become the first university with an accredited program.

## Library

- The Library migrated to three new software systems: OpenAthens (authentication/proxy), EBSCO Discovery Service (one stop shop search engine), and Tipasa (Interlibrary Loan platform).
- The library also transitioned from a turn-key integrated library system to software only site.
- TSU librarians participated in Tenn-Share Conference at Nashville Public Library and presented on our 3D printing facilities, “The Imagineering Lab” and facilitated a mini workshop. Tenn-Share helps Tennessee libraries deliver efficient, effective services through group purchasing power and innovative resource sharing projects.
- TSU participated in the Library Instruction Tennessee (LIT) 2019 Conference at Austin Peay State University on “Librarians as Instructional Partners based on Framework for Information Literacy for Higher Education.” This conference allowed TSU to share information literacy best practices with other librarians in the State.
- Librarians presented at the Association for the Study of African American Life and History.



# Division of Enrollment Management

*The Division of Enrollment Management* is comprised of the following units:

- Admissions
- Recruitment
- Financial Aid
- First Year Students
- Testing
- Records
- Trio
- Success Center



- The University received a Governor’s Grant in the amount of \$2 million to assist students in their efforts to remain in school and on the trajectory to meet academic benchmarks and college completion. Additionally, the University received a USDA Grant in the amount of \$1 million to enhance efforts of graduating students in specific majors. Based on these funds, the following funding opportunities were established and made available to assist the TSU students.
  - **Student Transition Grant (STG)** – Designed to recruit and encourage undergraduate students to continue their education at the graduate level at TSU.
  - **Undergraduate Student Assistant Grant (SAG)** – Designed to assist returning students with outstanding balances from previous semesters and provides scholarships for new students entering in the fall of 2019.
  - **USDA Scholarships** – Designed to assist students majoring in STEM, Agriculture, Agri-Business, Business, and Health Sciences.
- A Strategic Collaborative Plan was developed which focused on uniting the efforts of three divisions relative to meeting benchmarks, retention, and completion: Enrollment Management and Student Success, Academic Affairs, and Student Affairs.
- The Strategic Recruitment and Marketing Plan was fully implemented. The plan focused on strategic outreach and marketing, enhanced communications, technological infrastructure and increased funding. It included the following:
  - Developed an **Intent to Enroll Program**, which identified more than 1,400 new entering freshmen students out of 4,500 who expressed an interest of enrolling in the fall of 2019. The team called, emailed and texted all admitted students to confirm their intent to enroll and addressed any challenges they may have encountered throughout the enrollment process.
  - Implemented weekly **Intent to Enroll Data Analysis Review** of First Time Freshmen to ensure students have completed orientation registration, submitted their FAFSA, remitted the housing deposit, and any other outstanding required documentation.

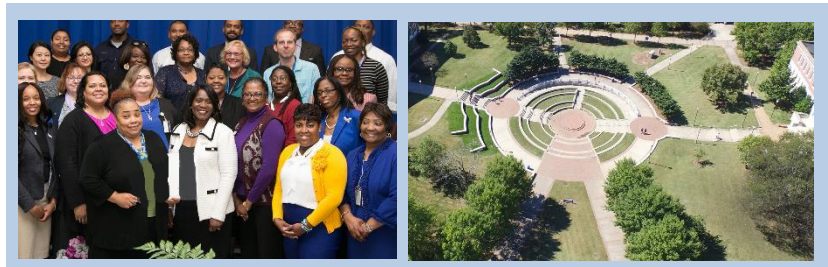
- Implemented a daily **Quality Assurance Review** of Banner application files to identify applicants who have an “Application Status” marked as “Complete and Ready” and expedite the admissions application process to deliver an admissions decision more quickly.
  - Developed a weekly **Population Report** with three years of trend data to track, analyze, monitor and build strategy to increase recruitment and yield efforts for various enrollment populations. These include First Time Freshmen, Transfers, Community College Transfers, Readmits, Veterans, Internationals and Dual Enrollment.
  - Increased **Social Media** efforts via YouTube, Facebook, Instagram and Twitter to keep first time freshmen engaged and informed regarding applying, registering, choosing a major, completing housing and orientation, etc.
  - Developed a new **Admissions Homepage** with student population portals to better guide prospective students through the application process.
  - Expanded **Spring Preview Day** which includes Student Leadership Fair, Greek Life Showcase, Tiger Group Tours Express Check-in and various student performances.
  - Developed a new tracking form to better track and monitor students throughout the Welcome Back Process for readmitted students.
  - Implemented **Transfer Tuesdays**, a new recruitment special program designed to assist Community College transfer students in understanding the admissions process and in making a smooth transition to the University.
  - Implemented weekly **International Applications Review** meeting to analyze all International applications on file, and collaborate with the Office of International Affairs which provides support with assisting students with required documents for submission.
- The Division was awarded a one-year THEC HBCU Summer Bridge Program of \$80,000 to offer a Summer Completion Academy, a one-week academy for incoming freshmen who are academically underprepared for college. Incoming freshmen take intensive workshops in Reading, Writing, and Math during the residential program and are given the opportunity to place out of their learning support requirements for their first semester of college. More than 300 students participated in this program.
  - The Upward Bound, Ronald McNair, and Educational Talent Search Programs received a 4.25% increase in funding for the 2018-2019 performance year. Additionally, The Upward Bound submitted an application and was awarded a one-time supplemental grant to do more STEM related activities.

