



# 2020-2021

FISCAL YEAR SUMMARY OF ACTIVITIES

DR. GLENDA GLOVER, PRESIDENT

JULY 31, 2021





**TENNESSEE STATE UNIVERSITY  
OFFICE OF THE PRESIDENT  
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July 31, 2021

Dear TSU Family:

We are excited to provide you with this Statement of Accomplishments of Tennessee State University for the academic year ending June 30, 2021. I express my gratitude to you for your enormous contributions to our great institution.

The difficulties of the COVID-19 global pandemic presented significant academic and health challenges that severely affected the landscape of higher education around the country. With the support of the students, faculty, staff, alumni and community, TSU met these challenges head on and made enormous achievements.

Despite the emotional and academic challenges due to the COVID-19 pandemic, TSU continued its commitment to the tenants of our mission. We are committed to improving student success, creating a high impact learning environment, and strengthening and sustaining academic excellence.

Thank you again for your support and generosity. Best wishes to the entire TSU family as we begin a new school year with enthusiasm and purpose.

Sincerely,

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

President Glenda Glover

## **COVID-19 POLICIES AND PROCEDURES IN EFFECT FOR THE 2020-2021 ACADEMIC YEAR**

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- TSU implemented a multifaceted, integrated plan for COVID-19 surveillance, testing, and early warning as cases spiked across the city, state, and nation during the 2020-2021 academic year. The University took steps to ensure that students, faculty, and staff were focused on health and safety as we fully transitioned to online learning, and advanced the educational and research missions of our institution.
- A TSU Pandemic Task Force was formed in the prior year and continued in the 2020-2021 academic year. This Task Force met daily to make decisions about the campus and our response to the COVID-19 crisis. The plans to return to campus were developed with safety as the top priority. We continued to monitor local, state, and national public health alerts and to seek guidance from health care experts.

### **Instruction and Academic Services**

- There were both in-person and online components to instruction. Students were given the option of taking classes online or in-person. Similarly, faculty were allowed to teach classes either online or in-person.
- The first two weeks of all class were held on-line.
- Course Scheduling included the creation of eLearn modules, faculty training, and classroom distancing protocols. In addition to TSU eLearn, other platforms including Zoom and Teams, were used to deliver classroom instruction. The objective was to assure that students' progress to graduation remained intact.
- Faculty worked to develop and enhance new and engaging curricula to maximize student learning and development in preparation for differing fall scenarios.
- Currently, almost half of the academic programs are already delivered online. Moreover, every course in the catalog has an eLearn shell in order to be ready for online delivery.
- Approximately 85% of courses were online. Certain courses require in-person instruction including labs, internships, capstones, and placement classes.
- Colleges transitioned smoothly to offering virtual orientations, ceremonies, advising, and drop-in question and answer sessions.
- Virtual Learning –faculty members engaged in training for online instructional course design, pedagogy best practices, and eLearn. In addition, we ensured that faculty members maintained open lines of communication. This served to improve retention and course success during the year.
- New Faculty Orientation – the new faculty orientation for both semesters was conducted virtually and was redesigned to provide faculty with pertinent information related to TSU's history, and the COVID-19 online delivery response. The orientation took place over three sessions and was attended by all new full-time faculty hires.

- Adjunct Faculty Orientation – a separate faculty orientation was held for adjuncts in order to provide these instructors with an overview of academic policies and resources on campus.
- Student Orientations – freshman, transfer, and adult learner students were able to attend orientations virtually and meet with advisors from the Student Success Center as well as the various academic disciplines.
- Discipline-Specific Orientations – many colleges and departments held orientation sessions for students in the disciplines.
- Commencement – two successful virtual commencements were held; one in August 2020 and the other in December 2020. The Spring 2021 commencement was held in person with social distancing protocols in place.
- Streamlined Advising. Success Coaches were transitioned to the Student Success Center. All advisors and coaches were available through virtual appointments and worked collaboratively to offer students a holistic approach to academic planning and the campus experience.
- Technology and Access – Technology devices were provided to incoming freshmen and faculty. An additional 1,800 laptops were purchased in preparation for the 2020-2021 academic year.

## **Student Life**

- Continued our Back to TSU for Fall 2020 – Given the current global pandemic and its significant impact on student enrollment across the country, it was imperative that TSU continue our efforts to contact students for them to return to school in the fall of 2020.
- Residence halls opened as planned in mid-August.
- Safer in Place –TSU implemented a two week “Safer in Place” program during the first two weeks of the semester. As such, all courses, regardless of permanent course delivery method, were offered online to prioritize social distancing upon campus return.
- Online technical support and virtual student services were provided.
- Food was delivered to students for the first two weeks of the semester while they were taking all classes online. Dining halls opened at the end of August with reduced seating capacity, carry-out options, and physical distancing.
- The Student Health Center and the Counseling Center was open for both in person medical assistance and counseling, as well as online options for support.
- Tele-counseling services were available twenty-four hours per day seven days per week.



- Daily monitoring and reporting of temperature was conducted and any onset of symptoms was monitored by all faculty, staff, and students who are on campus. This temperature checking was important as a possible early symptom of Covid-19.
- We continue to work closely with the Tennessee Department of Health for contact tracing. Any positive diagnostic test result was communicated immediately to the state health authorities, who then activated a contact tracing team to identify potential secondary cases in an attempt to limit spread of infection. We also established early contract tracing on our own campus.
- The campus family was a part of comprehensive environmental monitoring. We asked all employees to monitor wastewater, air, and high-touch surfaces in campus buildings. This early warning system helped to identify areas of concern to help prevent additional outbreaks.
- These behavioral changes were vital to ensure the safety and well-being of the campus family. Behavioral changes include wearing a face covering at all times, staying six feet apart from others, frequent hand-washing, and staying at home when sick.

### **Discounts Offered to Students**

- We offered a twenty percent (20%) discount to in-state students who chose the option of taking their classes online for the 2020-2021 academic year.
  - The current cost of a 3-hour course for in-state undergraduates is \$1,053; with the 20% discount, the cost would only be \$842 for a TSU eLearn course.
  - The current cost of a Tennessee eCampus 3-hour course for in-state undergraduates is \$1,173; with a 20% discount, the cost would only be \$938.
- Out-of-state students received the e-rate for courses.
- We offered a fifteen percent (15%) discount to students who chose not to live on campus.

### **Pass/Fail Option for Students**

- Students were given the option of electing to receive the pass/fail grade in their courses for the Spring 2020 semester in an effort to address the effects of the COVID-19 pandemic.
- Students were allowed to choose the Pass/Fail option on a course-by-course basis, except for instances where it conflicts with certifications, or licensure requirements.

## **OPERATIONAL PROCEDURES FOR COVID - FALL 2021**

- The University will be open this fall for in-person operations
- We continue to monitor COVID-19 and the Delta variant
- Residence halls will be open to students
- Classes will be both in-person and online
- Screening of students, faculty, and staff will continue
- Face coverings (masks) are required to be worn at all times on campus when inside a public place
- Face coverings (masks) are still being distributed to students, faculty, staff
- Social distancing will continue to be implemented
- Temperature checks will continue to be conducted on an as-needed basis as individuals enter the campus
- Hand sanitizer stations are located throughout the campus
- We are strongly stressing vaccinations for all employees and students
- We are in the process of determining how many faculty and staff have been vaccinated
- We are making a concerted effort to get students vaccinated
- To facilitate the vaccination process, our plan is to set up vaccination locations on campus where students and employees can get vaccinated

*The Division of Academic Affairs* is comprised of the eight colleges below, nine academic units, 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

Over the past year, several administrative units were transitioned or aligned with existing ones. This shift provided office staff with the capacity to review, analyze, and redesign processes, procedures, and policies to best meet the needs of all stakeholders. The transitioning and existing units are listed below:

- Academic Success Center
- Extended Education
- Financial Aid
- Office of Institutional Effectiveness, Research, Planning and Assessment
- Office of Records – Interim Registrar
- Office of Technology Services and Chief Information Officer
- Testing Center
- Title III Administration
- TRIO Programs
  
- The academic unit continued its role of maintaining and enhancing the academic priorities of the university including student learning outcomes, student advising and mentoring, and ensuring that students are academically prepared.
- Southern Association of Colleges and Schools Commission on Colleges (SACSCOC). The SACSCOC On-Site Reaffirmation Committee conducted a virtual site visit March 16 – 18, 2021. The on-site visit found TSU to be in compliance for all but the two standards related to the financial statement audits which had not been completed. Upon completion of the audit, the information will be submitted to SACSCOC as required.
- Quality Enhancement Plan (QEP, CADENCE was submitted to SACSCOC and also was affirmed. Overall, CADENCE (Connect → Assess → Develop → Engage → Navigate → Create → Excel) seeks to promote student success through integrative advising, including improved utilization of academic and student support resources and the integration of educational and career planning.

- Advising, coaching, and mentoring programs were streamlined and aligned under the Academic Success Center with all the advisement resources in one location. A significant outcome of the reorganization allowed staff to manage the review of data, report on the implementation of the strategic plan, and provide support for academic program accreditations.
- Professional Development. Specific programming related to professional development include travel for faculty development, Gateway to Eight program, National Center for Faculty Development and Diversity, Georgia International Studies Consortium, and UNCF Faculty Development. The University continues to obtain partnerships to provide TSU faculty and staff with training resources to enhance personal and professional development.
- Academic Policies and Procedures. Several policies and procedures were prepared and processed, including Faculty Credentialing Policy, Workload Policy, Multi Course Online Delivery, Stop-the-Clock (for tenure), Curriculum Matrix, Academic Affairs Annual Report Template, and the Student Feedback Form.
- Academic Program Planning and Review. Operational and planning projects were implemented which focused on improving data collection and analysis, course planning, and program enhancements. These include: Annual Health Check, and course enrollment/ workload. Program Coordinators, Department Chairs, and Deans took a systematic look at course enrollments and workloads to ensure that all units are fairly and strategically allocating their courses to maximize student retention, progression, and graduation.
- Outreach and Collaboration. Various outreach initiatives were implemented including, Town Halls, Administrative Professionals Council, DegreeWorks, and the New Faculty Session.
- TSU continued to expand our historic partnership with Apple, Inc. The Apple grant was increased during the last academic year as TSU provided enhanced services to HBCUs by training faculty, students and administrators on how to code and develop apps.
- Four academic programs and one concentration started during the year of 2020-2021. These are:
  - Graduate Certificate Educational Technology (College of Education)
  - Graduate Certificate Nursing Education (Reactivated) (College of Health Sciences)
  - Graduate Certificate Biochemistry (College of Life & Physical Sciences)
  - Graduate Certificate Local Government Management (College of Public Service)
  - New Concentration: Bachelor of Arts in Art: Design Concentration (College of Liberal Arts)
- One new online delivery program started during the year of 2020-2021:
  - PhD in Public Policy and Administration (College of Public Service)
- TSU expanded The Dr. Levi Watkins, Jr. Institute Minority Physicians Scholarship Program. The Program is named for one of our most distinguished graduates, Dr. Levi Watkins, Jr. who was an outstanding heart surgeon. The first class of students was selected during the spring semester and will



begin a fall cohort.

- We continued to employ qualified faculty and capable staff to ensure that the proper instruction and integrated, multifaceted training are enforced to prepare students for the global marketplace.
- Relationships with Community Colleges were enhanced as we expanded programs and hired a Community College recruiter.
- Success coaches improved the model that assist students in areas of increased demand including STEM, business, communications, and health sciences to ensure that students remain on track with their academic programs.

## COLLEGE OF AGRICULTURE

- The College of Agriculture, through its land-grant tripartite mission, has created a multi-level approach to COVID-19. We have reviewed local, state, and CDC guidelines to continue our mission to provide quality education to our students, serving our community stakeholders through our Early Learning Center and Extension programs, while maintaining satisfactory progress in addressing USDA NIFA's high-priority research areas. Faculty in the College have been awarded several USDA COVID-19 Rapid Response Grants.
- In the 2020-2021 academic year, the College of Agriculture provided online, and hybrid modes of course delivery, along with traditional classroom instruction which was primarily labs. During academic year, all courses were delivered virtually due to interruptions caused by the COVID-19 pandemic. Nonetheless, all necessary adjustments were made and students completed their classes.
- Faculty successfully delivered course content for the academic year, and a work plan was developed for each course taught.
- A weekly workshop was initiated and managed by faculty to discuss and resolve issues that arise in the web-enhanced sequence delivery.
- On ground classes were managed adequately, met CDC guidelines, and concluded successfully.
- Conducted a virtual orientation for incoming fall 2020 freshmen.
- Advisement and registration for fall 2020 and spring 2021 were carried out by electronic mail and zoom; fall 2021 registration and advisement is ongoing.
- Early Learning Center (ELC) Laboratory opened on its regular schedule, practicing social distancing and following the recommended precautions to keep children safe.
- The ELC Laboratory continues to serve our stakeholders with excellence by practicing extra safety



precautions during drop-off and pick-up and throughout the day. The health and safety of the children continue to be their highest priority.

- The Human Sciences Department formed a COVID-19 task force including Extension Specialists, Human Sciences faculty, and a county Extension director to brainstorm ideas and solutions. This workgroup identified resources addressing strains on mental health, safe practices, creative methods to remain social, ways to home-school children, and ideas to strengthen family relationships.
- Recruitment: Departments in the College continue to recruit undergraduate and graduate students vigorously by providing partial or full financial support through various scholarship programs. These include the Dean's scholars program, High Achievers Program, and the Leadership Program. We also offer graduate research assistantships, as well as assistance through our new Faculty Fund.
- Our ongoing recruitment and retention efforts have increased enrollment in the College. We have continued our collaboration with Metro Nashville Public Schools to increase African American students in STEM disciplines. We have increased our award of full-ride scholarships to incoming freshmen and community college transfers, and we have held virtual open houses for area school counselors, parents, and high school students.
- The College received 20 full-ride scholarships from the United States Department of Agriculture (USDA) for undergraduate students majoring in agriculture.
- Retention: The College of Agriculture has researched literature and employed best practices to assist in its student retention initiatives. We also continued The Dean's Scholars Program to increase opportunities to develop students' independence and confidence through in-house presentations, weekly scientific meetings, and poster presentations.
- Advising: The College utilized phone calls, emails, and zoom meetings to engage students in registering for the Spring 2021 semester. Advising for the Fall 2021 semester is ongoing.
- Comprehensive/Senior Exams: The College of Agriculture successfully administered its comprehensive/senior exams. In the Department of Agricultural Sciences, the ACAT exam was administered to all students (100%) graduating with the BS degree in Agricultural Sciences, and all M.S. students (100%) pursuing the thesis option successfully defended their theses.
- The College continued to show its appreciation for frontline workers in the fight against the COVID-19 pandemic by gifting potted African Violet plants to healthcare workers at several hospitals, clinics and other facilities in the Nashville metro area.
- The College continues to deal with the effects of the tornado from March 2020 that struck the Agricultural Complex that houses the Agriculture Research and Education Center and caused extensive damage to infrastructure and research. We are continuing to work with various State agencies to replace lost equipment, rebuild structures and install temporary research facilities. The tornado eliminated most of our

research and educational infrastructure at the Main Campus Agricultural Research and Education Center (AREC). The reconstruction of these facilities is moving along but is taking longer than we originally estimated due to major differences in the loss estimates between the university and the insurance company.

- This past year, the knowledge creation efforts of University College of Agriculture faculty produced 132 refereed publications, 81 of which featured TSU student authors. In addition to refereed publications, our faculty made 186 professional presentations, and many included student participation.
- College faculty currently has received 68 externally funded grants totaling \$20,288.344 million in current external grant funding. Externally funded grants were obtained from several separate funders and funding agencies.
- TSU Extension has County Extension Agents/Educators, Program Assistants and support staff in 50 counties across the state, the largest number of counties served by a single agency in the 1890 system. This year's state budget included \$3.7 million to support Extension work.
- The College expanded its efforts to recruit, train and retain minority geoscience students with a partnership that focuses on classroom and experiential learning to build the intellectual foundations and professional connections needed for successful geoscience careers.
- 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 nutrition education program provided educational information and training on nutrition education directly to 2,097 Tennessee residents, and indirectly to 2,234,407 Tennessee residents.
- The TSU Nursery located in McMinnville continues to operate a unique greenhouse plastic recycling program. The program is responsible for recycling 25 tons of greenhouse plastic per year.
- The 4-H Youth Development campus programs continue to advance. It includes programs in drones, robotics, STEM, agriculture literacy, and leadership.
- The College 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.
- The construction plans for the Food Science Building are put on a temporary hold status due to more than 60% cost escalation. We are continuing to work on estimated costs due to increased material costs due to supply chain problems.

