



Middle Tennessee State University Board of Trustees

Executive and Governance Committee

Tuesday, November 9, 2021

MEC Meeting Room – 2nd Floor
Miller Education Center
503 East Bell Street
Murfreesboro, Tennessee 37130



**Middle Tennessee State University
Board of Trustees**

Executive and Governance Committee

November 9, 2021

AGENDA

Call to Order and Opening Remarks

Roll Call

Approval of Minutes (Action)Tab 1

President's Compensation (Action)Tab 2

Discussion of 2021 Self-Evaluation Results, Action for Improvement (Information).....Tab 3

Closing Remarks

Adjournment



**Middle Tennessee State University
Board of Trustees**

Executive and Governance Committee

Action Item

DATE: November 9, 2021

SUBJECT: **Approval of Minutes**

PRESENTER: Stephen B. Smith
Chairman, Board of Trustees

BACKGROUND INFORMATION:

The Executive and Governance Committee met on August 24, 2021. Minutes from that meeting are provided for review and approval.

**MIDDLE TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES**

**EXECUTIVE AND GOVERNANCE COMMITTEE
MINUTES**

The Executive and Governance Committee met on Tuesday, August 24, 2021.

Call to Order and Opening Remarks

Committee Chair Steve Smith welcomed those participating and called the meeting to order at 10:48 a.m.

Roll Call

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

The following Committee members were in attendance: Pete DeLay, Darrell Freeman, and Steve Smith. A quorum was declared. Also present were Trustees J.B. Baker, Tom Boyd, Joey Jacobs, Mary Martin, Pam Wright, and Delanie McDonald. Dr. Sidney A. McPhee, President; Alan Thomas, Vice President for Business and Finance; Mark Byrnes, University Provost; Joe Bales, Vice President for University Advancement; Andrew Oppmann, Vice President for Marketing and Communications; Bruce Petryshak, Vice President for Information Technology and Chief Information Officer; Deb Sells, Vice President for Student Affairs and Vice Provost for Enrollment and Academic Success; Brenda Burkhart, Chief Audit Executive; James Floyd, University Counsel and Board Secretary; and, Kim Edgar, Assistant to the President and Chief of Staff were also present.

Approval of Minutes

The first agenda item was approval of the minutes of the May 25, 2021, meeting of the Executive and Governance Committee. A motion to approve the minutes was made by Trustee Delay and seconded by Trustee Freeman. A voice vote was taken and the motion to

approve the minutes of the May 25, 2021 meeting of the Executive and Governance Committee passed unanimously.

Proposed Board Policy Revision: Requests to Address Board of Trustees - Action

Board Secretary Floyd advised the Committee that the Board Trustees previously adopted the Requests to Address Board of Trustees policy at its June 8, 2021, meeting. As part of the meeting discussion, the Board decided to revise the timeframe for submission of a request to appear and any proposed written materials from seven (7) days to fourteen (14) days in advance of the meeting. This change is designed to allow sufficient time after receipt of the request to have the item included on the meeting agenda prior to publication.

There was a combined discussion (as reflected below) of the policy and bylaw revisions. Afterwards, a motion was made by Trustee Delay, seconded by Chairman Smith, to approve the proposed Board Policy revision. A roll-call vote was taken, and the motion was approved with two votes in favor and one vote against.

Proposed Board Bylaws Revision - Action

In conjunction with policy revision, Board Secretary Floyd presented the following Board of Trustees Bylaw amendments:

1. Article 6 Officers of the Board is amended to reflect position title change from Director of Audit and Consulting Services to Chief Audit Executive.
2. Article 8 Meetings of the Board is amended to align the timing for requests to address the Board of Trustees with the publication of the Board meeting agenda. This will allow sufficient time after receipt of a request to have the item included in the meeting agenda prior to publication by requiring requests to be submitted fourteen (14) days, instead of the current seven (7), in advance of the meeting, along with any proposed written materials.

Trustee Freeman reported that other universities have less restrictive deadlines and also don't provide for monitoring of requests by the chair and president. Trustee Freeman

stated he is not in support of the fourteen (14) day provision or the chair's oversight of who can be placed on an agenda in order to present a comment. Trustee Karbowski voiced that we presume that the chair is acting in good faith and that a lack of review could lead to abuse by jamming up the agenda if there is no way to screen requests for legitimacy. She stated that there are different governance models at different universities, and it is not open season on putting items on an agenda. Trustee Freeman said since we are a public university, taxpayers have a right to speak. He stated he is going to err on the side of the students coming to speak before us. Trustee Jaime voiced that she feels fourteen (14) days is an unreasonable barrier. Trustee Boyd added that since trustees often travel, they might not have time in seven (7) days to review and supports the fourteen (14) day notice requirement.