- The Testing Center administered more than 7,600 exams and generating almost \$70,000 in revenue to assist with operations and functions of the Center.

## Division of Business and Finance

*The Division of Business and Finance* is the steward of the university's fiscal and physical resources. The division ensures that TSU remains in sound financial condition and is in compliance with university, federal, state and local regulations, as well as generally accepted accounting procedures. It is comprised of the following units:

- Accounting and Payroll
- Financial Services
- Facilities Management
- Procurement
- Human Resources
- Office of Equity and Inclusion
- TSU Police Department



- Implemented an alternative payment plan for students by allowing students with a balance of \$2,000 or less to execute a deferred payment plan without requiring a down payment.
- Modified the payment policy to allow an additional week for students to make full payment or make arrangements to avoid being purged from the TSU system.
- Began the process of developing a three year fiscal plan to help ensure that financial stability and sustainability are maintained.
- Continued the budget hearings whereby department chairs and directors present budget requests with the appropriate justification.
- Presented the budget to the House and Senate and obtained their approval.
- Updated the Banner Document Management Services (BDMS) in Accounting and Payroll.
- Updated and redesigned the fiscal year-end closing assignment schedule to create a more comprehensive tool to ensure completion and accountability for all tasks required for fiscal year-end closing and financial statement preparation.
- Completed the Title VI and Title IX Compliance Reports, and responded inquiries.
- Conducted in-person training for employees and students on both campuses.
- Completed almost 13,000 purchase orders including RFPs and RFQs. Key awards included: Infrared Imaging System, Replace Water Coil at FPCC, Purchase of 200 Cisco Servers, Renovations to Wellness Center, Paving of Parking Lots and Access Roads, New 45-passenger

Ford F650 Bus, Waste Disposal Services, Academic/Administrative and Residence Hall Custodial Services, 10 Gig Internet, Exercise Equipment for HPSS Lab, Sound Deadening in Agriculture Pavilion Building, Men's Center Renovation Phase 2, Security Fencing, Computerized Speech Lab, and 3D Printer and Maintenance Plan for Engineering.

➤ The following **construction projects have been completed:**

- LED lights placed in the majority of Residence Halls.
- LED lights in hallway of Torrance Hall.
- Purchased electronic key boxes for Facilities, Police Department, and Emergency operations.
- Completed 90% elevator maintenance projects and improved response times for repairs.
- Began the transition of the elevator phones to VOIP.
- Replaced three transformers.
- Replaced parking and stairway lights at Avon Williams, and repaired fire pump at Avon Williams.
- Replaced lighting and power panel at Clement.
- Started campus rekey program.
- Replaced the doors and locks utilizing student workers.
- Created a campus standard for door hardware.
- Completed the migration renovations for Health Science, and Library/Crouch /Holland.