## COLLEGE OF BUSINESS

- The College of Business continued to hold virtual empowering professional enrichment programming for students throughout the academic year. Programming included student participation in national competitions, corporate tours, workshops and seminars.



- The College's Seven Advisory Boards: welcomed the following new member firms: Alliance Bernstein, Bank of America, Blankenship CompTIAEcho Logistics, Deloitte, Live Nation, PWC, Ticketmaster, and UBS. Stronger corporate relations were also established with Dell, Delta Airlines, Fifth Third Bank, Hyatt Hotel, Jackson National, Siemens, and Truist (Formerly Suntrust).
- A Business Leaders Speakers Bureau: was established in the College to take advantage of the many companies requesting to assist in the development of our students. The Bureau affords students the opportunity to be exposed to mid-to-senior level executives who showcase innovative and practical business knowledge and skills.
- Student Engagement: efforts were intensified during the Pandemic. Beginning in summer 2020, the College designed varied events to keep students engaged including a four-part entrepreneur series and a three-part alumni meet and greet series. Virtual advising was also established along with College's and departmental open houses. More than 10 professional enrichment programs were held throughout the year to keep students focused along with other corporate engagement events for students. Involvement in case competitions and professional organization conferences was also encouraged and supported by the College. Fifth Third bank also sponsored two major events for students: a special presentation by millionaire entrepreneur, Dr. William Pickard, in the fall, and a leadership forum in the spring featuring top-level executives from the bank.
- Faculty: remained professionally engaged in their respective disciplines producing 15 published refereed journal articles, having 4 refereed journal articles accepted for publication, submitting 10 articles for refereed review, making 12 academic presentations, and having 4 articles included in conference proceedings. All faculty in the College of Business serve on one or more of the ten College faculty directed committees pertaining to strategic planning, curriculum development, faculty matters and student matters. All committees remained active during our period away from campus with meetings occurring via Zoom.
- The College's Faculty Research Portfolio: was produced and disseminated to companies and corporate donors around the country. The publication features a concise synopsis of College of Business faculty research that has been published in high-ranking journals and expands the reach and impact of this

valuable research data to directly benefit College of Business stakeholders including business and industry nationally and internationally.

- The College successfully secured \$154,000 in funding to support student scholarships.
- The College's Supply Chain Program received \$142,000 in funds from industry partners.
- The College of Business has a long-standing relationship with the Volunteer Income Tax Assistance (VITA) Program providing free tax services to community constituents. COVID-19 presented a challenge to providing this service during the 2020 academic year, but plans to resume VITA operations this school year.
- The College's Hospitality and Tourism Advisory Board has worked collaboratively with COB faculty to develop an industry relevant soft-skill course for the College's related curriculum.
- Beta Alpha Psi and NABA student organizations participated in a service project with Second Harvest Food Bank, and MBA students mentored small businesses in the Nashville community.
- 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 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.
- Securing internships for students in a virtual world: This was especially a problem for the College's hospitality and tourism management students who are required to complete two internships in their field which was devastated by the pandemic.
- Plans to expand the Colleges programming in Hospitality Management and Tourism: Program expansion plans had garnered the support of corporate leaders in the industry pre-COVID 19, but had to be put on hold due to the pandemic. Leaders from the industry that serve on the College's Hospitality and Tourism Advisory Board asked the College to consider pausing program expansion until the economy and revenues return to some semblance of normal, probably late 2021 or early 2022. These leaders have committed to financially supporting some of their employees to matriculate in the Program that is especially tailored to the needs and work structure of employees in the industry.
- The College continued its plans to launch and promote a new online MBA Program.

## COLLEGE OF EDUCATION

- **Teacher Preparation:** The College of Education teacher preparation programs continue to be one of the most prolific producers of teachers for the Metro-Nashville Public Schools (MNPS) and across the state of Tennessee. Our undergraduate and graduate elementary education programs were recognized by the National Council on Teacher Quality (NCTQ) for contributing to racial diversity in teaching, demonstrating effective classroom management, and promoting early reading standards.



- **Global Student Support Services Lab (GSSL):** This lab provides academic, social-emotional, professional support to students in the College of Education. Program faculty work with GSSL staff to address students' issues and concerns regarding advising, program requirements, facilitating transfer credits, enrollment, registration, and overall academic progress. Participation in the program increased by 73% over last year. The team continues to communicate with the students by emails, zoom calls, one on one contact, and phone calls.
- The College of Education has received another grant from the Tennessee Department of Education to train an additional 290 aspiring assistant principals across the state of Tennessee school districts. This brings to 377 the total number of individuals to be trained in the one-year program. The funding from the Tennessee Department Education will be used to conduct a one-year, master's degree-level training for cohorts from the region, including four of the state's largest school systems – Metro Nashville Public Schools, Shelby County Schools, Rutherford County and Clarksville Schools.
- Students in the College of Education continued the programming on the U.S. Department of Education Title III grant of \$569,250. The College is using the funding to develop a Global Education Student Support Services Lab intended to increase student learning across the curriculum, as well as hire new career advisors, academic coaches and a program coordinator.
- The College received Special Education Add-on Endorsement Grant, Funded by the State of Tennessee.
- TSU continued programming under the Tennessee Innovation in Preparation (TIP) award. TSU was one of four institutions in the state to receive a Tennessee Innovation in Preparation (TIP) award which was granted by the Tennessee Department of Education. The grant is designed to increase the development of a diverse educator workforce, increase the production of educators in high-demand licensure areas, and promote collaboration to improve educator preparation in literacy.



- The Department of Educational Leadership continued the hybrid doctoral program for a cohort of faculty at Lawson State Community College.
- The Department of Teaching and Learning, in conjunction with the Graduate School of Professional Studies began the 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.
- Career Planning Academic Support (CAMS). The CAMS program was continued in this academic year. It supports faculty and external stakeholders in their efforts to become tutors, mentors, and academic/success coaches, and to prepare minority males students in Education to pass the PRAXIS for admission to the teacher education.
- Grow-Your-Own Initiative. The College is addressing teacher workforce disparities in Tennessee particularly among low-income households and students of color. This a grow-your-own (GYO) initiative is community based and includes preparing, developing, and placing minority educators.
- Registered Apprenticeship Program. This is an apprenticeship program for paraprofessionals and teacher aides. TSU will offer early childhood education, elementary education, and special education courses to paraprofessionals to complete their degree in education.
- Para Pathway to Teaching. TSU designed a program of study that offers paraprofessionals an alternative pathway to teaching. This program will be equal in rigor to traditional programs and ensure that every teacher candidate meets identical standards and measures to receive a professional teaching license. These standards and measures ensure that processes for teacher licensure adequately address the skills, knowledge, and dispositions needed for effective teaching.
- Black Male Initiative. Educator Career Pathways Initiative (ECPI) serves underserved student populations, including but not limited to students of color, economically disadvantaged individuals, students with learning disabilities, and traditionally underrepresented gender disciplined students to close achievement gaps in student success. The ECPI project will use **Mentoring, Academic Support, Peer Connection, and Student Engagement (MAPS)** framework to ensure students receive real-world experiences such as college visits, job shadows, internships, and apprenticeships.
- Mentor Teacher Training. TSU has a collaboration with Metro Nashville Public Schools and representatives from other universities, including Vanderbilt, Lipscomb, Belmont, and Fisk, to develop more effective mentor teacher training. This initiative develops workshops to provide mentor teachers with strategies to facilitate the development of student teachers/residents.

## COLLEGE OF ENGINEERING

- The Computer Science and Electrical Engineering departments have created “Cyber-Security” concentrations in the undergraduate and graduate programs.
- The Department of Computer Science has an approved MS in Data Science program, which is proposed to start in Fall 2022.
- The AIT program intends to restart its flight simulation lab at the John Tune Airport upon new building construction, and the development of an Aviation Logistics Certificate.
- The College initiated a Department of Education Grant in the amount of \$750,000 with Meharry Medical College with a transfer program with four institutions to the College of Engineering
- The College obtained a NSF \$1million grant over three years to recruit from Community Colleges.
- Formed a partnership with Motlow Community College and UT to recruit engineering students
- The College of Engineering continued its initiatives to recruit more students in engineering from student contacts, campus activities, and partnerships with community colleges.
- The College continues to attract a substantial amount of research dollars in the areas of Cyber-Security, Advanced Materials, Networking & Communication, and Manufacturing.
- We continued the collaborative partnership with Google, Inc. for the Google-In-Residence Instructor.
- We expanded the partnership with Bank of America to provide internships, and permanent placement opportunities for our students.
- The College partnered with the Office of International Affairs to promote the Study Abroad program for engineering students to produce and support the “Global Engineer” curriculum and initiatives.
- The College produced a component of PPP for Covid-19 using their 3D Printing devices for the Tennessee Emergency Management Program. This spanned two academic years.
- The College opened the “Engineering Clinic”, a laboratory for hands-on learning for freshmen and sophomore students.
- The College submitted 51 annual proposals to support ongoing research and support graduate programs in engineering.
- Students participated in Design Competition at BEYA Conference and presented at 65 national conferences.
- The College continued the partnership with NSF for the E4USA, a national program to develop at least one engineering course for all high schools.



## COLLEGE OF HEALTH SCIENCES



• **Response to COVID-19:** Consistent with federal, state, local, and institutional guidelines, the COHS taught most of its courses remotely. However, because most programs in the college are “high touch,” special permission had to be obtained from the Office of Academic Affairs to conduct clinical laboratories onsite while adhering to pandemic protocols. Programs implemented alternative didactic and practicum

experiences (such as the use of clinical simulations, software programs and remote practice); conducted virtual office hours, advisement sessions, and departmental meetings; and developed appropriate departmental policies and protocols to protect faculty, staff, and students. Programs with professional accreditations sought guidance from their accrediting bodies relative to virtual instruction.

- The College is moving into the new Health Sciences Building, a multi-million dollar facility that will house Cardiorespiratory Care, Health Information Management, Nursing, Occupational Therapy and Physical Therapy.
- The department continued its Agreement with HCA Healthcare to work collaboratively to encourage students to become a member of the American College of Health Care Executives (ACHE). This relationship is ongoing and students have begun to attend the trainings that ACHE provides. As a member, they can participate in seminars, workshops and other planned events that the organization sponsors.
- Retention: The COHS employed retention initiatives which have proven very beneficial in its retention efforts. These initiatives include:
  - (a) ExamSoft – Several COHS programs (Nursing, Speech Pathology, Dental Hygiene, Respiratory Care, Health Information) are in the process of using ExamSoft as a tool to identify gaps in student knowledge, so that appropriate remediation and testing may be instituted.
  - (b) Faculty Advisement in the Major – Students accepted into their undergraduate and graduate majors are advised by program faculty throughout their matriculation in the program.
  - (c) Cohort Format – Most of the departments offer programs in cohort format, where students follow a prescribed sequence of courses, which allows for easy student tracking.
  - (d) Student Remediation – Once in the major, students who do not meet required competencies undergo remediation to progress through the program. Remediation may require that students be delayed but not drop out of the program.
  - (e) Professional Engagement – Students in most COHS programs are required to complete internships, especially as it relates to clinical practice.

- The COHS runs three active clinics which offer low-cost or no-cost services to the local community and serve as clinical sites for students under the supervision of faculty and clinical instructors.
- Advising: Student advisement by faculty in the major is a primary mechanism used by the programs to ensure retention, progression, and completion. Students accepted into their undergraduate and graduate majors are advised by program faculty throughout their matriculation in the program. The faculty also refer students to needed student services such as tutoring, counseling, disabled student services, and financial aid.
- Program and Course Development: The COHS is hard at work with the following initiatives on program development:
  - Graduate Certificate in Public Health – Currently in the approval process in Curriculog. Start date: Fall 2021 or Spring 2022;
  - PhD in Public Health – Development of the THEC response is in the final stages. Start date: Fall 2022;
  - BS Degree Completion Program in Dental Hygiene – Currently inactivated but working to transition into a fully online program. Start date: Fall 2022;
  - Minor in Health Information Management (HIM)- Currently awaiting board approval. Start date: Fall 2021;
  - Minor in Health Informatics - Currently in the COHS Curriculum Committee. Start date: Fall 2022
- Comprehensive/Senior Exams: Consistent with established departmental policy, programs utilize comprehensive/senior/exit exams to ensure mastery of content before student’s progress or graduate from their respective programs. Representative examples of such exams include:
  - Nursing students take the ATI Comprehensive Predictor Exam in their final course in the program;
  - Physical Therapy students take the Practice Exam and Assessment Tool in their final course in the program;
  - Speech Pathology students take the department’s comprehensive exam prior to completing the program.
  - Undergraduate students are also strongly encouraged to take the senior exit exam
- Events/Activities: Events and activities were largely conducted virtually due to pandemic restrictions. Nonetheless, the presence and participation of COHS faculty, staff, and students were evident in various recruitment events, research endeavors, service activities and clinic services.
- The College continued the planning for the Ph.D. in Public Health.
- Prof. Janice Williams is serving as a Fulbright Scholar in South Africa
- There were 21 Health Administration majors inducted into the Upsilon Phi Delta Honor Society.
- The three-year pass rate average for the PRAXIS Examination in Speech-Language Pathology for the 2019, 2020, 2021 classes is 100 % (81/81 graduates).

- 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.
- 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 TSU 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 College is involved in actively seeking partners who will assist with the needed support and resources for college and its programs.

## COLLEGE OF LIBERAL ARTS

- In the College of Liberal Arts, all Departments offered online, remote offerings. Faculty presented scholarly and creative works while also sharing best practices in online pedagogy.
- Our Forensics Team renewed its status as the top HBCU while our TSU team earned the title of state champions after coming out on top in the Tennessee Intercollegiate State Legislative Appellate Moot Court Collegiate Challenge.
- The Aristocrat of Bands helped Rock the Vote, inaugurate a POTUS, and support students at the major events.
- The Communications major continues as one of the most popular programs at TSU. The mass communication concentration remains the largest in the department with approximately 75% of majors. The department saw a 5% increase in the number of theatre majors, a growth trend in the program, whereas enrollment in the communication studies concentration has remained constant.
- Recruitment and retention strategies continued to increase this year with more emphasis placed on open



house events, recruitment fairs, campus visits, and increased promotion to potential transfer students.

- The Political Science Program has consistently maintained steady student enrollment, progression, and degree completion. The program achieved this by the following initiatives for improvement:
  - Student Engagement and Performance Initiatives: Programs such as Honda Campus All Star Challenge National Tournament (HCASC), Model UN, Tennessee Intercollegiate State Legislature Program (TISL), and Appellate Moot Court Collegiate Competition (AMC), offer students opportunity to engage in academic enrichment activities.
  - New Faculty: A new faculty member was hired to strengthen the program and provide greater diversity of fields to our students. This new faculty member has specialty in Civil Rights, African American Politics, and Women, Gender and Sexuality.
  - Expanded Curriculum: The program offers minor in Intelligence Studies, and International Affairs, thus providing students wider choices in specialization.
  - Internship Program: The program offers internship opportunities in many areas including: Tennessee State Legislature Internships, The Washington Center, individual placement in government agencies, local law firms.
- To ensure majors graduate with industry awareness and networking skillsets, *Communications* hosted a series of Master Class sessions with industry leaders through their partnership with HBCU go. Music likewise offered students the opportunity to interact with industry professionals by hosting noted baritone, Robert Sims in a vocal masterclass. The class, sponsored by the Coalition for African Americans in the Performing Arts, featured bass-baritone, Zion Johnson, and mezzo-soprano, Alexandria Williams.
- The Department of Languages, Literature, and Philosophy's notable initiatives included: Soul Fire Poetry Virtual Workshop Series, Words of Worth Student Organization, Participation in the University's Major Fair, The I Want to Write Initiative, the Founding of the Career Preparedness Committee, and the Student/Alumni Spotlight Series.
- The History Program continued to institute the following:
  - Program Development: The B.S. in History and B.S. in History with Teacher Licensure tracks which began in Fall 2017.
  - Curriculum Changes and Development: Offering courses in all areas of historical enquiry including Africa and the African Diaspora, Asia, the Atlantic world, Europe, Latin America, Middle East, and the United States. With this range, students will offer a wide range of choices which will broaden their education.
  - Student Engagement: Students can participate in department-sponsored programs including the Annual Africa Conference, the Sam Shannon Distinguished Lecture Series, and the Nashville Conference on African American History and Culture.