A motion was made by Trustee Delay, seconded by Chairman Smith, to approve the proposed Board Bylaws revision. A roll-call vote was taken, and the motion was approved with two votes in favor and one vote against.

Review and Approval of 2021 Self-Evaluation Instrument - Action

The Middle Tennessee State University accreditation body, Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), requires a governing board to define and regularly evaluate its responsibilities and expectations. Standard 4.2.g. As evidence of compliance with that standard, SACSCOC recommends a regular board self-evaluation. The Executive and Governance Committee is responsible for overseeing the performance of the Board of Trustees and, as such, is charged with preparation of the Board's self-evaluation procedures and instrument. Board Secretary Floyd presented the survey tool for the Committee's approval.

A motion was made by Trustee Delay, seconded by Trustee Freeman, to approve the 2021 self-evaluation instrument. A voice vote was taken and the motion was unanimously approved.

Authorization to Conduct Board Self-Evaluation Prior to Nov. 2021 Board of Trustees

Meeting and Adoption of Recurring Schedule - Action

Board Secretary Floyd expressed that the Executive and Governance Committee is charged with implementation of a regular cycle for Board self-evaluation. The Committee will direct the Board Secretary to administer the self-evaluation survey over a specified period, compile responses received, and report results to the Board Chair. The Committee is required to adopt a regular schedule this process to occur on at a least a biennial basis. This action will establish a documented cycle of evaluation and continuous improvement for the Board of Trustees.

On a biennial basis, the proposed schedule calls for the Executive and Governance Committee to authorize the evaluation administration at its third quarterly meeting in the calendar year. Thereafter, the Board of Trustees then reviews the Committee report on the forthcoming administration of the self-evaluation instrument. At the Committee's fourth quarterly meeting, the Chair presents the self-evaluation results, and the Committee considers any action steps for improvement based on those results.

A motion was made by Trustee Delay to approve the authorization to conduct the Board self-evaluation prior to the November 2021 Committee meeting and adoption of a recurring schedule. The motion was seconded by Chairman Smith. A voice vote was taken and the motion was unanimously approved.

Presentation of 2019 Self-Evaluation Results, Action for Improvement - Information

The revised Board of Trustees' Policy on Committees requires the Executive and Governance Committee to review and discuss the results of previous self-evaluations, including Board strengths, needs, and actions taken for improvement. This discussion permits the Committee to reflect on evaluation findings and assess the results of any actions taken in response to previous evaluations, and it will inform of the Committee's review and approval of a 2021 self-evaluation instrument. The 2019 Board of Trustees survey results were presented for the Committee's information.

The meeting adjourned at 11:05 a.m.

Respectfully submitted,

Executive and Governance Committee

DRAFT



**Middle Tennessee State University
Board of Trustees**

Executive and Governance Committee

Action Item

DATE: November 9, 2021

SUBJECT: **President's Compensation**

PRESENTER: Joey Jacobs
Finance and Personnel Committee Chair

BACKGROUND INFORMATION:

The Board of Trustees is responsible for assessing the performance of the university's chief executive, the president. The Board sets the terms and conditions of the president's appointment to include compensation.

Pursuant to the Board of Trustees Policy Selection, Evaluation, and Retention of the President, the Executive and Governance Committee is responsible for coordinating the process of evaluating the president. One purpose of the evaluation is to inform Board decisions on compensation and other terms of employment for the president.

An evaluation of the president has been performed and was reported on at the May 2021 Executive and Governance Committee. The Committee will now consider a recommendation to the Board presented by Finance Chair Jacobs concerning the president's compensation.



**Middle Tennessee State University
Board of Trustees**

Executive and Governance Committee

Informational Item

DATE: November 9, 2021

SUBJECT: **Discussion of 2021 Self-Evaluation Results,
Action for Improvement**

PRESENTER: James Floyd, Board Secretary

BACKGROUND INFORMATION:

The MTSU accreditation body, SACSCOC, requires a governing board to define and regularly evaluate its responsibilities and expectations. Standard 4.2.g. As evidence of compliance with that standard, SACSCOC recommends a regular board self-evaluation. The trustees received access to an online, anonymous evaluation survey in October. The survey results are presented for discussion and consideration of any potential action steps for improvement.