➤ Additional **construction and planning:**

- Construction of New Health Sciences Building is 50% complete.
- Programming of New Food Science Lab Facility is 95% complete.
- Completed revised design of New Residence Halls.
- Requested and received a funding allocation for \$4.36 million for capital maintenance for academic buildings on campus, and programmed the associated capital projects for FY 19-20.

➤ Chief of Police Greg Robinson received the 2019 *Award for Administrative Excellence* by the International Association of Campus Law Enforcement Administrators, at the 2019 IACLEA Conference in Toronto Canada. IACLEA is the leading authority for campus public safety.

➤ The National Council for Home Safety and Security publication **ranked Tennessee State University in the top 8% of safest colleges and universities in the United States.**



- Provided specialized and In-service training for the police department’s sworn officers and the community service officers.
- Continued our partnership with the Tiger Patrol that allowed TSU police officers to interact and mentor TSU students enrolled in the student based program.
- **Overall crime on campus over the last year declined by 36%**; drug related offenses were reduced by 35%; and possession of drug related paraphernalia offenses declined by 67%.
- The department provided Rape Aggression Self Defense Training Classes (RAD) for both the female and male student body.
- TSUPD hosted the Quarterly Middle Tennessee Gang Intelligence Sharing Summit, provided by the Tennessee Bureau of Investigation (TBI).
- Finalized the implementation of the new Computer Aided Dispatch (CAD) system, which allows the department to easily dispatch calls, provide a faster response to calls from our officers, and input pertinent information relative to the TSU campus community.

## Division Student Affairs

*The Division of Student Affairs* is comprised of the following units:

- Office of Student Activities
- Career Development Center
- Residence Life and Housing
- Counseling Center
- Wellness Center/Intramurals
- Student Health Services
- Campus Center/Recreation
- Women’s Center
- Men’s Center
- Men’s Retention Initiative
- Office of student Conduct and Judicial Affairs



- *The Collegiate Citizen Police Academy (CCPA)* was recognized as the “Best Student Organization” at the Historically Black Colleges and Universities Digest Awards, in Washington, D.C.
- The newly implemented *Freshman Innovation Council (FIC)* integrated former high school SGA Leaders into our collegiate leadership infrastructure. Over thirty-five freshmen students participated and completed the program.

- The Office of Student Conduct saw a significant decline in *Drugs for Resale* on our campus.
- The Career Development Center facilitated a successful dissemination of professional wear through their JC Penny suit-up event. More than 400 students were able to get professional clothing at a discounted rate for job interviews.
- A record number of TSU students (17) participated as interns for legislators in the Tennessee State Legislature this year.
- The Division worked collaboratively with Enterprise Systems to increase the number of students receiving permanent opportunities in business, computer science and other STEM areas, and student placement rates improved overall.
- The Department of Resident Life and Housing communicated that all residence halls are now newly equipped with 24-hour surveillance.
- New improvements in Residence Life include the completion of the multimillion dollar roofing project in Wilson Hall, and the installation of a state-of-the-art elevator in Wilma Rudolph Hall.
- A free housing incentive for students enrolled in Maymester contributed to a 75% increase in Maymester students staying in University Housing.
- **Student Engagement**
  - Continued the *Student Court* which allows TSU students to air their concerns and exert their rights in front of a body of their peers.
  - Continued the *National Society of Leadership and Success* which provides access to off-campus benefits including additional scholarships and awards, exclusive on-campus events, and employer recruitment via online job banks.
- **Student Safety**
  - *Tiger Patrol* has assisted the TSU Police Department and enhanced student accountability and pride.
  - No repeat offenders found in program evaluation of the Restitution Program.
  - Zero-Tolerance Policies severely reduce probability of violent offenses.
  - No gun offenses on the campus for the 2018-2019 school year.
  - TSU experienced the largest percentage drop in on-campus incidents of all collegiate campuses in the state of Tennessee.
- **Student Leadership**
  - *Leadership TSU* is the newly formed training academy for distinguished student leaders nominated by faculty and staff continued to grow and excel. LTSU students benefitted from interactions with state and federal -level congressional members, governors, and

high net-worth commercial real estate developers. The students also experienced a service-learning trip to Washington D.C.