- Internship Program: The program offers internship opportunities to students in many areas.
- The Sociology Program implemented several strategies to increase retention including:
  - administering a third week class assessment and issuing Early Alerts for all students who are under performing;
  - issuing alerts for students earning less than “C” at midterm;
  - faculty members maintain tutoring hours at Tutoring Center; and
  - faculty members contact each of their advisees each semester to discuss progression and career planning.
- The Department of Art & Design began matching upper-class majors with industry professionals in the inaugural year of our newly established, mentorship program. Students were able to have portfolio reviews and gain invaluable insight and inspiration from practicing artist and designers. Additionally, the department created an online hub for students to communicate using the app, SLACK. The app allowed students to connect with advisors, ask questions, and stay connected while being physically isolated.
- Curriculum development in the History and Political Science programs was pursued by the submission and approval of CARFs which established new courses, especially upper-division ones, and provided approval to run existing courses online. These courses combine learning objectives with community service to provide a pragmatic, progressive learning experience.
- The College continued to provide extensive co-curricular opportunities for students. Twenty (20) students participated in study abroad. Seventy-nine (79) students completed internships. And 262 students completed service learning courses.
- Graduates of the College were successfully placed in graduate programs and employment throughout the academic year. A sample of placements includes Metro Nashville Public Schools, the Coffee County Sheriff’s Office, Tennessee Bureau of Investigation, and graduate programs at TSU and beyond.
- The Forensics team continued to win competitions both locally and nationally. The team won a total of 127 awards, including 10 of 11 State Champions. In addition, the team brought home 10 National Championships, including being crowned the top HBCU Forensics team in the country for the second consecutive year.

**State Championships Include-**

- 1st Place Extemporaneous Speaking
- 1st Place Impromptu Speaking
- 1st Place Informative Speaking
- 1st Place Poetry Interpretation
- 1st Place Prose Interpretation
- 1st Place Duo Interpretation
- 1st Place Dramatic Interpretation
- 1st Place Program of Oral Interpretation
- 1st Place Communication Analysis
- 1st Place After Dinner Speaking

### **National Championships Include-**

- 1st Place Poetry Interpretation
  - 1st Place Prose Interpretation
  - 1st Place Duo Interpretation
  - 1st Place Dramatic Interpretation
  - 1st Place Program of Oral Interpretation
  - 1st Place Persuasive Speaking
  - 1st Place After Dinner Speaking
  - 1st Place MVP
  - 1st Place Individual Event Champions
  - 1st Place Overall Tournament Champions
- The Tennessee State Meistersingers and University Choir presented concerts both on campus and away from campus throughout the Academic year. The choral ensembles performed for high schools, churches, and civic organizations in the Nashville area.
  - 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, marketing and public relations. The students also get one-on-one time with industry professionals, diversity officers, internship coordinators, and hiring managers.
  - We continue to improve assessment and advisement processes, and to enhance the public profile of the College.

## **COLLEGE OF LIFE & PHYSICAL SCIENCES**

- The Dr. Levi Watkins, Jr. Meharry/TSU Medical/Dental Accelerated Pathway Program is well on its way



to becoming the signature program of not only the College Life and Physical Sciences, but Tennessee State University. This new program has attracted some of the best high school students from all over the country. There were over 400 applicants for this new program. The TSU team, together with the Meharry Medical College team did an excellent job of selecting the inaugural class of students. These students will begin class this coming fall.

- The Chemistry department will begin exploring the development of a PhD program in Chemistry this fall. At the end of the spring semester, Lipscomb University contacted the College about developing an MOU with TSU and the Lipscomb University Pharmacy School. This endeavor will provide qualified TSU students with guaranteed seats in the Lipscomb Pharmacy School.

- The Mathematical Sciences department is exploring the development of an MS program in Mathematics. Recent graduates have expressed strong interest in studying graduate mathematics at TSU. A small group of Mathematics faculty in the department will be looking at various areas of graduate Mathematics for the new programs focus.
- The University of California at Irvine has contacted the Department of Mathematical Sciences wanting to establish a relationship between the two departments. This relationship will provide TSU Mathematics students with opportunities to attend graduate school at UC Irvine, work with UC Irvine faculty on research projects, and interact with current UC Irvine graduate students and faculty. This relationship will create a pipeline for TSU students who want to study graduate mathematics at one of the top Universities in the US.
- The Mathematical Sciences department has been communicating with the University of Tennessee, Knoxville Mathematics department about developing a relationship that will provide graduate opportunities for our undergraduate students.
- This past year, Tennessee State University became a member of the IBM HBCU Quantum Center which is comprised of 13 HBCUs. The purpose of this center is to provide members of underrepresented group with opportunities to work with IBM to advance the field of Quantum Sciences. The College is exploring the development of a Quantum Sciences Program.
- Program and Course Development: One new course (CHEM 4900: Connecting the Dots- an independent study course) has been developed. This course will be offered in Fall 2021, and mainly deals with preparing our graduates to become more competitive in the job market. The Department of Mathematical Sciences completed major revisions to the program. All revisions were approved.
- Online Education: The College of Life and Physical Sciences is continuing to effectively deliver all courses online. Some lab courses are using a Virtual laboratory with Beyond Labz to conduct their experiments. The virtual laboratories are providing experiences very close to the actual face-to-face class. The College has submitted 20 proposals for a total of \$7,673,000 in research grants.

## COLLEGE OF PUBLIC SERVICE

- The College of Public Service has worked strategically over the past year to grow its program enrollment and partnerships. Critical to this has been maintaining fruitful academic-public partnerships between the College of Public Service and several State of Tennessee departments and agencies (i.e., Tennessee Bureau of Investigations, Tennessee Department of Corrections, Tennessee Department of Homeland Security). These academic-public partnerships promote the College of Public Service's reputation regionally, as well as enhance the academic programs' enrollments.
- Due to the COVID-19 pandemic, College of Public Service courses were offered online for the entire academic year. The College AY 2020-2021 Implementation and Student Support plans to ensure the College's enrollment stability and growth during this unprecedented time.
- The College of Public Service (CPS) continued to earn accolades at the national level. The Master of Professional Studies in the Human Resources concentration was ranked as the #1 most affordable online graduate HR degree program by Online U.
- The College had numerous students to receive awards, attend conferences, and earn recognition over the past year.
- Enrollment Management: Over the past year, the College of Public Service has worked to enhance recruitment, ensure retention, and make certain students graduate and move into fulfilling careers. The College of Public Service developed in April 2021 a *CPS Recruitment and Enrollment Plan, AY 2021-2022*. This strategic plan developed by a representative committee from the College of Public Service's undergraduate and graduate programs identifies multiple recruitment efforts the College initiated during the current year and will undertake in the coming months. Concerted efforts included pursuing formal recruitment partnerships with academic and professional schools with similar and complementary College of Public Service academic programs (e.g., Rust College).
- The College is actively pursuing with the TSU Big Blue Dual Enrollment Program to offer an Urban Studies introductory course for high school students dually enrolled at Tennessee State University. This introductory course will launch an Urban Studies career track for the program.
- The Master of Social Work and The Master of Public Administration programs removed the GRE requirement for admission as we attempted to follow best practices.
- The College of Public Service's Master of Social Work program hosted two virtual information events organized by Dr. Kevin Haggard. Social Work and Urban Studies program faculty participated in a virtual undergraduate Majors Fair hosted by the TSU Academic Affairs Division.
- The College of Public Service's graduate Public Administration and Social Work program faculty (Dr. Rodney Stanley and Dr. Ali Winters) also participated in orientation sessions for new students hosted by



the TSU School of Graduate and Professional Studies.

- Engagement. Community engagement and outreach are indicative of Tennessee State University's motto "Think Work. Serve." Continuing an activity begun on-ground in previous years, the College of Public Service hosted a virtual Black History Month 2021 event entitled, "Your Vote is Your Voice: Why Student Voting Matters," featuring presentations by College of Public Service students and a keynote address by Dr. Leroy Frazier, former Interim President of Morris Brown College. Dr. Frazier, who as a 20-year-old college student filed and won a federal lawsuit against the State of Mississippi which gave college students the right to register and vote in the city where they reside while attending college. The Black History Month 2021 event was co-sponsored by The Andrew Goodman Foundation and included a presentation by Christina Pollonais, Esq., Senior Program Manager, Andrew Goodman Foundation.
- The College of Public Service's Social Work program actively participated in *Social Work Day on the Hill* and hosted its own legislative reception with state legislators. The Social Work program, participated in the Statewide Social Work Symposium at University of Memphis. Three Social Work students presented policy analyses of bills proposed during the current session of the Tennessee General Assembly.
- College of Public Service faculty participated on panels in commemoration of the Dr. Martin Luther King Jr. holiday (Dr. Ken Chilton) and international Water Day (Dr. Angela Nichols-Paez). The College of Public Service engaged with the local and broader public through additional service to organizations.
- Dr. Meg Streams assumed the presidency of the Southeastern Conference for Public Administration (SECoPA), which serves a 10-state region with a 50-year conference history, in September 2020.
- Program Accreditation – Accreditation reports were submitted for CSWE and NASPAA accrediting bodies.
- Comprehensive/Senior Exams – CPS successfully transitioned all comprehensive exams (MPA, MSW, Ph.D.) to an online format, and 100 percent of students passed successfully. Additionally, the Senior Exit Exam for the BSUS and Senior Portfolio Presentations for the BSSW also successfully transitioned online – all students successfully completed.
- The College 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 a large majority of the undergraduate urban studies students serve at nonprofits and government agencies across Middle Tennessee. Additionally, students continued to log in hours of placement at agencies ranging from the ACLU to the Tennessee Mental Health Association.

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- 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. We have graduated 8 cohorts from the Tennessee Department of Corrections (TDOC) and Tennessee Bureau of Investigations (TBI) and three cohorts from the Tennessee Department of Finance and Administration. The total number of graduates since 2013 is estimated at 175 graduates. Currently, each one of these agencies are running a separate cohort with us in the Public Administration Executive Leadership in the Graduate Program.
- This year, 18 undergraduate social work students in the College of Public Service logged 6,120 hours (340 hours per student) of placement at these agencies which range from Metropolitan Development Housing Authority, Tennessee Department of Children Services and Education Services within Metro Schools. The College continued its state partnerships and initiated new academic initiatives.
- 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. First cohort finished in May 2018. The second cohort with 31 students began in fall 2019. 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.

## **SCHOOL OF GRADUATE AND PROFESSIONAL STUDIES**

- The Graduate School continued to improve graduate admissions and the Online Application System that now allows for 3-5 days processing from point of receipt from the individual college. It focused primarily on employing the appropriate information technology, and implementing an advanced processing system.
- We continued the implementation of Degree Works for the Graduate School to automate the graduate degree audit process.
- Axiom integration was implemented for GradCAS. It began in Spring 2020 and has been routinized as standard process for generating T#'s automatically and exporting other important data from the GradCAS application directly into Banner. It provided monitoring, tracking, transparency, reduction of lost documents, and processing of graduate application in a timely manner.



- Axiom also provided testing for BusinessCAS and EngineeringCAS has been completed in Fall 2020, as well as testing protocol was documented for the other six CAS systems.

*Several virtual events were held during the year:*

- Collaborated with the Library and Writing Hub to host informational workshops for graduate students and the university community.
- Hosted virtual recruitment fairs with sororities and fraternities, as well with classroom instructors.
- Partnered with the Career Center and Honors College to recruit seniors for Graduate School.
- Hosted informational sessions with College Departments on Graduate School Processing.
- Continued TSU Global Online with almost half the academic programs offered online
- Expanded Dual Enrollment initiative to include national and international students.
- Continued to grow the TSU Apple partnership, ‘Everyone Can Code and Everyone Can Create’.
- Dr. Robbie Melton, the TSU Interim Dean of the School of Graduate and Professional Studies, continued to lead the 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.
- Continued to enhance Degree Works for Graduate School as automation of the graduate degree audit process is near completion.

## **HONORS COLLEGE**

- The Honors College continues to be impactful as we address student needs.
- The College remains in growth mode as the 2020-2021 academic year marks the largest enrollment in the history of the University Honors College with more than 830 honors students. The Honors College began its Fall 2020 enrollment with 633 students which was a 27.1% increase from Fall 2019 number of 498. The Honors College grew its overall enrollment to a grand total of 833 for the 2020-2021 academic year.
- Retention: Retained 94% of Honors Students in the Honors College despite the challenges the University faced this year with Covid-19 pandemic.
- University Impact: The University Honors College planned and hosted the 2021 Honors Convocation on March 2, 2021 which was livestreamed on TSU social media platforms with a viewing audience of over 2600. We celebrated almost 2,200 Dean’s List, President’s List, Graduating Honors Seniors and Honor Society members from every discipline within the University. TSU Honors Alum, Mr. Damyon Thompson, Chief of Staff to the General Manager at IBM served as our 2021 Convocation speaker. Mr.

Damyon Thompson, and his sister Sheri Thompson, donated \$50K to TSU to assist with the Enterprise Systems Training Program.

- TSU held its Honors Graduate Recruitment: The first TSU Honors College and Graduate School Fair recruitment fair was held in April of 2021. Honors seniors from several disciplines were able to learn about the graduate programs from all eight Colleges at TSU. They were informed of the programs offered at the Graduate School, graduate assistantship opportunities, and other requirements for entry.
- Honor Society Induction: The Honors College inducted over 50 students into various honor societies including Phi Kappa Phi Honor Society, Alpha Kappa Mu and Golden Key International Honor Society. The joint induction ceremony was held virtually in April of 2021.
- Honors Virtual Advisement and Virtual Office Hours: Despite the pandemic, the Honors College conducted virtual advisement sessions and held virtual office hours through Zoom on the average of three times a week. The Honors College was able to give a combined estimate of 1,362 virtual advisement sessions to students through emails, Zoom sessions, teleconferencing, and GROUPME for the fall, spring, and summer registrations.

## ACADEMIC SUCCESS CENTER

- **The Academic Success Center** continued to advise students, and increased the number of Academic Success Advisors from five (5) to twelve (12) to effectively manage caseloads. With a more proactive approach to student success, advisors were able to make a significant impact in the retention and progression of first-time freshmen.
- **Tiger Tutoring:** Tiger Tutoring piloted a new embedded tutoring program with the Math Department for their Math 1110 courses which was orchestrated by nine peer tutors and a graduate assistant. This is another way to provide technical assistance to students through tutoring.

## AIR FORCE ROTC

- Air Force ROTC continues to develop students as our detachment has grown in both quality and quantity over the past two years. Approximately 50 new students are expected to start the program in fall 2021.
- Graduation – Our commissioning numbers have been an area of emphasis in order to improve our viability. We commissioned five new officers in 2021.
- Under Faculty Development – Capt. Miller successfully completed Squadron Officer’s School (SOS). SOS is a six-week PME course that required to be completed in order to be eligible for promotion. Additionally, TSgt Lipscomb completed the Non-Commissioned Officer Academy and was recognized as a Distinguished Graduate.
- Capt. Kellie Miller was selected as a Detachment Assessor for AFROTC’s Southeast Region.

- Capt. Kellie Miller also was selected as a member of the Virtual Tiger Team. AFROTC team developed to determine best practices for operating in a virtually.
- TSgt Robinson was retained as a Detachment Assessor for AFROTC's Southeast Region.

## **CENTER FOR SERVICE LEARNING AND CIVIC ENGAGEMENT**

- The Center focused on UNIV 1000 and shifted over course sections to online synchronous learning. We also researched and provided virtual service opportunities, virtual debate watches, and Virtual Meet-Up with the Office of International Affairs and Career Development for UNIV 1000.

