

**Tennessee State University Board of Trustees
Executive Committee Meeting. June 21, 2018
Tennessee State University – Main Campus – McWherter Administration Building,
President’s Conference Room – 3500 John A. Merritt Blvd., Nashville, Tennessee**

MINUTES

Executive Board Members Present: Trustees Joseph Walker, III, Deborah Cole, and Pam Martin.

Other Board Members Present: Trustees Steve Corbeil, Bill Freeman, Edith Peterson Mitchell, and Dr. Ali Sekmen.

University Staff Present: President Glenda Glover, University Counsel and Board Secretary, and Mr. Laurence Pendleton.

I. CALL TO ORDER

Chair Walker called the meeting to order at 12:25 p.m. He then proceeded to the second item on the agenda.

II. ROLL CALL/DECLARATION OF A QUORUM

Chair Walker asked the Board Secretary, Mr. Laurence Pendleton, to call the roll. The following Executive Committee Trustees were noted as present: Trustees Walker, Cole and Martin.

Secretary Pendleton announced the presence of a quorum.

III. APPROVAL OF MARCH 15, 2018 EXECUTIVE COMMITTEE MEETING MINUTES

Chair Walker introduced the first order of business — the approval of the March 15, 2018, Executive Committee meeting minutes. Chair Walker informed the Committee that the minutes for the Executive Committee’s March 15, 2018, meeting were included in the Board materials for the June 21, 2018, Board meeting.

Chair Walker moved to recommend to the full Board the approval of the March 15, 2018, Executive Committee meeting minutes, as contained in the Board materials for the June 21, 2018, Board meeting. Trustee Cole seconded the motion. With there being no discussion, Chair Walker called for a vote. The motion carried unanimously.

IV. APPROVAL OF THE EXECUTIVE COMMITTEE’S RECOMMENDED EMPLOYMENT AGREEMENT FOR PRESIDENT GLOVER AND DELEGATION OF AUTHORITY TO THE BOARD CHAIR TO EXECUTE THE AGREEMENT

Chair Walker introduced the second order of business— the approval of the Executive Committee’s recommended employment agreement for President Glover and delegation of

authority to the Board Chair to Execute the agreement. Chair Walker noted that the draft employment agreement was included in the Board materials for the June 21, 2018, Board meeting.

Chair Walker noted that according to the American Council on Education, the majority of university presidents throughout the country serve their respective institutions under an employment contract. He also noted the Board's authority to set the President's compensation terms and conditions of employment.

Chair Walker further commented that the Executive Committee had conferred and consulted with University Counsel Pendleton in developing the employment agreement, and that each Executive Committee member had reviewed the agreement. Chair Walker asked University Counsel Pendleton to provide an overview of the agreement.

University Counsel Pendleton discussed some of the terms of the agreement including the provisions governing the President's salary, housing, term, and termination. He also commented that the agreement reflects terms common in many President's contracts, including the Presidents at Tennessee Tech University and the University of Tennessee system.

Chair Walker asked President Glover if she had any comments on the employment agreement. President Glover indicated that she had reviewed the agreement and is fine with the terms of the agreement.

Trustee Cole noted that she had reviewed the agreement and spoke to University Counsel Pendleton about the agreement's terms.

Chair Walker asked if there was any further discussion.

Trustee Sekmen stated that as the Faculty Trustee, he believes the campus community sometimes views the Board as disengaged from the University's current status. He also commented that he is at the university daily and has a clear understanding of TSU's current status and issues. He further noted that he works closely with Dr. Glover to help her address important issues.

Trustee Sekmen then turned his attention to national rankings. He noted that according to Forbes, TSU ranked 658 in the country, compared to other LGI institutions, with TTU having the highest rank at number 551. He also noted TSU's ranking among HBCUs (#22). Trustee Sekmen commented that TSU is bottom ranked among Tennessee LGIs, and expressed concern that TSU is not worried about its rankings.

Trustee Sekmen also commented about the anticipated significant budget cuts and noted what he viewed as TSU's low graduation and retention rates, including in comparison to MTSU. He remarked about TSU's inability to attract students from Community Colleges. He also commented on the ineffectiveness of the institution's financial aid office, and the Nursing School's impending loss of its accreditation.

Trustee Sekmen then relayed his discussions with faculty members who have expressed concerns about what they viewed as large salary increases among some members of the upper

administration, small salary increases for faculty members, and the credentials of some top administrators.

Trustee Sekmen also stated that given the current state of the University, a five-year contract for the President will not be viewed positively by the campus community. He recommended that the Board not move forward with the proposed contract and revisit it in the upcoming years based on the items previously mentioned.

Trustees Cole and Martin noted the agreement allows the President to be under a standard contract, as the President is currently operating under more of an appointment form. Secretary Pendleton confirmed the President's current contractual status and commented on the termination provisions in the proposed agreement grants the Board the ability to address performance related issues in an employment agreement context moving forward.

Chair Walker proceeded to a vote on the employment agreement.

Chair Walker moved for the Executive Committee to recommend to the full Board the approval of the Executive Committee's recommended employment agreement for President Glover and delegation of authority to the Board Chair to execute the agreement. Trustee Cole seconded the motion. Chair Walker called for a vote. The motion carried unanimously.

V. DISCUSSION OF EXECUTIVE COMMITTEE'S PROCEDURES GOVERNING THE PRESIDENT'S ANNUAL PERFORMANCE REVIEW

Chair Walker moved to the next agenda item – a discussion of the Executive Committee's procedures governing the President's annual performance review.

Chair Walker noted that pursuant to Board Policy No. 004, the Board shall evaluate the President's job performance on an annual basis. Under Board Policy No. 004, the Board has delegated to the Executive Committee the authority to organize and conduct an annual performance review of the President, in accordance with procedures adopted by the Executive Committee and approved by the Board.

Chair Walker asked Secretary Pendleton to provide information on the performance evaluation procedures. Secretary Pendleton reminded the Executive Committee that the procedures give the Executive Committee flexibility in administering the performance evaluation. He noted that the first item for consideration would be to develop a rough timeline for the Executive Committee to proceed under the procedures.

The Executive Committee discussed possible dates for meetings and deadlines. The Executive Committee asked President Glover to submit her confidential written assessment to the Executive Committee members by July 31, 2018, and discussed a tentative meeting on August 15, 2018, to go over the next steps in the annual performance review procedures.

VI. ADJOURNMENT

Chair Walker opened the floor for any additional business. After seeing none, Chair Walker moved for adjournment. Trustee Martin seconded the motion.

With there being no discussion, Chair Walker called for a vote. The motion carried unanimously. Chair Walker adjourned the meeting at 12:55 p.m.