- The new Legacy of Leadership Wall was established which promotes leadership aspiration and provides easy access to SGA Representatives.
  - We renovated the SGA office space which now provides state-of-the-art facilities for student leaders.
- The Division increased the number of distinguished speakers who visited TSU including Rev. Dr. William Barber, Noted Civil Rights Activist and President of Repairers of the Breach; Dr. Michael Eric Dyson, Author and Radio Host; Rev. Jesse Jackson, Noted Civil Rights Activist and Founder and President of the Rainbow PUSH Coalition; Atty. Angela Rye, Political Commentator on CNN and an National Public Radio political analyst; and Rev. Al Sharpton, Noted Civil Rights Activist and Founder of the National Action Network.

## Division of Research and Institutional Advancement

*The Division of Research and Institutional Advancement* is comprised of the following units at the end of the academic year. The activities of the TSU Foundation were transferred to the Division of Business and Finance.

- Research and Sponsored Programs
- Institutional Advancement
- Alumni Relations & Annual Giving



- Received “R2” designation for Doctoral University – Higher Research Activity from the Carnegie Classification of Institutions of Higher Education. TSU is one of four (4) institutions with R2 designation; two (2) have R1 designation, and seven (7) have R3 designations. The remaining colleges and universities in Tennessee have no rating.
- The Center of Excellence for Learning Sciences received increased funding for their TN CAREs Early Head Start, Early Head Start-Child Partnership, and Tennessee Early Childhood Training Alliance Programs.
- The Center enhanced faculty development program to support faculty research development and proposal submissions, including program manager visits and new external partnerships.



- The Cumberland Shores project was continued by completing the following as we began the land clearing, completed environmental studies and cultural assessments, launched a marketing campaign including a website landing page, initiated new partnerships, began exploring funding opportunities, and informed the State and Metro of current and future plans.
- The Center for Excellence opened a Faculty Writing Den to provide a conducive space and environment for scholarly writing for both proposals and publications. We held the largest TSU Faculty Summer Writing Retreat with almost 40 participants.
- Processed 130 research awards and contracts totaling \$47.8 million from various funding agencies.
- The Division hosted several workshops including the Tennessee State University's 41<sup>st</sup> Annual University-Wide Research Symposium, the Association of Public and Land-Grant Universities (APLU) HBCU Engineering Workshop, and the National GEM Consortium GRAD Lab that exposes students to the benefits of pursuing graduate degrees and opportunities for funding.

### **Institutional Advancement**

- Overall giving for FY 2019 totaled \$4.5 million from 3,263 donors, which is the largest sum of private contributions documented within a single fiscal year in giving history.
- Restricted scholarships were up \$703,000 (69%) from last fiscal year. We have emphasized a greater need for unrestricted scholarship dollars along with endowments. Endowed Scholarships represent an 8% increase or \$43,678 from last fiscal year.
- TSU secured largest ever alumni donation of \$1 million designed for an Alumni Welcome Center from alumni Amos and Brenda Otis.
- TSU continued the Joint Dues and Donations initiative to address changing the Alumni Giving model through a partnership with the TSU National Alumni Association, Alumni Chapters and the TSU Foundation. One payment is made to the TSU Foundation that covers dues to the alumni association and a donation to the Foundation. This new model will lay the foundation to achieve a double digit (10%) participation rate and \$3 million in alumni giving by 2021. We conducted twenty-one demos of the Joint Dues and Donations platform to alumni chapters.
- Ten alumni chapters were on-boarded: Absolutely AX, Alpha Theta Network, At-Large Members, Dallas, East TN, Engineering, Greater St. Louis, Memphis, Nashville and South Central. Eight (8) additional chapters are in the process of onboarding.

- Custom technology was launched and infrastructure was developed to make giving seamless and easy.
- Class Reunion Giving has increased. The 2019 Vintagers Celebration realized the largest overall total within a single fiscal in giving history. Gifts totaled \$318,181 from 229 donors.
- Legends Weekend Highlights involved partnering with two alumni groups: Give Back TSU and One Party- One Purpose to host alumni fundraising events that generated \$21,535 from 214 donors.
- Alumni engagement continued with planned and executed alumni engagement and giving activities including regional conferences, chapter visits, events and athletic related events. The Division held donor recognition initiatives; and increased alumni communication touchpoints through social media and e-blasts.