## **EXTENDED EDUCATION**

- **Recruitment:** The Extended Education unit attended numerous virtual education fairs, and interacted with over 1,400 interested students. Also received and responded to 475 inquiries from TN Reconnect. The unit also supported outreach services to Operation Stand Down, and provided educational awareness and options to new staff and three (3) educational awareness conversations.
- **Retention:** The Unit also supported several retention efforts:
  - Continued tracking the messaging from the Unit's Communication Plan which is a team effort to manage the currency and flow of information to students by the advising team. This initiative is students having access to services.
  - Updated Degree Maps for publication on the webpage.
  - Revised the 2019-2021 Undergraduate Catalog for inclusion in the software AccuLog.
- Transitioned successfully the on-ground Fall 2020 and Spring 2021 Advisement session for Adult, Distance Learners, Transfer and Veteran Students to a Virtual Advisement Orientation event on Saturday, August 15, 2020.
- Received an award from the AASCU (American Association of State Colleges and Universities) and APLU (Association of Public and Land-grant Universities) in partnership with the Bill and Melinda Gates Foundation for the delivery of no-cost staff development services.
- Received a 2020-2021 Student Engagement, Retention, and Success (SERS) grant in the amount of \$50,000 from the Tennessee Board of Regents to develop and expand a cluster of academic services that pave a seamless path to completion for Veteran students.
- Received a 2021-2022 award from Georgia State University and Trust Bank in the amount of \$50,000. The focus of this grant is student success innovations that promote retention progression and graduation.

## **OFFICE OF FINANCIAL AID**

- The Office of Financial Aid continued to work both on and off campus during the pandemic to ensure that all processes are being handled timely.

- The Office made over 8,800 financial aid awards to students during the 20202021 academic year, of which over 3,300 (38%) were to first time freshmen.
- Staff development continued as employees participated in TASFAA, SASFAA, and NASFAA, all which are associations that support the development and networking in the financial aid community.
- We purchased five NASFAA training manuals and are working through them on an independent basis and in small groups, when possible. We began an exercise about six months ago to develop standard operating procedures for all areas.
- We ensured that security protocols were followed, system access was appropriate, and that internal controls and processes were being followed.

## LIBRARIES AND MEDIA CENTERS

- The Libraries responded to COVID-19 by reducing seating capacity by nearly 50% to allow for social distancing. A sign in system was implemented for contact tracing and a temperature check stand was established. Circulation staff also used a handheld thermometer. An online system for study rooms was initiated with a disinfecting routine. The self-check-out stand was kept in working order. Books requested by faculty for classes were in electronic format when possible to allow for off-campus access by multiple users.
- Library Faculty participation in UNIV 1000 has been restarted. A library orientation module was developed.
- Online Education: The libraries provided a remote services page and provided virtual reference during library open hours. The [embedded librarian program](#) was expanded by adding four more librarians to support classes via elearn. All information literacy classes were conducted online and library liaisons to academic departments with graduate programs were required to provide research appointments.
- Julie Huskey facilitated OER grant co-written with Dr. Andrea Ringer for using OER materials in History classes.
- Jennifer Castle developed an online undergraduate library orientation libguide with 14 tutorials (<https://tnstate.libguides.com/libraryorientation>).
- In the area of research, the following was accomplished:
  - The Libraries and Media Centers faculty had one book chapter published and one accepted.
  - Two faculty published book reviews in *Against the Grain*
  - Two faculty presented at conferences
  - Title 3 Grant awarded for \$250,000 Blacks in under-represented careers
  - One faculty member is a principal investigator on an ACLS Digital Humanities Grant

## OFFICE OF INTERNATIONAL AFFAIRS

- The Office of International Affairs Faculty and Staff were flexible during COVID-19 which resulting in a seamless transition to the virtual setting. Additionally, faculty and staff are provided with professional development opportunities. An entirely online evening program, the General English Program, that primarily targets working-class immigrants, refugees and asylum seekers in Tennessee, has been introduced. This customized program helps new Americans in their transition to a new social and professional environment.
- ISSS developed unconventional student support approaches including video conferences and chats to mitigate challenges associated with virtual learning. These approaches helped in meeting the needs of all international students both in the U.S. and in their home country (France, Greece, Latvia, Macedonia, Saudi Arabia, Spain, Serbia).
- Soliya Connect Virtual Student Exchange: Soliya Connect Virtual Student Exchange courses were prepared, and are scheduled for implementation in Spring 2021. There are 26 International universities, 16 Universities from the USA, and 2 HBCUs (TSU and Morgan State) participating in the Spring 2021 Connect Global program. More than 125 TSU students registered in the Soliya Connect Portal to participate in an eight-week virtual student exchange in Spring 2021 courses.
- The Department participated in virtual career fairs with students and alumni including “How to obtain a US Passport,” and “Why Study Abroad.” We also conducted virtual International education (study abroad, passport, and cultural competence – self assessment) for TSU freshmen enrolled in UNIV-1000 for Fall 2020 in which 531 TSU Freshmen students participated.
- We conducted a virtual study abroad fair providing TSU students options for virtual internships, including Summer 2021 study abroad, and career opportunities with the Peace Corps. This provided students the opportunity to learn about the challenging, rewarding, and inspirational career opportunities from a panel of Peace Corps Volunteers.
- The Department sponsored Virtual Spring Cultural Celebration Week activities in March 2021 that included ethnic food demonstrations, country tours and cultural art presentations to promote cultural awareness to the University community.
- Retention: ISSS tracked and monitored international students’ academic progress as students transitioned from in-person and hybrid classes and provided the necessary assistance that promoted academic success. We identified at risk undergraduate international students and ensured that appropriate follow up took place.
- Faculty and Other Services:
  - o The United States Citizenship and Immigration Services (USCIS) has approved seven (7) AY 2020-2021 Faculty H1B petitions.

- o The number of H1B applications increased 60% from AY 19-20 (5) to AY 20 -21 (8) with 7 professors/instructors and 1 Post-Doctoral Researchers approved as H1B extensions/transfers indicate a more experienced hire to support TSU academic goals.
- o The Director of the IEC serves as the journal editor for the EnglishUSA Journal.
- o The Director of the IEC served on the Commission on English Language Program Accreditation (CEA) Scope Task Force.
- The Department received accreditation of our Intensive English Program. The Commission on English Language Program Accreditation (CEA) – 5-year accreditation (December 2020 – December 2025). TSU became the first HBCU to have an accredited English as a Second Language program and is the only CEA-accredited ESL program in Tennessee.
- The J-1 Exchange Visitor Program received re-designation for two years by the U.S. Department of State.

#### **OFFICE OF INSTITUTIONAL EFFECTIVENESS, RESEARCH, PLANNING AND ASSESSMENT**

- **Assessment and Accreditation:** TSU had 83 programs that were reviewed by SACSCOC on March 16-18, 2021. The departmental accreditations are reviewed and approved on predetermined schedules. The following was done as it pertains to accreditation.
  - o Facilitated the configuration and use of Nuventive Improve for housing historical progress of outcomes assessment for 83 academic programs and 62 administrative and academic/student support units.
  - o Developed methods for programs and units to identify outcomes which support the University's strategic goals and objectives.
  - o Completed Institutional Effectiveness Review of all submitted annual assessment plans
  - o Conducted ten (10) training sessions on (1) Outcomes Assessment and (2) use of the Nuventive Improve platform.
  - o Quarterly meetings held with academic department assessment coordinators, and Assessment and Improvement Committee for Administrative, Academic & Student Support Service units.
  - o Improved the institutional culture of assessment through increased understanding and use of outcomes assessment. Based on the annual assessment survey administered with a 70% response rate. Results revealed 97% strongly agreed or agreed that the training sessions offered increased their understanding of the assessment process; 88% strongly agreed or agreed that the new assessment process is more beneficial than prior year process; and 60% strongly agreed or agreed that Nuventive Improve platform is simpler than the former software.
  - o Participated in the SACSCOC Meeting on the Record resulting in TSU being removed from the probation sanction for Standard 8.2.a.



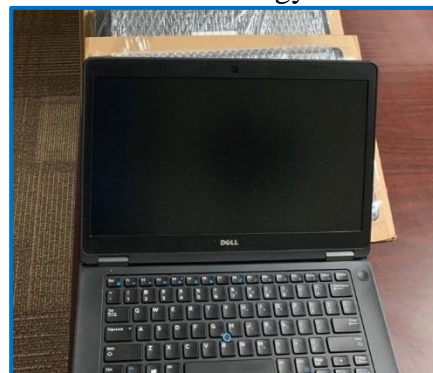
- o Program Accreditation: OIERPA established relationships to facilitate programs identified, per THEC Planning File, with upcoming programmatic accreditation site visits. Sites visits for 2020-21: BS and MS Public Health – Status: Site visit conducted October 1-2, 2020 resulting in accreditation through July 2028. Participated in CEPH consult visit in preparation of interim report due to CEPH January 2022.
  - o Facilitated group which developed and published *TSU Academic Program Modifications Approval* document resulting in a published comprehensive matrix.
  - o During the 2020-2021 academic year, twenty-seven (27) new program, academic program modifications, or notifications were processed and submitted.
- **Quality Assurance Funding (QAF) Coordinator:**
    - o Targeted programs with upcoming Major Field Tests encouraging strategies to improve the MFT scores with the aim to improve THEC QAF point recommendations for THEC Standard 2: Major Field Assessment.
    - o Facilitated group (Student Equity and Retention Council) to address THEC Standard 5: Student Equity. The Council completed the Year 1 Self-Assessment Report timely and report ready for submission to THEC as scheduled for QAF submissions.
- **Institutional Research:**
    - o TSU’s first data visualization interactive dashboard was developed providing fall enrollment data for 6 years enabling internal stakeholders’ access to frequently requested census data.
    - o Census Data Reporting Group was organized, and the group developed an improved and streamlined process for enrollment reporting for internal reporting as well as TBR/THEC enrollment reporting. The aim of the group is to reduce the number of errors prior to the official census report due to TBR.
    - o Creation of Activity Calendars to better track detailed information pertaining to internal and external requests.
    - o Creation of Resource guides for the Office of Institutional Research pertaining to formal chart templates, email responses, IRB processes, and internal audit reviews, proper coding for main items in scripts, popular table areas in Banner where data is located, and other.
    - o Revisions were made to account for certain data integrity issues as well as to conform to federal/state guidelines for basic fields such as Race, Full-time/Part-time status, student categories and other items.
- **Institutional Planning and Program Review:**
    - o Meetings from October 2020 through February 2021 resulted in the development of ninety-three

(93) strategic initiatives. Meetings from February 2021 through May 2021 reduced the number of strategic initiatives to fifty-five (55). This reduction accounted for unclear, unrealistic, and repeated strategies.

- Participation in the planning process was expanded to individuals and departments beyond those individuals who participated in the development of the plan.
- The Unit established relationships with the three educational programs scheduled for a program review in 2020-21 (Engineering, Political Science, and Sociology).
- A centralized repository was implemented for the submission of credentialing materials. All faculty transcripts were uploaded into the Human Resources section of Banner.
- Faculty credentialing was completed for both semesters (Fall 2020 and Spring 2021) of the 2020-2021 academic year. This resulted in 100% submissions through collection, organization, tracking, and the transfer and upload of credentialing related materials and documentation for teaching faculty across University departments.

## OFFICE OF TECHNOLOGY SERVICES

- New Student Laptop Distribution: Distributed 131 new laptops to TSU Students to assist with their on-campus and remote learning experience. New Staff Laptop Distribution: Distributed 52 laptops to TSU faculty/staff to assist with on-campus/remote job duties.
- Resolved a total of 5,459 of 5,711 work orders which resulted in 95% resolution of all service calls received during the Spring Semester of 2021.
- Completed the new Health Science Building Relocation. It involved more than 250+ technology devices successfully allocated to the classrooms, labs, and office spaces within the building.
- Finalized the distribution of VoIP lines and phones to the entire campus. The only remaining analog lines are legacy fax lines.
- Selected a digital faxing solution (CallTower) that will provide “eFax” capabilities to end users and departments.
- Determined that the MFA solution OneLogin was not going to be ideal for the university community, so a determination was made to pursue the less expensive Microsoft/Azure MFA solution.
- Completed the installation and termination of cabling and data ports for VoIP fire alarm panels. This was a combined effort between OTS and Facilities management.
- Completed and documented the full cycle of a disaster recover simulation. Completed simulation results were submitted and approved by the Office of Internal Audit.



- Installed and deployed a new security tool (Tenable). This was a combined effort in OTS between our CISO, systems, and network teams respectively.
- Completed a Business Process Assessments for the Registrar and Financial Aid offices.
- Provided user training with Ellucian for Recruit CRM with attendees from Undergraduate Admissions, Graduate Admissions, and Applications Team.
- Developed a Banner Services application to allow students to input internship data into a local Banner table; many of these internships are independent of specific course work and/or major requirements and often goes untracked. The application will allow departments and the Career Development Center to track and report more accurately on student internships.
- Initiated technical support and coordinated Ellucian resources for implementation of DegreeWorks/Banner Course Program of Study; this integration will allow TSU to comply with Federal regulations governing payment of Federal aid for courses only within a student's program.
- Continued production implementation of Chrome River Travel and Expense Application; provided support for testing and issue resolutions.
- Completed the installation of video recording/teleconferencing equipment in the 30 classroom spaces of the Health Sciences department.
- Began the rollout of new Microsoft/Azure Multi-Factor Authentication across all departments.
- Deployed the wireless captive portal that will make everyone that uses TSU wireless to register their device at least once (for students and employees). It will also allow us to know what is connected to our network and allow to react/prevent any potential security threats faster and more efficient.
- Begin rollout of eFax solution (CallTower) that would eliminate the need to use legacy fax machines and give the ability for users to send/receive faxes straight from their email client.

## **REGISTRAR**

- Successfully transitioned the Office of the Registrar from the Division of Enrollment Management to Office of Academic Affairs.
- Successfully transitioned the new leadership within the Office of the Registrar.
- Met with State Auditors for three months and ended with no findings for the Records Office and Successfully completed the end of term processes with no issues.
- Increased the collaboration with other units to ensure quality and continuity of student service.
- Enhanced the quality customer service practices have been at the forefront of office operations.
- Advising: Worked collaboratively the Academic Affairs to update Degree Works, with full implementation expected the 2021-2022 academic year.

## TESTING CENTER

- The unit remained dedicated to providing on-site testers with a safe environment by spacing students throughout the testing stations, cleaning computers, desks, and lockers, and requiring face masks. The Unit continues to seek the most efficient and productive way to operate while keeping the safety of students and staff our priority.

## TITLE III

- Strengthened the academic quality of the University by engaging in initiatives and funding appropriate projects that expanded the capacity of the institution.
- Completed all federal and university reports to ensure compliance.
- Collected and analyzed data for federal reports.
- Updated Title III Website; developed Future Act, Tutoring and Staff Development Websites.
- A preexisting lab was renovated in the College of Education to create a more innovative academic space allowing students to work on group projects, have discussions, and work one-on-one with their professors.
- Upgraded several Engineering Labs to meet accreditation requirements.
- A swipe identification card system was implemented to provide general campus support by collecting attendance data of students and faculty; and performing staff tracking and student access into all facilities on campus.
- Through the Future Act grant, the You First Project was implemented to support first generation students. It transcends the typical understanding of academic coaching and student success to engage first generation students to develop skills to succeed academically and to prepare them to experience their best life. The project employed first generation specialists and purchased library resources to assist students to create experiences that increase performance and address life dreams.
- **Employee Accomplishments:**
  - Four Title III staff members earned doctorate degrees during the last 12 months. Most recently Dr. Seneca McPhee Barbee, *You First* Activity Director – Earned the Ed.D degree Spring 2021.
  - Dr. Sessi Aboh earned a certificate in Nonprofit Management.
  - Ms. Anjelica Jones earned a certificate in Higher Education Assessment.

## TRIO

- The Trio Unit is designed to identify and provide services for students from disadvantaged or underprivileged backgrounds.
- Grant and Report Submission: The Educational Talent Search application was completed and submitted. We also completed and submitted the required annual performance reports and received the maximum award eligible for prior year experience.