## Emergency Management and Auxiliary Services

*The Division of Emergency Management and Auxiliary Services* is comprised of the following units:

- Emergency Management
- Auxiliary Services: (Bookstore, Dining Services, Post Office, Vending, etc.)
- Events Management and Conference Services
- Disabilities Services
- Identification and Access Center
- One Stop Services Center
- Parking and Traffic Services



- Emergency Management
  - The TSU Office of Emergency Management partnered with the Tennessee National Guard 45th Weapons of Mass Destruction- Civil Support Team to stage a simulated chemical attack crisis conducted in the Gentry Center and Ralph Boston Wellness Center.
  - Established First AID/CPR/AED Certification Program: The department of Emergency Management signed a Licensed Training Provider agreement with the American Red Cross to offer First Aid/CPR/AED courses on the campus of TSU. The certification program was established following the Director and Assistant Director completing training to become certified First Aid/CPR/AED instructors, allowing TSU staff to be certified for a lower cost.
- Auxiliary Services - TSU executed 5-year revenue generating contract with Aramark

Refreshment Services, LLC. As a part of the agreement, they will provide snack vending machines throughout the main campus and on the Avon Williams Campus. We also expanded seating in the Rudolph Café to increase seating to accommodate 110 students. This will allow more students to sit and enjoy late night dining.

- Post Office – TSU sponsored customer service training for employees. Customer service is an integral part of the Post Office experience. We are working with staff to ensure that customer service remains a top priority and that it performed at the highest level.
- Disability Services – We enhanced the Kurtzweil software program to assist students with reading and writing by allowing students to receive suggestive ways to improve the uploaded document. It has been installed on the computers on the third floor computer labs in the Harold Love Student Success Center. In addition, the Director of UNVI 1000 is incorporating the usage of Kurtzweil within the curriculum.
- Parking Services – TSU facilitated the addition of 30 ADA parking spaces in the Gentry and Indoor Practice parking lots. The additional ADA parking spaces bring the total number of available ADA spaces to 62 to accommodate large events held at the Gentry Complex, Hale Stadium and Indoor Practice Facility.
- Office of Technology Services - The team completed 99.6% of the OTS requests during the year (6,325 of 6,350). The resolution of these work orders in a timely and efficient manner generates improved operations for the university.
- Events and Conferences - Events Management and Conference Services on a continuous basis provided a One-Stop Service experience to customers focusing on providing excellent customer service. Staff assisted in planning logistics, site visits, completing and processing contracts and provided evening and weekend coverage for all of TSU's Presidential and academic events and Non-Affiliate events.
- One Stop Shop – This area recorded an increase in the number of clients served by the Center. Almost 1,800 students utilized the One Stop Center Students for various reasons.



*The Office of General Counsel* (OGC) is responsible for advising the President, Board of Trustees, Senior Leadership Team, and other authorized University personnel on matters affecting the University's legal interests. The Office also provides legal review of contracts, policies, and other documents, represents the University in administrative agency matters, and coordinates and manages the institution's litigation. In addition, the General Counsel acts as the legislative liaison for the institution, tracking legislative matters, proposing and commenting on legislation, and interfacing with legislators and governmental officials on legislation.

➤ **Contracts (Data, Reports and Internal Processes) –**

- The OGC supported and assisted the University with business operations by drafting and reviewing an average of eighty-two (82) contracts processed per month.
- Commenced the process for the implementation of an electronic contract routing system, including holding a series of conference calls, video presentations, and in person meetings with the vendor representatives.
- Submitted timely reports to outside entities, including four Quarterly Contract reports to TBR, contract data to the General Assembly, and contract lists to State Audit.
- Created new and updated contract templates and forms for use by University administrators.
- Created an updated contract signature delegation.

➤ **Contracts (Contracts of Note) –**

- Contract with Apple for a collaboration benefitting students.
- Contract with the Titans for new signage in Nissan Stadium.
- Contract with Vanderbilt in support of a collaborative grant.
- MOUs with entities for which TSU is pursuing partnerships.
- Contracts for participants in programs at the Incubation Center.

➤ **Institutional Personnel Matters –**

- Reorganizations - Advised units on reorganization matters.
- Internal Disputes and Grievances - Proactively and successfully handled and resolved several internal disputes, grievance matters, and sources of and potential litigation thereby avoiding costly litigation.

➤ **Litigation** – We have achieved a historically low level of cases filed against the institution. We have worked closely with the Attorney General's office on the remaining cases in defending against the plaintiffs' claims and seeking achievement dismissals; and coordinated with the AG in providing records in response to discovery requests.

- **Administrative Agency matters** - achieved dismissals and successful resolutions of EEOC, THRC and OCR matters.
- **Real Estate** – Worked with university leadership and others in connection with two real estate development and academic enhancement projects on the TSU Campus; participated in meetings, conference calls; and agreement review in connection with the projects; advised on other possible real estate transactions.
- **Open Records Act requests/Subpoenas** - On behalf of the University, advised on and responded to an increasing volume of Open Records Act requests and subpoena requests, leading to a reduced burden on the campus in the production of documents and the appearance of witnesses.
- **Trainings** - Continued to promote the OGC’s educational and proactive efforts to enhance the institution’s mission through conducting several training sessions for various campus groups and making further enhancements to the OGC webpage.
- **Local Governing Institutions (LGI) Coordinated Activities** - Coordinated with TBR, THEC, and former TBR universities on matters involving legislation, FOCUS Act cleanup, Education Budget Committee presentations, Sunshine Hearings, and THEC procurement and capital planning severance.
- **Government Relations/Legislative** –
  - Monitored legislation with impacts on TSU.
  - Engaged legislators on prospective legislation.
  - Assisted in the preparation and submission of information to the Government Operations and Education Committees in the House and Senate on budget and sunrise hearing requests
  - Assisted President and Vice President in appearing before the General Assembly’s committees.
  - Coordinated with other institutions, THEC and legislators in monitoring, advocating for, and defeating legislative measures during the 2017 legislative session.
  - Defeated legislation involving legislative oversight, board member terms, and firearms legislation.
  - Coordinated conference calls with LGI University Counsels regarding legislation.
- **Board Secretary/General Counsel** –
  - In coordination and consultation with the President, led the institution’s successful effort to prepare for and participate in the Board of Trustees meetings in the new fiscal year.

- Developed and secured the approval of new Board policies (Board Self-Assessment and Trustee Orientation; Board Consideration of Tuition and Mandatory Fee Increases).
- Developed and presented Secretary Reports to the Executive Committee meetings.
- Coordinated and consulted with University personnel in submitting materials to be utilized by the Board in connection with the Board meetings.
- Advised as to the selection of the student trustee and recommended the process for the Board of Trustees' selection of the 2018-2019 Student Trustee.
- Coordinated with the President and the Chair in successfully addressing requests to appear before the Board.
- Continued working with the University Counsels and Board Secretaries from the former TBR universities to share information, develop best practices, and coordinate on important FOCUS Act transition issues, including the development of standards for Board rulemaking.
- Worked with outside state and federal agencies on matters affecting the institution.

## University Public Relations & Communications

*The Division of University Public Relations and Communications* enhances and protects TSU's institutional reputation, advances and strengthens the university's brand, encourages community engagement, and reinforces the university's relevance in the lives of key target audiences. The division is comprised of three integral areas that report to the Office of Public Relations:

- Creative Services
  - Media Relations
  - Publications
- University Public Relations and Communications (UPRC) activities for 2018-2019 primarily focused on promoting the institution's accomplishments, and improving online student recruitment.
  - The Division coordinated and sponsored major public relations events that captured headlines and local media while solidifying important partnerships and collaborations. The Today Show and ABC Good Morning America and had segments commending TSU for honoring alumnus James Shaw, Jr. and establishing a scholarship in his honor. The event was spearheaded by this Division and was successful in netting nearly \$20,000 to start the scholarship fund.
  - In an effort to enhance TSU's media relations with local outlets, selected companies were

invited to a Spring Media Mixer. The university has experienced an increase in coverage from the local Fox and NBC affiliates since the event in April 2019.