- The Upward Bound Program: provided students the opportunity to participate via Zoom on Saturday mornings from 8 am to 11:30 am followed by a drive-up lunch at a local restaurant as an incentive.
- The Upward Bound Program was able to assist twenty-two seniors with completing high school, while sponsoring twelve graduates for the Bridge Component of the program. The Bridge Component allows recent high school graduates with the opportunity to enroll in two college classes at the program expense.
- The sessions included instruction in advanced mathematics, English I-IV, Biology, Chemistry, ACT prep, college readiness, and Spanish I and II.
- Students also participated with the Cooperative Extension – “Teen Cuisine” program. This allowed students to engage in food demonstrations, workshops on nutrition education, food safety, and health education.
- To increase the awareness of financial literacy, the students participated in a Budgeting and Couponing workshop with Mrs. Carla Jones, Dave Ramsey Financial Peace Representative. Students were allowed to put the knowledge that they gained into action when they were allowed to visit a local Kroger store and shop with coupons and save.

## THE NATIONAL CENTER FOR SMART TECHNOLOGY INNOVATIONS

- The National Center for Smart Technology Innovations consists of:
  - Dual Enrollment, Academic eSports
  - Global Online Programs, HBCU Open Education Resources (OER), HBCU C<sup>2</sup> “Everyone Can Code & Create”, and
  - SMART Immersive Learning Technologies
- The following strategies were implemented:
  - Alumni Professional Development Survey for graduate courses offerings
  - Program and Course Development – Introducing the community to the innovative world of technology through online courses and PD Training
  - Online Education - Everyone Can Code and Create, Everyone Can Code and Create online stackables, and eSports class
  - Open Education Resources (OER) Grant Award of \$500,000
  - Academic eSports: Tennessee Board of Regents (TBR) Grant for \$50,000  
-Designed Graduate Course: The Rise of eSports and Gamification in Higher Education
  - Faculty and Staff Development – Retool professional development skills
- Community Engagement – Alumni involvement Everyone Can Code and Create, Everyone Can Code and Create online stackables, and eSports class, Every Girl Can Code and Create- Partnership with 100 Black Women.



- In the area of eSports:
  - eSports Team achieved 3<sup>rd</sup> Place in HBCU Battle Ground Competition
  - eSports Team achieved 1<sup>st</sup> Place in FIFA
- Dual Enrollment: The mission of TSU Dual Enrollment Online is to serve as a seamless pipeline to integrate K-12 students into the college experience and transition them into advanced degree fields within the workplace. Furthermore, to ensure that students meet the goals of the Tennessee Drive to 55 initiatives and are positioned as lifelong learners and beyond in a fast-paced digital and technological world. This initiative allowed us to achieve the following:
  - AME Partnership with TSU
  - Seven (7) MOUs completed and executed
  - One (1) MOU completed, pending partner signature
  - DE Five Brochures (AG, Coding, CJ, Health & Music)
  - Hosted Numerous Weekly Zoom Meetings with partners & potential partners
  - Created Flyers for High School Partners to distribute to Parents
  - Completed Summer Webinar Series for High School Partners
  - Online Orientation for Students/Parents
  - Online Orientation for Teachers
  - Submission of 1 million-dollar IRPRO Department of Education Grant
  - Collaboration with TBR to create Career Pathways with Partners
  - DE Enrollment count to 325 from 131 last year (in and out-of-state students)
  - Created DE ARGOS Banner Report
  - Updated Departmental Internal Policies and Procedures
  - Updated the Unit's Student Handbook
  - Submission of THEC Onsite Communication
  - Continued Outreach to statewide Homeschools
  - Mastery of renamed TSAC "FAST" portal (formerly eGRands)
- The Dual Enrollment initiative was expanded to include students both instate and out of state. These include Memphis and Shelby County, Davidson County, Clarksville, Chattanooga, Brownsville, and Jackson.
- In the area of Global Online Programs:
  - Hosted the Panopto Creator Training facilitated by Justin Ministry (Panopto).
  - Facilitated twelve (12) eLearn sessions as a part of the eLearn Workshop Series (Online Pedagogy, Building Course Content and Assessment & Evaluation).
  - Worked with Academic Affairs on creating the eLearn shells in support of the 2020-2021 electronic faculty portfolio submission and evaluation for the University's tenure and promotion

process. Continue to provide access to the various T&P Committee reviewers as appropriate and according to the published timeline.

- Completed Panopto and Blackboard Ally system integrations within eLearn; On-boarding meeting with NearPod team.
- Updated the TSU Remote and Online Course Templates based on feedback provided in the TSU Faculty Remote Teaching Pulse Check and uploaded the templates into the Spring 2021 course shells. Shells were activated and made available to faculty.
- Staff participated in the virtual Desire-2Learn Mini Fusion Conference in Fall 2020.
  
- The unit continued the progress with HBCU C<sup>2</sup>, the national teaching and learning initiative, funded by Apple, that empowers any HBCU to bring coding and creativity experiences and program opportunities to their home campus and community. HBCU C<sup>2</sup> promotes innovation, educational equity, and aims to address community challenges using app design and Apple's Swift programming language.
- TSU serves as the HBCU C<sup>2</sup> National Hub for training educators and preparing students by providing multiple pathways and opportunities to acquire essential digital literacies and technological new skills of coding and creativity.
- TSU HBCU C<sup>2</sup> developed a curriculum map to serve as a blueprint for the courses that will be offered this year.
- We offered nine classes during the 2020/2021 academic year from dual enrollment to community-based education. We have created four new one-credit hour graduate level Stackable Courses for 'Everyone Can Create': Art, Music, Photos, Video. We offer three Computer Science courses, and two community awareness C<sup>2</sup> courses this year.
- In pursuit of this mission, HBCU C<sup>2</sup> seeks to advance STEAM learning outcomes by leveraging Apple technology and the 'Develop in Swift' coding curriculum. In addition to preparing educators to teach coding and app development, C<sup>2</sup> enables educators to bring creative expression and deepen student engagement for STEM learning through video, photography, music, and drawing with Apple's Everyone Can Create resources.
- HBCU C<sup>2</sup> will diversify the workforce pipeline by promoting equity and access to innovative computer science teaching and learning resources; advocating and making others aware within the HBCU community that coding and creativity are essential literacies of the 21st century; and providing a community of practice that empowers HBCUs with tools, resources, and training to bring C<sup>2</sup> back to their home communities.



- During the summer, HBCU C<sup>2</sup> set out to expand the partnership to include Regional Hubs that would build program capacity and scale for C<sup>2</sup> nationally. In early June 10 HBCUs were vetted and onboarded.
- HBCU C<sup>2</sup> hosted a National Virtual Summit with over 250 in attendance, representing 87 HBCUs to announce the new partnerships.
- The summit was an amazing event that provided an opportunity to recruit other HBCUs. In the weeks that followed, HBCU C<sup>2</sup> connected with over 50 HBCUs that had shown interest in joining the partnership and later vetted and onboarded 23 of those as HBCU partners (Centers).
- The Professional Development and HBCU C<sup>2</sup> support included the following activities:
  - Mobile Mondays: TSU Librarian iPad Enrichment series: Originally scheduled for four Mondays, adjusted to six. Provided librarians iPad skills-building assistance; allotted time: 1 1/2 hr. session, which exceeded the time frame to address questions and explore topics and apps.
  - HBCU C<sup>2</sup> iPad Enrichment Opportunities: a series of 12, 30 minute “drop-in” sessions, high lighting and sharing iPad features and apps, designed to explore creative ways to enhance or enrich teaching using photography, video, music, dynamic documents & presentations. HBCU C<sup>2</sup> Hubs & Centers were the targeted invitees.
  - HBCU C<sup>2</sup> provides daily IT support for faculty/students/staff, manage inventory, and is responsible for providing MDM and JAMF support to all HBCU C<sup>2</sup> partners.
  - Tennessee State University has also partnered with Metro Nashville Public Schools to focus on Educator Development to create opportunities for Student Learning. Metro Nashville Public Schools has identified 12 schools and nominated a cohort of 25 MNPS educators to teach coding with Swift and App Development across elementary to high school. Tennessee State University will provide a yearlong professional development series for MNPS teachers—who in turn will put learning into practice with their students.

# Admissions and Recruitment

- The Office of Admissions and Recruitment streamlined processes and implemented innovative recruitment strategies to attract more talented students to Tennessee State University.
- Increased the total number of students who applied to the University by 4.67%, which is the highest number of applicants in the past five years.
- Expanded outreach during the pandemic by introducing new online digital marketing campaigns via the World Wide Web and social media.
- Successful recruitment for the Dr. Levi Watkins Institute Programs with over 365 applicants.
- Hosted several high-profile celebrity recruits:
  - Hercy Miller - son of Master P, who is a 3-star national basketball recruit
  - Drew Williams- 3-star national basketball recruit
  - Jamarcus Parker - Son of Flame Monroe
  - Christian Brown- Transfer from Georgia (former 4-star Top 100 basketball recruit)
  - Emmanuel Dowuona- Transfer from Purdue (Former 4-star Top 100 basketball recruit)
- Increased the total number of new students who have completed their *Intent to Enroll* form at TSU.
- Hosted a new weekly TSU Q&A Sessions with over 1000 registrants.
- Increased the engagement and support for incoming students and their parents virtually by creating private TSU admitted student social media groups.
- Created and launched a virtual front desk via Zoom, allowing students and parents to access a live admissions agent even while navigating limited physical access during the pandemic.
- Provided study tips for First-Year Students at midterms and final exams and promoted early registration for fall 2021 courses resulting in a significant increase in freshmen registration. As a result, 276 more first-year students than last year completed early registration.
- Created mentorship program for First-Year Students called Tiger PALs (Peer-Advocate Leaders) for Fall 2020 first-year students to mentor Fall 2021 first-year students.
- Provided First-Year Completion Swag-Packs for first-year students along with final exam study tips and well-wishes from the office of New Student Programs.
- Encouraged first-year students to participate in Spring Freshman elections, identified potential student leaders, and provided information for student leadership.
- Distributed the Freshmen Satisfaction survey for completion, with 76% of respondents reported, “I felt welcomed to TSU and informed of resources available to me during my first year.
- Extensive outreach and support to all freshmen, sophomores, juniors, and seniors through campus-wide retention efforts.



## ACCOUNTING AND FINANCE

- The accounting department maintained business continuity throughout the COVID-19 pandemic, and continued to perform business and accounting functions.
- Addressed and resolved the audit findings by implementing internal control processes and procedures, ensuring the work was performed as required, and by hiring the proper personnel.
- The most significant deficiency was TSU's failure to complete the financial statements and bank transactions in a timely manner.
- We have made staffing and organizational changes as we enhanced the financial infrastructure.
- New personnel include: Vice President of Business and Finance, Controller, director positions, a new foundation accountant, and other accounting and financial positions.
- Hired accountant to reconcile university cash accountants.
- Hired Director of Foundation Reporting to manage day to day accounting functions and reconcile the Foundation bank and investment accounts.
- Streamlined the process for payments via web-check, closing cashier sessions and modification detail codes within the ERP system.
- Implemented training the accounting staff to properly process and record journal vouchers in a timely manner and provide proper supporting documentation for internal recordkeeping and external audits.
- Set up cash log to confirm that cash transactions are processed daily to ensure timely and accurate bank reconciliations.
- Submitted the university budgets to the TSUBOT, TBR and THEC for the October and July budget cycles.
- Closed old POs and reduced the list of open POs to include only FY20 and FY21 POs.

## OFFICE OF EQUITY AND INCLUSION

- OEI delivered 44 completed investigations and case completions for the 2020-2021 academic year.
- OEI is continuing to improve the case management process and the timeliness of the processing of future case investigations.
- OEI offered T9 training to Athletics during the 2021 Spring semester.

## FACILITIES AND PROCUREMENT

- Health Sciences Building completed
- Perimeter Road Improvement repairs have been completed
- Efficiently processed purchases for the items related to March 2020 Tornado and Covid-19 Pandemic
- Updates to e-Procurement including Lowe's punchout

- In the facilities and procurement areas, completed the following:
- Atrium Lighting Upgrade
- Fire Alarm Services
- Farm Pasture Fence Replacement
- Campus Lighting Installation
- Replacement of Livestock Shelters
- Backup Generators Annual Maintenance
- Campus Painting services
- Pest Control Services
- Bookstore Management Services
- Grounds Maintenance
- Water treatment services
- Promotional supplies for SNAP-Ed program
- Continued in the implantation of Chrome River to configure software with I/T
- Landscaping contract awarded to Beard Landscaping
- Waterline to Hale Stadium Visitor's Bathroom replaced
- Hankal Hall 3<sup>rd</sup> floor renovations completed

## **HUMAN RESOURCES**

- HR offices have relocated back to the General Services Building after fourteen months relocation to the New Residence Complex (NRC) Community Room due to the damages from the March 2020 tornado.
- All employee terminated records that were housed in the basement are being digitized by an external vendor and TSU is in possession of software to retrieve the data.
- Began the process of moving to an electronic Performance Evaluation system, and People Admin has been upgraded.

## **CARES ACT FUNDING**

- TSU continues to be good stewards of the Coronavirus Aid, Relief and Economic Security (CARES) Act funding.
- The CARES Act responds to the COVID-19 pandemic's impact on the country including college campuses.
- \$14 billion was provided in emergency funding for universities nationwide.
- The CARES Act appropriated an additional \$1 billion for HBCU and MSI to be used for expenses associated with COVID.

## **THE HIGHER EDUCATION EMERGENCY RELIEF FUND (HEERF1)**

- The Higher Education Emergency Relief Fund (HEERF), established by the CARES Act, responds to the COVID-19 pandemic's impact on the country, including college campuses.
- TSU received \$7.2 million in general CARES Act funding for student aid and institutional use.
- TSU must allocate to cover University and student related expenses incurred that were related to the disruption of campus operations due to the COVID-19 pandemic.
- One-half of the funds are allocated to students who were directly affected by COVID-19. TSU implemented a model for distributing CARES Act funds to both graduate and undergraduate students. Those distributions were made to students beginning May 7.
- TSU received an additional \$16.2 million under the HBCU provision of the CARES Act.
- The CARES Act also appropriated additional funding specifically for HBCUs (and other MSI) to be used for other expenses associated with COVID-19. The total amount provided to TSU under the HBCU provision is \$16.2 million.
- One-half of the funds were allocated to students who were directly affected by COVID-19.
- CARES Act funds to both graduate and undergraduate students.
- TSU is using the funding primarily for scholarships, technology devices, and other institutional priorities.

## **THE HIGHER EDUCATION EMERGENCY RELIEF FUND (HEERF2)**

- Round 2 of funding was made available through the Higher Education Emergency Relief Fund II (HEERF II), authorized by the Coronavirus Response and Relief Supplemental Appropriations Act (CRRSAA).
- \$21.2 billion was allocated for institutions of higher education.
- TSU received \$3.6 million for student aid and \$9.7 million for institutional use.
- \$20.2 million in additional HBCU funds were also received through HEERF II.

## **THE HIGHER EDUCATION EMERGENCY RELIEF FUND (HEERF3)**

- Round 3 of funding was made available through HEERF III, authorized by the American Rescue Plan (ARP).
- Approximately \$36 billion under ARP for public and private nonprofit institutions. TSU received \$11.7 million for student aid and \$11.6 million for institutional use.
- \$3 billion has been allocated under ARP for MSIs.
- HEERF III HBCU funds are forthcoming.

The Tennessee State University Police Department provides a safe and secure educational environment through collaborative interaction with students, faculty, and staff recognizing the multicultural and diverse university community. Some of the highlights of the department include:

- Reduced the Incidence of Crime on Campus by 20%
- The Police Department successfully graduated four (4) police officer trainees from the Tennessee Law Enforcement Training Academy.
- All of the Police Department's Communication Operators successfully completed their 911 Certification.
- TSUPD's Communicator Operators successfully completed state mandatory Cardio Pulmonary Resuscitation (CPR) training.
- Emergency back-up lighting was installed in the Communication Section.
- Tennessee Association of Chiefs of Police Accreditation is in full process.
  - TSUPD has joined the
  - Tennessee Law Enforcement Accreditation (TLEA) process and met the
  - first benchmark at the end of the April 2021.
- Made mark improvements to the campus crime log that will increase the tracking of Clery crimes.
- Assistant Vice President and Chief of Police received the Southeast Regional Chief of the Year Award issued by IACLEA (International Association of College Law Enforcement Administrators).
- All of the Police Department's sworn members successfully completed their 2020 POST Mandatory Annual In-service Training.
- The department, in conjunction with movement towards national accreditation, has added audio recording capabilities of field officers radio communications. This function, in addition to accreditation value, allows for a documented accounting of mobile activity of officers, immediate review under emergency situations, and accountability of activity of field officers.
- Implementing Database System for Property and Evidence: The department has instituted a database system which allows a timely response to any inquiry regarding property or evidence in custody of the department, court ordered seizures, and final disposition or property destruction as ordered by the court, replaces recording transactional events regarding property and evidence in a physical log.
- Inner Campus Mobility: In conjunction with Student Affairs Division, the department has added two Golf Cart units which will assist in visibility by the Police Department on its inner campus, and special events.

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

- Office of Student Activities and Leadership
  - Student Success and Engagement
  - Isolation Quarantine Zone
  - Career Development Center
  - Floyd Payne Campus Center
  - University Counselling Services
  - Student Health Services
  - Residence Life and Housing
  - Student Conduct and Judicial Affairs
  - Women's Center
  - Men's Center
  - Wellness Center/Intramurals
- 
- The 2020 – 2021 year created many opportunities to increase the skills and innovations with interaction with our students, faculty, and staff. The Division of Student Affairs navigated both virtual and on-line learning with students at home and on campus.
  - The Career Development Center (CDC) purchased of the Iris Booth which allows individuals to take professional Headshots. They saw increased revenue through Sponsorship Packages as well as the implementation of the apprenticeship program with the Department of Labor and twenty scholarships with Fifth Third Bank.
  - Due to the pandemic, the CDC held the Fall and Spring Career Fairs virtually with a record number of old and new employers on board for the event. One of the major events for the students was the JCPenney Suit up Event which was held virtually in the Fall. COVID protocols in the Spring produced a new partnering opportunity with MyUrgent MD to assist the students.
  - The Floyd-Payne Campus Center (FPCC) is a major support center for all areas of the campus. They oversaw the upgrade of the Student Affairs Suite, the Counseling Suite and supported the Men Center's conference.
  - The University Counseling Center (UCC) sustained tele-health provision and programming for service delivery and student engagement. Students who resided in states without executive orders permitting cross-jurisdictional practice or when needs were better met through in-person services, local resources were provided and non-therapeutic support through the office.
  - The UCC hosted three high impact events that included education about mental health wellness and screenings. They were National Depression Screening Day, Stress and Trauma Awareness Symposium, and Habits and Becoming a Better You.



- The Office of Student Activities and Leadership (OSAL) provided a fully virtual space for engagement of all students, registered student organizations, fraternity and sorority life and the Student Government Association.
- The Inaugural Student Leadership Institute and the 2020 Student Election Commission week were all held virtually with record number of students voting for their student leaders.
- Esports was the newest initiative, so the OSAL stepped up and chartered a competitive eSports Team comprised of undergraduates and graduate students.
- Channel 5 News recognized our National PanHellenic Counsel as they honored Metro Virtual Student Learners for dropping off pizzas to the home of teachers.
- The Student Health Services tested over 4,000 members of the TSU community. They played a major part in blocking the spread of the virus with the testing and their partnership with the Incubation and Quarantine Zone.
- The Men's Initiative made great strides in their programming over the last year with the establishment of the Graduation Accelerated Program and the Men's Initiative Black Male Summit. One strong push lead by the Men's Initiative was their major influence in the Power to the Polls initiative. They led the effort and organized all meetings and actual event that so strong numbers come out to support their effort.
- The Ralph H. Boston Wellness Center carried their fitness workouts online with Fit Friday. This was a two-hour program that introduce students to a healthy lifestyle. They partnered with the Human Performance and Sports Science department and had qualified staff members provide Orientations to equipment and their use and a question-and-answer session on how to start and maintain a healthy lifestyle.
- The Student Conduct and Judicial Affairs office served as a partner in the Get Out the Vote Campaign that inspired students to get politically engaged and knowledgeable of their rights and responsibilities as citizens of TSU and globally. This time increased the opportunity for students referred to the office to be educated on their rights and responsibilities virtually.
- While the campus was closed the University was open and Division of Student Affairs was totally involved in ensuring that it remained a vibrant part of the student body.

## **STUDENT SUCCESS AND ENGAGEMENT**

- Unveiled the iconic 500lb bronze tiger statue
- Power to the Polls Initiative registered over 500 students on campus to vote
- Assisted in the establishment and sustainability of the Isolation and Quarantine Zone by leasing the House of God property

- Implemented a “Safer in Place” for students living on campus
- Planned and executed a touchless and safe move-in for all students
- Iris Booth (Professional Headshot Photo Booth) Purchased
- Successful Implementation of the Virtual Fall and Spring Career Fair
- Sustained telehealth provision and programming for service delivery and student engagement.
- Hosted the Inaugural Student Leadership Institute (SLI) virtually. SLI is an intensive, interactive, and stimulating day filled with knowledge and empowerment. SLI was sponsored by Xfinity and the Human Rights Campaign.
- The Student Union Board of Governors successfully held the first virtual Homecoming Events at TSU.
- Student Trustee Time Capsule Project was implemented.
- Chartered a competitive eSports Team comprised of graduate and undergraduate students.
- TSU NPHC featured on Channel 5 News as they honored metro virtual student learners on academic achievement by dropping off pizzas to the home with the classroom teacher.
- Upgraded the Student Complaint System to a more efficient system (Maxiant)

## **ISOLATION/QUARANTINE ZONE**

The IQ Zone (Isolation/Quarantine) is an area that is separate from the Tennessee State University Campus, designed to house all residential students that have tested positive or have been in contact with the COVID-19 virus.

- Provided a secure environment for infected and contracted Students of the COVID-19 Virus
- Provided a clean and inviting environment for infected and contracted Students
- Provided on-going medical assistants to Students housed in the Zone, such as Testing and basic medical attention
- Provided individual Counselors for residence living in the Zone
- Provided Contact Tracing to combat the spread and transmittal of the virus in the infected students circle of contact
- Provided basic need services such as, Laundry, Food and Educational resources
- Provided transportation services to safely delivery students to and from On Campus Housing to the IQ Zone
- Provided weekly reports on the number of cases for the University and the Metro Health Department
- Ran a successful University wide Mask Campaign
- Collaborated with all departments operating effectively during the Pandemic, throughout the University
- Slowed the spread of the COVID-19 virus among the various student groups

## **CAREER DEVELOPMENT CENTER**

- Planned and executed professional development workshops and presentations designed to prepare students for the workforce
- Increased the number of students activating their accounts in Handshake powered by TigerTRACK
- Increased the number of students using Kuder Journey to make informed decisions about their career choices including choosing a major
- Researched professional development programs being offered virtually for students
- Identified a systematic way of storing internships into one centralized location for research and reporting purposes
- Created a survey to track student internships data and connected with academic affairs to track internship analytical data
- Improved and update equipment/technology to offer virtual training for students
- Enhanced technology service to improve employer recruitment, and to deliver data driven decisions
- Implemented virtual programs to accommodate student, faculty population
- Integrated technology to improve student service
- Utilized student voice to gain a better understanding of our student needs
- Increased the number of digital and social media advertisements used to promote events
- Re-designed current website to make it more user friendly and dynamic for students and employers
- Revamped the way we communicate with students virtually and through social media
- Increased linkages from campus departmental websites to the career services sites
- Increased number of referrals from faculty and staff to utilize career services

## **UNIVERSITY COUNSELING SERVICES**

- The Tennessee State University Counseling Center (UCC) delivers quality and effective counseling and psychological services, crisis support and intervention, clinical training opportunities, and campus outreach and consultation.
- The UCC supports TSU's goal of improving the health and wellness of all students who will serve as transformational and innovative change agents both within the campus and across broader communities.
- The UCC strives to provide services that are inclusive and affirming to students of all genders, sexualities, and other diverse identities in a non-judgmental, safe space to share concerns confidentially.
- UCC practices are grounded in multicultural perspectives to address the various, diverse identities represented within our student population and empower students to gain awareness of their

interconnected lived experiences for healthy, sustainable wellness that supports their academic, social, and emotional growth along with retention and graduation.

- Sustained telehealth provision and programming for service delivery and student engagement. Students residing in states without executive orders permitting cross-jurisdictional practice or when needs were better met through in-person services local resources were provided and non-therapeutic support through the UCC provided. Staff training, and resources continuously offered to ensure telehealth best practices followed and aligned with changing governance.
- Maintained trainee program for three (3) practicum/internship students completing academic requirements for direct clinical services and support activities with adjustments for telehealth service delivery.
- Hosted three high impact events that included education about mental health wellness and screenings: National Depression Screening Day, Stress and Trauma Awareness Symposium, and Habits: Becoming a Better You.
- Continued national model *Let's Talk* informal, brief, drop-in consultations virtually to increase utilization among marginalized populations.
- Expanded services through sustained offering of telehealth provision through video and phone sessions, and mental health screening at low and moderate tracks/levels of service, including psychiatric services.
- Supported student-focused and led collaborative effort with the Student Government Association and the Office of Student Activities to host the inaugural Dimensions of Wellness Symposium.

## **SUICIDE OUTREACH, PREVENTION, AND INTERVENTION AND MENTAL HEALTH WELLNESS**

- The Suicide Outreach, Prevention, Intervention and Postvention and Mental Health Wellness Promotion Plan was developed to mitigate risk for suicidality among students matriculating at TSU as suicide is the second leading cause of death among college students.
- Students of color present higher intense responses to distress that include anxiety, depression, mood disorder, and self-harming behaviors.
- Additionally, House Bill 1354, which became effective July 1, 2019, and the supporting framework from the Higher Education Suicide Prevention Outreach and Prevention Curriculum Toolkit structure efforts included as a part of the plan for suicide prevention, intervention, and postvention as a campus-wide, community support to students, faculty and staff. These strategies promote the mental health wellness of students and lessen the risk of suicide.

## **DEPARTMENT RESIDENCE LIFE AND OF HOUSING**

Ensured Campus Health and Safety by:

- Assisting in the establishment and sustainability of the Isolation and Quarantine Zone by leasing the House of God property
- Implementing a Safer in Place for students living on campus
- Providing Personal Protective Equipment for students and staff
- Planning and executing a touchless and safe move-in for all students
- Extending cleaning hours to 11pm in each residence facility
- Continuing bi-weekly Health and Safety Inspections in all halls
- Utilizing tamper proof stickers with hall names to identify residents, and placing safety tips posters posted in all residence facilities

## **OFFICE OF STUDENT ACTIVITIES & LEADERSHIP**

- Provide virtual educational programs and workshops in support of national heritage and awareness months to the campus and surrounding community. Transitioned the Office of Student Activities & Leadership into a fully Virtual space for engagement for all students, registered student organizations, fraternity and sorority life, and the Student Government Association.
- Undergraduate and Graduate students showed up in record numbers to vote for our 80th Administration. The Student Election Commission (SEC) began the Election Season in March 2020 during the rise of the global pandemic.
- Quickly transitioning to a fully virtual election process for the Fall 2020, SEC rose to the occasion and successfully held the first virtual election at TSU.
- Hosted the Inaugural Student Leadership Institute (SLI) virtually. SLI is an intensive, interactive, and stimulating day filled with knowledge and empowerment. It is designed for students who desire to lead in the future, on-campus advisors, and newly elected student leaders.
- The Student Union Board of Governors successfully held the first virtual Homecoming Events at TSU. Chartered a competitive eSports Team comprised of graduate and undergraduate students.
- The 91st Miss Tennessee State University placed 2<sup>nd</sup> Runner-Up in the National Black College Alumni Hall of Fame Pageant. She received a \$1,500 scholarship and brought national recognition to TSU.
- The unit implemented three Virtual Online Modules:
  - Hazing Prevention 101
  - Fraternity & Sorority Life
  - Staying Safe & Stopping the Spread of COVID-19

## **MEN'S CENTER**

- Identified students were placed into cohorts and assigned Success Coach
- Established Graduation Accelerated Program
- Established Power to the Polls
- Third Year of Rites of Passage
- Established the Men's Initiative Black Male Summit

## **WOMEN'S CENTER**

- The Women's Center continued to provide vital and comprehensive services that address the needs of the whole person by hosting programs and workshops that speak to the emotional, intellectual, physical and financial well-being of the TSU woman.
- The Women's Center embraced a culture that enriches the learning experience, enhances critical thinking, and promotes a desire for life-long personal development.
- Restructured its focus and programs in order to be more specific and aligned with the strategic plan for programming and mentorship for students.

# **Emergency Management, Auxiliary & Support Services**

## **OFFICE OF THE CHIEF OF STAFF AND ASSOCIATE VICE PRESIDENT**

- Supervised Business and Finance along with Facilities and Capital Planning and Construction during the interim period when the unit was without a Vice President
- Chaired or served on several search committees for key administrators at the university
- Completed the proposal process to engage a contractor for campus laundry services
- Completed the proposal to engage a bookstore management contractor
- Completed the process to engage a dining management contractor
- Coordinated the FEMA claim for damage incurred on the agriculture farm
- Completed the \$38 million health science building construction project
- Coordinated the design, construction and completion of a new entrance post to campus
- Chaired the COVID-19 Emergency Management Committee

## **EMERGENCY MANAGEMENT / PARKING SERVICES**

- Prepared, acquired and managed university COVID resources and supplies to prepare and respond to and recover from Covid-19. Developed and distributed Covid-19 emergency preparedness procedures and materials.
- Ensured the institution took the proper steps to provide a healthy, safe, and secure environment for all members of the campus community. This enhanced the accomplishment of the institution's mission and contributes to more effective risk management.
- Updated parking and traffic regulations/website.
- Increased reserved parking spaces in Queen Washington and Tigerbelle parking lots to accommodate influx of vehicles due to the opening of the new Health Science building.
- Opened a new Parking Lot behind the Performing Art Center.
- Spearheaded Tigers Day Out (TDO), Emergency Management's largest student event. What began as a one-unit (Emergency Management) event has evolved to two additional units now participating (Student Activities and the Office of Service Learning and Civic Engagement). This event continues to grow each year to more than 2,000 students attending and over 100 vendors/community partners/student organizations.

## **AUXILIARY AND SUPPORT SERVICES**

- Opened a new POD convenience store in the Health Science Building. It provided complimentary food services to students, faculty and staff during operating hours. The project was funded by Aramark, costing approximately \$30,000.00.
- Installed new high tech washer and dryer in all residence hall located on campus.
- Replaced outdated copiers with newer machines. Copy machines are being updated to newer machines.

## **OFFICE OF DISABILITY SERVICES**

- Office of Disability Services developed a Customer Satisfaction Service (CSS) survey via Qualtrics. The purpose was to assess students, faculty, and staff satisfaction with the services provided when entering Kean Hall during the spring 2021 final enrollment assistance period. Students were given the opportunity to complete the short survey using the QR Code. Overall, 79.66% of the participants indicated that they were extremely satisfied with the services provided and 10.17% indicated somewhat satisfied. Thus, 89.93% noted satisfaction.
- The Office of Disability Services established a social media platform - Instagram page to assist in the engagement of students. The page was developed and maintained by the student workers.



## EVENTS MANAGEMENT

- Revised survey with QR Code in order to increase customer satisfaction with events hosted on the campus and to correct any discrepancies in the delivery of excellent customer services by TSU's Service Providers.
- Coordinated the Ribbon Cutting for the Health Science Building.
- Assisted with volunteers who aided in the clean-up of tornado damage on the Farm.

## ID ACCESS AND CONTROL

- Increased control of the inner campus to improve safety. Added three Access Control Gates in the inner campus to improve with the safety and security of the campus.
- Initiated a campus review to clear trees and shrubs blocking views of cameras.
- Assisted university with COVID-19 protocol and procedures by assembling Covid-19 equipment and distributing supplies to the campus community.
- Provided training for campus police in usage of cameras to date criminal activities and aid in resolving cases.