- In the area of academics and recruitment, the unit held the first ever TSU STEM Tour with Metro Nashville Public Schools with three schools for the district, Hunters Lane, Cane Ridge and Antioch High Schools. The campus tour included 150 students interested in STEM with the intent of the university being a choice when selecting a college to attend.



- **Public Relations Major Events and Projects**

- James Shaw Jr. Reception and Scholarship Launch
- Dr. Levi Watkins Lecture Series and Scholarship
- Experience TSU - Special Lawmakers and Gen Assembly Day on Campus- Lawmakers toured campus with a focus on College of Agriculture and Engineering research
- TSU Day at the Capital annual event to spur state funding
- NFL Moms Draft Event VIP Luncheon and Campus Tour
- Spring Media Mixer
- Return of TSU signage in The Titans stadium
- STEM Tour with MNPS- 3 schools participated with 150 students
- 2019 Retool Your School Campaign of the Year in which TSU won first place

- **Community Outreach Major Events and Projects**

- James Shaw Come Together Day and Celebrity Basketball Tournament with TSU
- TSU Representative to the Economic Council
- Annual Prayer Service
- TSU Community Christmas Tree Lighting Event
- MLK Day of Service Partnership with IMF
- Sista Strut 5k Walk Partnership (Approximately 1200 people in attendance)
- Community Health and Wellness Fair (largest attendance and vendors participation)
- Partnership with Vanderbilt HIV Clinic, DP Thomas Foundation, The Turnip Truck & New partners – Gilead, Janssen and Bounce TV Nashville

- **Branding**

- Completed the Elevator Project in which we coordinated 34 elevators door graphic designs and installation that promoted TSU in four 4 buildings on campus.

- **Digital Media**

- The area of Digital Media has accomplished increasing the University wide social media following by 29.3% or 3,918 people combined via Instagram, Facebook, and Twitter. Also revised and created a comprehensive Social Media Tags Directory including influential TSU alumni, local and national Media, and University departments and organization. This past spring, we held our first Social Media 101 Workshop with 30 + attendees and an overall feedback on effectiveness score of 4/5.
- We have also worked diligently to update our Facebook and YouTube pages to include more multimedia with an intro commercial video highlighting the university campus and students. We also we officially implemented Facebook LIVE coverage to increase engagement at University wide events.
- Overall, we have maintained a focus on enhancing and increasing our digital content for general social media and student recruitment. Activities included producing several types of communication channels to reach students via video blasts, text blasts, real-time interviews, behind the scenes footage at large university events, updating our airport videos for baggage claim to maintain relevancy, and various other forms of digital and online marketing.
- Our largest and most successful Social Media Campaign was from the partnership with the National Football League (NFL) and the Aristocrat of Bands (AOB) during the 2019 NFL Draft. We provided live social media coverage to our university family and beyond, garnering a reach of almost 90,000 individuals, video likes/clicks of 10,300 and shares of over 600. This not only increased exposure on the local level but provided a platform to showcase Tennessee State University on a global platform.



➤ **Media Relations**

- The Office of Media Relations has seen an increase in the number of releases sent to the media over the course of the year. The unit averages 3 to 4 press releases per week. Meltwater, a monitoring service that tracks news coverage, showed in a recent report that TSU had 8,500 mentions between June 1, 2018 and May 31, 2019.
- There was also a noticeable increase in the number of stories that were picked up nationally in 2019. For instance, stories made national news in four consecutive months (March, April,



May and June). In March, the College of Engineering receiving \$1M was picked up by The Associated Press; in April, the Aristocrat of Bands performance in the NFL Draft was picked up by ESPN and other national sports outlets; in May, Rev. Sharpton/ Dr. Dyson commencement speakers, and Tupac Moseley coming to TSU were picked up by the AP; and the Governor's \$2M to TSU and an Agriculture professor's \$1M were picked up by the AP in June. Also in June, President Glover was interviewed by MSNBC by Rev. Al Sharpton regarding the status of HBCUs.