## Division of Research and Sponsored Programs

- The Division of Research and Sponsored Programs (RSP) received 160 awards totaling \$70,729,452. Twenty-one (21) awards were over \$500,000.
- Submitted 224 proposals totaling \$178,914,056. The largest of these included the following agencies:
  - National Science Foundation (NSF)                      \$23,036,861
  - National Institutes of Health (NIH)                      \$30,935,574
  - U.S. Department of Agriculture (USDA)                      \$31,017,932
- Facilitated TSU becoming a new member (Phase VII) of the Federal Demonstration Partnership (FDP). The FDP is an association of 10 federal agencies and 217 academic research institutions and research policy organizations with administrative, faculty and technical representatives that work to streamline the administrative tasks of federally sponsored research.
- Provided trainings to principal investigators (PIs) that introduced researchers and administrators to the business processes and procedures for pre-award activity for their proposals and post-award activity for their new awards.

- Facilitated faculty development activities to enhance scholarly activities, including virtual seminars. Topics included establishing the research agenda, preparing research proposals and learning how to develop proposal budgets. Also established new research partnerships, including with the Georgia Tech Research Institute-GTRI and the Ohio State University/Air Force Research Laboratory Minority Leaders Research Collaboration Program.
- Hosted the 43<sup>rd</sup> Annual University-Wide Research Symposium virtually, which had 184 participants in a juried competition. The keynote speaker for the closing event was TSU alumna, Clarice Phelps. The judges were selected from universities and organizations across the U.S.
- Established the Technology Transfer Office to manage innovations developed by TSU researchers and staff and the commercialization of research developed at TSU. It includes evaluating invention disclosures, working with TSU legal counsel to manage patent filings, and supporting new innovation at TSU.
- Hosted the 2021 TSU Faculty Writing Workshop virtually, to develop junior and mid-level faculty in writing research publications and grant proposals.
- Began implementation of grants administration software to improve the processes of creating proposals, reports, managing grants, and grants accounting.
- Created a newsletter to highlight University research and faculty achievements.
- Developed and launched a website that provides for recognition of new award recipients monthly.
- Updated TSU's Financial Conflict of Interest Policy to include the National Science Foundation (NSF) and U.S. Public Health Service (PHS) regulations related to conflicts of interest that affect institutions applying for research funding. Launched a new Significant Financial Interest (SFI) and Foreign Financial Interest (FFI) disclosure form. The form is to be completed by all individuals participating in sponsored research and should be completed prior to the submission of a research proposal for federal funding and annually during the award period. University FCOI training is required and is provided via Collaborative Institutional Training Initiative (CITI).
- Center of Excellence for Learning Sciences (COELS) submitted grants totaling \$20,358,804 and received \$19,811,363 in grant awards for their TN CAREs Early Head Start (EHS), Early Head Start-Child Care Partnership (EHS-CCP), Tennessee Early Childhood Training Alliance (TECTA) Programs, and other research endeavors. They also received \$610,085 in supplemental funding (CARES Act and ARP).
- The COELS was awarded the Rutherford County EHS- CCP grant that is funded for 64 children. As a result of this increase in funding, the program was expanded and welcomed new administrative and



support staff. TSU TN CAREs Early Head Start and TSU EHS – CCP (Davidson County) continued to provide services to children and families during the COVID-19 pandemic. During the first half of the year services were offered remotely and hybrid services were offered during the second half of the year with children coming to the centers two days per week. The program collaborated with TSU’s Department of Human Sciences to provide an internship for students majoring in family and consumer sciences. The program also collaborated with community agencies to provide internship opportunities in the Northwest TN service area. Partnerships included working with the American Job Centers and Senior Community Service Employment programs.

- The COELS Tennessee Early Childhood Training Alliance (TECTA) Higher Education and Recruitment program provided support for 828 students (with total tuition \$1,026,660.39) across the state and support for 145 candidates to receive the CDA<sup>®</sup> (child development associate credential for early childhood professionals) award.
- The COELS Social Services Competency Based Training (SSCBT) program provided training to a total of five cohorts this year in Tennessee and Oregon. Due to the COVID-19 pandemic, the SSCBT classes were instructed virtually. Through its training and classes, the SSCBT generated \$82,500 in revenue:
  - Credentials Awards: 21 totaling \$76,200
  - Credentials Renewed: 6 totaling \$900
  - Instructors Certified to teach SSCBT: 4 totaling \$3,600
  - Extra SSCBT manuals sold: \$1,800
- Family Child Care (FCC) Network: The FCC network had 27 active Mentors and 10 Protégés that have completed the mentoring process. The Annual Family Child Care State Conference was held virtually for the first time in August 2020 with 144 FCC providers. Attendance for the Spring 2021 conference increased to 233 providers.



- Tennessee Early Childhood Program Administrator Credential (TECPAC): 9 child care administrators enrolled in the TECPAC Academy to earn the TECPAC Credential, 3 earned the credential and 6 completed all requirements for earning a credential renewal.
- TECTA Orientation: A total of 1,246 students completed the TECTA Orientation courses. All courses were offered via eLearn and virtual formats.
- High School Equivalency: TECTA management awarded 56 TECTA Center-based Orientation Equivalency Certificates to high school students who completed Childhood Careers I and II courses.

- Tennessee Professional Archive of Learning: TNPAL Work with Johns Hopkins University has continued in the development of a Child Care Workforce Registry with communications to over 7,000 individuals who have entered the system. Ongoing work includes the creation of the initial version automated upload capacity with approval/data validation features that collects workforce demographics and training and professional development.
- TrainTN: Established TrainTN which is the official clearinghouse for trainings recognized as approved by the Tennessee Department of Human Services (TDHS) for the state of Tennessee. This platform currently includes approximately 180 approved trainings for child care professionals having direct responsibility for the care and oversight of children.
- Tennessee Child Care Online Training System (TCCOTS): TCCOTS awarded 138,000 certificates to participants which represents a total of over 247,000 training hours delivered.
- TSU Small Business Development Center (SBDC) provided financial analysis and business development assistance to over 100 small business owners. As a direct result of our counseling, TSU - SBDC clients increased capitalization by \$ 19.4 million and were able to retain 210 employees.
- SBDC assisted 30 business owners develop marketing plans that identified new sources of revenue and ensured the firm's successful adaptation to the post COVID -19 economy. To date our clients have secured over \$ 9.0 million in new sales revenue.
- SBDC assisted five small businesses adversely impacted by the COVID -19 pandemic in identifying international sales opportunities and secure export trade loans totaling \$ 4.6 million.
- TSU - SBDC partnered with the U.S. Army Corp of Engineers - Nashville District to host a Procurement Conference focusing on opportunities for minority and women owned businesses. At this writing, event attendees have been awarded over \$ 8.0 million in Federal Government Contracts.

## Institutional Advancement

### INSTITUTIONAL ADVANCEMENT & CORPORATE RELATIONS

- Total dollars raised in corporate giving during FY21 \$6,648,840 compared to FY20 \$2,589,209 (157% increase).
- Total number of major gifts in athletics during FY21 3, totaling **\$1,600,000** compared to FY20 0:
  - Western Express, Inc.
  - Freeman Web Company
  - Robert Covington Foundation

- Total number of written proposals submitted in FY21 31, totaling \$12,216,500 compared to FY20 12, totaling \$1,475,000 (728% increase).
- Top 4 corporate and foundation donors in FY21, all of which contributed \$1 million or more:
  - Apple, Inc.
  - FedEx
  - Robert Covington Foundation
  - Bank of America
- Deigo Company, Inc. formed a partnership with TSU and made an initial contribution in the amount of \$500,000.
- Total number of partnerships established in FY21 was 28 compared to FY20 of 8.
- Partially completed the campaign brochure (marketing document) for the upcoming comprehensive campaign.

## OFFICE OF ALUMNI RELATIONS

- Responsible for leading and managing the comprehensive Alumni Relations program which includes services and events designed to engage the University's 65,000+ alumni.
- These engagement opportunities include coordinating and hosting activities through Class Reunions, Vintagers Celebrations, homecoming activities, signature university events and pre-alumni student initiatives. It also entails partnering with the TSU Foundation Board and the TSU National Alumni Association, its regional, local and affinity chapters in coordinating and creating innovative collaborative events that support the university and its mission.
- Assisted in the awarding of two (2) Outstanding Alums deserving of an official proclamation from the university for the following ribbon cutting ceremonies:
  - Dedication and renaming of the W.H. Spencer High School Sports Complex to TSU Alumnus' James "Monk" Johnson's Complex for his unwavering humanitarian efforts, dedication and financial support to his high school and alma mater, Tennessee State University.
  - Honoring TSU Alums and the partners of Slim & Husky's for not only opening their eighth brick and mortar location but also for being the first black-owned restaurant on Broadway in downtown Nashville.
- Hosted 3 virtual zoom meetings per week to keep Vintagers engaged, informed and friendraising for their prospective classes. Because of these efforts the following money was raised for the Classes ending with the year's 0's and 5's from July 1, 2020- June 28, 2021 a Total of \$437,170.00.
- Additionally, for the classes ending with the year's 1's and 6's from July 1, 2020-June 28, 2021 a total of \$459,898.96 to make a grand total of \$897,068.96. The following eight (8) endowments were established:



- Past President Andrew P. Torrence Endowment (\$25,000)
- The Black CPA's Endowment (\$30,000)
- Young, Gifting and Black Endowment (\$80,000)
- The College of Engineering Alumni Mighty 100 restricted scholarship fund(\$100,000)
- The June Kellum unrestricted scholarship fund (to be determined)
- Atlanta Alumni Chapter scholarship fund (still ongoing)
- Midwest Region scholarship fund (still ongoing)
- Hampton Roads/ DC Chapter scholarship fund (still ongoing)



- Established a relationship with Eric Moses, the 1st black President of Nashville Superspeedway (NASCAR).
- Through that relationship this office was able to sponsor and host over 100 TSU Alums, staff, family and friends in an exclusive, unique VIP NASCAR experience.
- Established a relationship with Dionne Lucas, Senior Director of Sales for the National Museum of African American Music.
- Assisted the Athletic Department in creating the YouTube Candid Conversation video of Athletic.
- Director Dr. Mikki Allen on Frequently Asked Questions Alums Want to Know.
- Assisted TSUNAA, University Public Relationships and Strategic Communications, and Athletics Department with their Roar City Meet and Greet with Alums featuring President Glenda Glover, AD Mikki Allen and Head Football Coach Eddie George.
- Assisted the Coordinator of Student Activities and Leadership by obtaining meal sponsors from successful TSU Alum restaurant owners for their 2021 Student Government Retreat .
- Currently planning the following future events outside of homecoming:
  - Welcome to Canton, Ohio Alumni Mixer fundraiser in collaboration with the Cleveland Alumni Chapter and the Foundation Board
  - Welcome to the Southern Heritage Classic Alumni Mixer fundraiser in collaboration with the Memphis Alumni Chapter
  - Welcome President Glover Mixer fundraiser in collaboration with the Foundation Board
  - Freshmen Move-In Day celebrating the Future Alums (Class of 2025) collaboration with TSUNAA
  - Pre-Council Retreat and activities for the upcoming academic year

- Finalizing the UNCF Mentoring annual report in an effort to create a sustainability model in for alumni mentors and student mentees to utilize for years to come

## Office of The General Counsel

- The General Counsel's Office (OGC) continued to deliver effective and efficient -legal services to the University in a time of ongoing disruption to normal university operations and substantial developments and opportunities for the university.
- Over the last year, during the COVID-19 remote operations period, the OGC provided timely and responsive legal services on daily related legal affairs, including contracts, personnel related advice, including a University-wide employee separation and buyout program, strategic advice on university related matters, real estate development, policy development, FERPA, academic affairs, open records act, student conduct, and legislative affairs.
- In addition, the OGC acted as a key advisor, counselor and coordinator on range of non-routine matters affecting the institution, including the ten year SACSCOC accreditation review, COVID-19 related legal issues, remote operations issues, state sunset performance audit matters, Athletic Department organizational and personnel matters, and a significant real estate development project, and tornado damage matters.
- The GC addressed and managed personnel and organizational changes in the OGC, including a key hire in the Associate General Counsel position, during the remote operations period in order to enhance the office's delivery of services to the campus community. The GC also remained active nationally on legal matters and issues affecting higher education.
- Served as secretary to the TSU Board of Trustees.

### **CONTRACTS (DATA, REPORTS AND INTERNAL PROCESSES)**

- The OGC supported and assisted the University in conducting its business with external entities by drafting, reviewing and negotiating over 703 contracts during FY 21.
- Contracts Drafted/Reviewed of Note – The contracts reviewed and drafted or revised by the OGC include an MOU with Meharry to support Levi Watkins scholars program, agreement with Baxter Co. to partially fund the Levi Watkins scholarships, Amazon agreement to create an Endowed Chair, an agreement with the Pro Football Hall of Fame for a Hall of Fame game in Canton Ohio, apparel agreement with Under Armour, employment agreements with track coach, athletic director and new head football coach.



- State Performance/Sunset Audit – The GC Acted as the University’s point person in responding to and coordinating responses to State Audit’s sunset related inquiries, including obtaining and providing records, coordinating interviews, and answering questions. The GC also prepared the institution’s corrective action plan and follow-up action plan for submission to the Comptroller’s office.
- Athletics – Advised the administration on recent Supreme Court rulings involving student athlete compensation, negotiated with Metro Nashville government regarding a rental payment matter involving Nissan Stadium, reorganization issues, personnel matters, and the development of a new foundation.
- Provided advice on other general legal matters including tornado damage, various immigration matters, disability services, and several others.
- LGI Coordinated Activities - Coordinated with GCs at other LGIs including on matters involving COVID-19 issues, Title IX, Student Conduct, State Sunset Audit, NCAA legislation, TBR, THEC, and former TBR universities on matters involving legislation, FOCUS Act cleanup, Education Budget Committee presentations, Sunshine Hearings, Sunset Audit, COVID-19 liability protection.
- Government Relations/Legislative – In coordination with our Government Affairs Officer, commented on legislative matters, including legislation involving guns on campus, updates to open meetings law, NIL law, and COVID-19 related liability protections.
- Advised the President regarding and attended meetings of the General Assembly’s Land Grant Study Committee, advised on priorities, amount of arrears, and land grant fund arrears, strategy in achieving arrears, and working with THEC and Commissioner of Finance on developing projects and matters to be funding with the land grant funds owed to TSU.
- 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.

## Public Relations and Communications

The Division of University Public Relations and Communications strives to tell the TSU story in an authentic and dynamic way by using strategies to highlight students’ academic success and achievements, cultivate faculty engagement in communications efforts, build strong collaboration with college and unit

leaders to support them in their roles, and effectively advance the university's reputation locally, nationally and internationally.

- TSU consistently made local, state, national and international headlines, exposing our brand to new audiences, most importantly new students and corporate partners.
- A robust digital marketing campaign served as the catalyst for a record freshmen class, while several of our press conferences and placed media garnered national and international headlines through our public relations efforts.

## PUBLIC RELATIONS

- Planned and carried out major events resulting in increased media coverage and favorability ratings. In an effort to promote retention and engage current students, the division collaborated with Academic Affairs and Enrollment Management. The unit was responsible for the following major productions:
  - 2020 Spring Virtual Commencement (including all aspects of production and digital platforms) <https://youtu.be/on5nsEPZtNE>
  - 2020 Fall Virtual Commencement (all aspects of production and digital platforms) <https://youtu.be/-PH8iqdqMHM>
  - Comprehensive Major College Fair with the eight academic units and their deans
    - College of Agriculture- <https://youtu.be/t2hDA3iy2ME>
    - College of Business- <https://youtu.be/P2U7hkJ7cM4>
    - College of Education- <https://youtu.be/1C9HYdS1K6E>
    - College of Engineering- <https://youtu.be/WdWkY-Y41Ms>
    - College of Health Sciences- <https://youtu.be/V-1BxsIXJTE>
    - College of Liberal Arts- <https://youtu.be/MuykfCeEAXk>
    - College of Life and Physical Sciences- <https://youtu.be/R5-yoXFUoIE>
    - College of Public Service- <https://youtu.be/pu5E1-IN32c>
- In addition, to the major productions, the division was responsible for writing and producing recruitment videos, major announcement videos and establishing a secondary website for the university, focusing on COVID-19 safety protocols.
  - TSU Strong against COVID-10 - <https://youtu.be/TrX9uImrFCY>
  - Eddie George Announcement - <https://youtu.be/vPp2G8exaW0>

## PRESS CONFERENCES & INTERVIEWS

- TSU Alum, NBA Superstar Robert Covington Donates \$1 Million <https://youtu.be/mdsIWkA61hl>

Media pitch resulting in national coverage and appearances on the following outlets:

### *Television*

- ESPN The Jump
- Jalen & Jacoby
- Houston, TX and Nashville, TN TV Markets



*Print*

- HBCU Digest
- Houston, TX and Nashville, TN Newspaper Markets

- TSU, Meharry announce plan to create pipeline of doctors, dentists.

Media pitch resulting in national coverage and appearances on the following outlets:

*Television*

- Regional, State and Local TV Markets
- Black New Channel Network

*Print*

- AP
- HBCU Digest
- HBCU Buzz



- Coordinated TSU interviews with Turner Productions for 2020 NBA All-Star Weekend featuring President Glenda Glover, AD Mikki Allen, and Men’s Head Basketball Coach Brian ‘Penny’ Collins. The University was the featured HBCU for a segment during the internationally televised sporting event.
- Spearheaded media relations, including coverage and interviews for TSU Hockey Announcement
- TSU Names Eddie George New Head Football Coach (<https://youtu.be/s2RMSsTZN2k>)

Media pitch resulting in national coverage and appearances with the following outlets:

*Television & Radio*

- ESPN First Take
- The Stephen A. Smith Show
- The Paul Finebaum Show

*Print*

- The Undefeated
- HBCU Digest
- Sports Illustrated
- Philadelphia Inquirer



## MARKETING

- Marketing effects included Search Marketing, Site and Search Remarketing, Social Advertising, Targeted Display Ad, Branded Content, Email Marketing, Addressable Geo-fencing
- Target demographics came from selected primary markets (Davidson, Shelby, Hamilton, Rutherford, Knox and Montgomery Counties) and a secondary market (State of TN).

## MEDIA RELATIONS

- University Public Relations and Communication’s Office of Media Relations is the primary source for accurate and current information about Tennessee State University. The office advances TSU’s position as the state’s only land-grant HBCU and a leader in higher education by promoting the University's people, programs, and educational philosophy, and by publicizing its achievements and resources to a wide array of internal and external audiences.

- There were several impact stories during the year that brought national and international exposure.

### **TSU Nursing Grad on Front Line of Pandemic**

- <https://www.wkrn.com/news/north-nashville-native-and-tsu-graduate-returns-home-after-fighting-covid-19-in-new-york-hospitals/> (WKRN, Nashville)
- [https://www.wsmv.com/news/nashville-nurse-returns-home-after-fighting-covid-19-on-front-lines-in-new-york-city/article\\_718a1fbc-cc79-11ea-bf88-9f0a4b9ef69f.html](https://www.wsmv.com/news/nashville-nurse-returns-home-after-fighting-covid-19-on-front-lines-in-new-york-city/article_718a1fbc-cc79-11ea-bf88-9f0a4b9ef69f.html) (WSMV, Nashville)
- <https://fox17.com/news/local/tsu-nursing-grad-gives-harrowing-details-after-fighting-covid-19-in-new-york> (Fox17, Nashville)

### **TSU remembers trailblazing golf coach Dr. Catana Starks**

- <https://www.pga.com/story/golf-community-mourns-the-passing-of-trailblazing-coach-dr-catana-starks> (PGA.com)
- <http://ovcsports.com/news/2020/9/6/former-tsu-mens-golf-coach-dr-catana-starks-passes-away.aspx> (OVC Sports)
- <https://diverseeducation.com/article/189655/> (Diverse Education)

### **TSU receives \$6M to lead research on wood-boring beetle**

- <https://apnews.com/article/tennessee-archive-beetles-730f7aa280626abdf4f5baed5e16538f> (AP)
- <http://www.farmworldonline.com/news/NewsArticle.asp?newsid=25027> (Farm World)
- <https://www.usnews.com/news/best-states/tennessee/articles/2020-10-12/tennessee-state-researchers-others-study-wood-boring-beetle> (US News)

### **TSU, Meharry announce plan to create pipeline of doctors, dentists**

- <https://www.ebony.com/news/the-call-for-future-black-doctors-is-vital/> (Ebony)
- <https://www.usnews.com/news/best-states/tennessee/articles/2020-11-11/historically-black-schools-announce-plan-to-train-doctors> (US News)
- <https://www.tennessean.com/story/news/education/2020/11/10/tsu-meharry-accelerated-program-put-black-doctors-dentists-underserved-areas/6221138002/> (The Tennessean)

### **NBA player Robert Covington Gifts New Practice Facility to Alma Mater**

- <https://www.nba.com/rockets/robert-covington-gifts-new-practice-facility-his-alma-mater> (NBA)
- <https://www.blackenterprise.com/nba-player-robert-covington-funding-new-practice-facility-at-hbcu-tennessee-state-university/> (Black Enterprise)

### **TSU, Apple Partnership Adds HBCU Coding Centers**

- <https://apnews.com/article/race-and-ethnicity-tennessee-8c290965aa1b996418a458f3cb5daaf> (AP)

- <https://www.usnews.com/news/best-states/tennessee/articles/2020-12-15/tennessee-state-apple-partnership-adds-hbcu-coding-centers> (US News)
- <https://www.mbtmag.com/cloud-computing/news/21206948/apple-partners-on-coding-centers-at-historically-black-colleges> (Manufacturing Business Technology)

### **Rev. Al Sharpton to Lecture at TSU**

- <https://www.usnews.com/news/best-states/tennessee/articles/2020-12-07/rev-al-sharpton-to-lecture-at-tennessee-state-university> (US News), (AP)
- <https://diverseeducation.com/article/198394/> (Diverse Education)
- <https://www.washingtontimes.com/news/2020/dec/7/rev-al-sharpton-to-lecture-at-tennessee-state-univ/> (The Washington Times)

### **TSU Works with Propel Center Global Campus**

- <https://www.newsbreak.com/news/2144534740625/tennessee-state-working-with-propel-center-global-campus> (AP)
- <https://www.usnews.com/news/best-states/tennessee/articles/2021-01-14/tennessee-state-working-with-propel-center-global-campus> (US News)

### **TSU Joins IBM-HBCU Quantum Center**

- <https://www.usnews.com/news/best-states/tennessee/articles/2021-02-25/tennessee-state-joins-ibm-center-for-quantum-education> (US News)
- <https://afrotech.com/tsu-joins-ibm-hbcu-quantum-center-nations-first-quantum-education-and-research-initiative-for-hbcus> (AfroTech.com)
- <https://www.usnews.com/news/best-states/tennessee/articles/2021-02-25/tennessee-state-joins-ibm-center-for-quantum-education> (Yahoo News)

### **Master P's Son Commits to TSU**

- <https://www.blackenterprise.com/master-ps-son-heads-to-hbcu-after-turning-down-offers-from-division-i-schools/> (Black Enterprise)
- <https://theundefeated.com/features/master-ps-son-hercy-miller-picks-tennessee-state/> (The Undeclared)
- <https://theundefeated.com/features/master-ps-son-hercy-miller-picks-tennessee-state/> (HBCU Connect)

### **Robert Covington gives \$25K to two TSU students**

- <https://www.nbcsports.com/northwest/trail-blazers/robert-covington-pays-it-forward-gives-back-tennessee-state> (NBC Sports)
- <https://www.tennessean.com/story/sports/columnist/mike-organ/2021/03/08/robert-covington-trailblazers-tennessee-state-all-star-game-scholarships/4614129001/> (The Tennessean)

### **Land Grant Underfunding**

- <https://www.insidehighered.com/news/2021/04/26/tennessee-state-fights-chronic-underfunding> (Inside Higher Ed)
- <https://www.npr.org/2021/05/13/996617532/behind-the-underfunding-of-hbcus> (National Public Radio)
- <https://www.hbcudigest.com/p/tennessee-state-withheld-land-grant-funds> (HBCU Digest)

### **New Football Coach Eddie George**

- <https://apnews.com/article/college-football-nfl-tennessee-titans-ohio-state-buckeyes-football-football-bc2d6c570ffdf7894b4cfe45f283a29b> (AP)
- <https://www.nfl.com/news/eddie-george-tennessee-state-hired-head-coach-former-titans-rb> (NFL)
- <https://www.usatoday.com/story/sports/ncaaf/2021/04/13/tsu-hires-1st-time-coach-eddie-george-hoping-for-revival/115697440/> (USA Today)

### **TSU-Africa Coding Partnership**

- <https://apnews.com/article/tn-state-wire-tennessee-state-university-tennessee-africa-technology-9c9cf293d8ff144f03d1c62e68e817b5> (AP)
- <https://abcnews.go.com/US/wireStory/tennessee-state-university-offers-coding-classes-africa-77919307> (ABC News)
- <https://www.usnews.com/news/us/articles/2021-05-26/tennessee-state-university-offers-coding-classes-in-africa> (US News)

### **TSU Hockey Feasibility Study**

- <https://apnews.com/article/nashville-predators-mens-hockey-nhl-hockey-womens-hockey-125d7c7cc0a95ee76f3951981ae4036c> (AP)
- <https://www.cnn.com/2021/05/22/us/tennessee-state-hbcu-hockey/index.html> (CNN)
- <https://www.nhl.com/news/black-college-tennessee-state-university-exploring-hockey-programs/c-324886506> (NHL)

### **Spring Commencement Husband and Wife Duo Marc Morial and Michelle Miller**

- <http://www.thehbcuadvocate.com/tsu-spring-commencement/> (The HBCU Advocate)
- <https://www.newsbreak.com/news/2202296668582/national-urban-league-president-marc-morial-and-journalist-wife-michelle-miller-to-deliver-tsu-commencement-address> (Tennessee Tribune)
- <https://www.dailyadvent.com/news/4b0b669d01503c393b406e9db3465f51-National-Urban-League-President-Marc-Morial-and-journalist-wife-Michelle-Miller-deliver-TSU-Commencement-addresses> (Dally Advent)

### **Academic eSports Center**

- <https://apnews.com/article/tn-state-wire-tennessee-lifestyle-esports-science-695e40e9bcad467ba1243ca70592ffa7> (Associated Press)



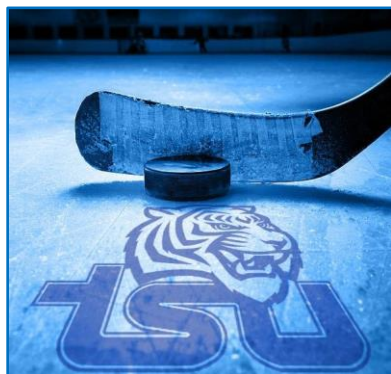
- <https://apnews.com/article/tn-state-wire-tennessee-lifestyle-esports-science-695e40e9bcad467ba1243ca70592ffa7> (Miami Herald)
- <https://www.newsbreak.com/videos/2289377311283/tsu-adding-academic-esports-center-this-fall> [(News Break, Channel 2 (ABC))]



## Athletics

TSU Athletics had several noteworthy accomplishments to report for the 2020-2021 academic year.

- Despite the national COVID-19 pandemic, TSU's (15) NCAA sponsored programs successfully completed their OVC seasons.
- Heisman Trophy Winner and Titans great Eddie George was named the 22<sup>nd</sup> Head Football Coach for Tennessee State University.
- Former SEC coach, Ty Evans was named the Head Coach of the TSU Lady Tigers Basketball program.
- TSU Athletics received \$2.5 million in private donor commitments for athletic facility enhancements- - which included a seven-figure gift from TSU alum, Robert Covington to build a new basketball practice facility, and six-figure gifts from former Board of Trustee member Bill Freeman and Paul Wieck-CEO of Western Express Inc.
- The Department of Athletics launched a rebranding initiative which included new logos, trademarks and a revamped website.



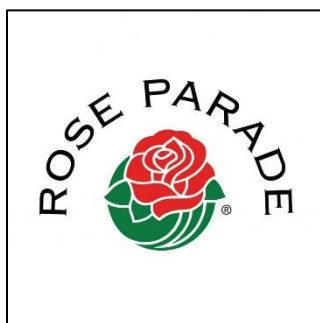
- The Tennessee State Athletic Fund was launched as the official fundraising arm dedicated to generating philanthropic support for competition and academic resources.
- The Gentry Center Basketball Court and Football Administrative Floor in Hankal Hall were renovated.
- Big Blue Sports Network was launched to coordinate and manage radio and television programming for alumni and fans.
- A collaborative partnership was established between the National Hockey League (NHL), the Nashville Predators and College Inc. to explore the feasibility of Tennessee State University becoming the first ever HBCU to offer a Division I Men's and Women's Hockey program.



- The “Roar City Tour” was established in collaboration with the TSUNAA, as the first alumni and fan engagement season-kickoff tour for Tennessee State Athletics
- Tennessee State Athletics received national recognition across various media outlets such as: ESPN, Fox Sports, NBC Sports, TNT (NBA-ALL Star Weekend), SEC Network, ESPN First-Take, NFL Network, The Stephen A. Smith Show, Entertainment Tonight (ET), USA Today, New York Times, Washington Post, Philadelphia Inquirer, HBCU Gameday and The Undeclared

## Aristocrat of Bands

- The Tennessee State University Aristocrat of Bands was one of only 7 College Bands in the Nation to be selected to perform for President Joe Biden's Inaugural Celebration "We Are One" in lieu of the traditional parade due to COVID-19. This is the fourth time that the Tennessee State University Aristocrat of Bands has been selected to perform for a Presidential Inaugural. In 1961 for President John F. Kennedy we were the first HBCU to ever be bestowed this honor, in 1993 for President Bill Clinton, in 1997 for President Bill Clinton and 2021 for President Joe Biden.



- Our 2021 acceptance to perform for the Rose Bowl Parade on New Year's Day was extended to this coming January 1, 2022. Only four college bands are selected annually to perform. Two bands are selected via audition video and performance portfolio and the other two bands are determined upon their team's selection to play in the Rose Bowl Game. Tennessee State University was accepted based on our audition.
- The Morgan Chase-Essence Magazine HBCU 2020 Virtual Graduation in which President Obama was the Commencement Speaker. The following day, all Sunday National News Television Shows featured the Tennessee State University Aristocrat of Bands performance segment as a part of reporting the news of this significant event.
- The Tennessee State University Aristocrat of Bands performed two Virtual Socially Conscience Shows view by over 25,000 people on the AOB Social Media Pages.
- YouTube HBCU Homecoming Rally Event hosted by Tiffany Haddish, Special Guest Kamala Harris (eventually elected Vice President of the USA).
- "The Drumline Network" a very popular YouTube Channel invited the AOB Drumline to be the featured exhibition performance for this International Drumline Competition which was virtually live streamed.
- TSU Virtual Homecoming Pep-Rally
- TSU "Tiger" unveiling

- 99 AOB students made the Dean's List fall 2020 of our 217 students
- 95 AOB students made the Dean's List spring 2021 of our 217 students
- Performance for the Grand Opening/Relocation of Tennessee's Constitution to the new State of Tennessee Archives and Library.
- Special performance for Nationally Acclaimed Recording Artist Money Bagg Yo with Ms. TSU - Mariah Rhodes (2020-21) lead by Dr. Carjamen Scott of University Admissions Office.
- The Tennessee State University Aristocrat of Bands featured College Band for the Birmingham Public City High Schools Marching Band Enrichment Camp.
- The AOB performed for all 4 home football games and the majority of the home basketball games this past winter and spring amidst Covid challenges.
- Chegg Company Live Performance (live streamed from the TSU In-Door Practice Field to company headquarters in California).
- Mr. Demarcus Felton a May 2021 Alumni of Tennessee State University and the Aristocrat of Bands has been appointed the New Band Director at Nashville's Pearl-Cohn High School.