- The Office continues to work to improve TSU's relationship with the media. This means meeting with editors, news directors and reporters. The Office maintains a strong relationship with the AP, and is developing other relationships with national outlets, including ABC, NBC, CBS and CNN.
- In regard to in-house news, the Office consistently reports what is happening with TSU students, faculty, staff and alumni using the formats TSU TODAY and TSU in the News.

## University Athletics

- Three (3) student-athletes graduated in May with a 4.0 GPA.
- Seventy (70) student-athletes were named to the OVC Commissioner's Honor Roll (3.25 GPA or higher).
- Outstanding Leadership-Student-athlete, Julia Pierson, (WVB) was selected to attend and participate in the NCAA Diversity and Inclusion Forum and also recognized in a publication of the Diverse Issues Higher Education magazine as a Arthur Ashe, Jr. Sports Scholar Award Winner. Student-athlete, Amani Taylor, (WTR) was voted to serve the OVC on the NCAA Division I National Student-Athlete Advisory Council and Senior Woman Administrator (SWA). Valencia Jordan, was appointed to serve on the NCAA Committee on Women's Athletics committee from 2018-2022.
- Outstanding Performance-R'Lazon Brumfield was named Indoor and Outdoor Field Athlete of the Year, OVC MVP of the Indoor Championship and qualified for the NCAA Regionals and Nationals in two events. Raven Loveless was named Softball OVC All-Newcomer (first in the history of the program).

➤ The Salute to Greatness: Excellence on the Gridiron was held during our annual Coming Home Weekend in April. This was a celebration of former TSU football players who made it to the NFL and other pro leagues as we honored their decades of athletic excellence which brought much notoriety to our university. It was a collaboration between Athletics and the Office of the President. Proceeds from the event went to the Football Tiger Paw Foundation.



➤ This year overall in sports was not what we expected, yet several players achieved milestones:

- Football student, Chris Rowland, was named to multiple All-American teams and was named OVC Special Teams Player of the Year
- Football freshman, Antonio Zita, was named as Freshman All American
- Five football players were named on All OVC First Team
- Volleyball made OVC Championship Tournament
- Two Volleyball players were named All-OVC 1st Team
- Women's Tennis won record number of matches
- Men's Golf placed 2nd in National HBCU Championship
- R'Lazon Brumfield qualified for National Track & Field Championship in long jump and triple jump
- Freshman softball pitcher, Raven Loveless, was named All-OVC Newcomer

➤ Social Media- The official social media pages for TSU Athletics experienced overall growth on its platforms from June 2018 to July 2019. Facebook had an increase of 9.6 % from June 2018 to July 2019 with a current total of over 27,000 followers. Instagram had an increase of 36.8 % from June 2018 to July 2019 with a current total of 9,644 followers, and Twitter an increase of 3.5 % from June 2018 to July 2019 with a current total of 19,283 followers.

➤ Community and Campus Engagement- The number of hours student-athletes and staff tallied for community service exceeded 3800 including TSU Move-In Day- where over 180 student-athletes and staff participated in this annual event. The majority of the off-campus activities were served between St. Jude activities and various American Cancer Society engagements. Athletics also successfully hosted 3843 metro students, educators and parents for the annual Women's Basketball Metro Kids Day.

- Track and Field Director, Coach Chandra Cheeseborough was honored with the Chandra Cheeseborough Day in the state of Florida to run congruent with the Cheeseborough Track and Field Invitational.
- NFL Draft Day collaboration with Student Affairs, providing service opportunities for staff and student-athletes, as well as internship opportunities for selected student-athletes.
- Received \$50,000.00 Metro Nashville Grant in support of the John Merritt Classic
- Negotiated new Five-Year Equipment and Apparel Contract with Nike/BSN to include over \$500,000.00 in cash, product and incentives.
- Successfully managed transition from OVCDN streaming to ESPN+, a media platform, to broadcast over 50 Athletic competitions.
- Increases in Academic Performance Rate (APR), with all teams above a 930 and an overall average of 976, and Graduation Success Rate (GSR), the highest in 7 years.
- Converted Athletics Academic Services Study Hall to an “electronic Sign-In process”, which provides efficiency and accuracy of documentation to the area’s services.

