

MINUTES
TENNESSEE BOARD OF REGENTS
SPECIAL CALLED SESSION

November 13, 2018

The Board met in a special called session on Tuesday, November 13, 2018 at 10:00 a.m. CST. The purpose of the special called meeting was to receive and act on recommendations for presidents at Northeast State Community College and the Tennessee College of Applied Technology at Knoxville; review and consider minutes from the November 9, 2018 special called meeting of the Personnel and Compensation Committee; and review and consider criteria for the president at the Tennessee College of Applied Technology at Pulaski.

Vice Chair Emily Reynolds called the meeting to order and asked Board Secretary Sonja Mason to call the roll. A telephonic conference bridge was arranged for members who could not attend in person. Members participating via the conference bridge are indicated below. The following members participated in the meeting:

Dr. MaryLou Apple (via conference call)
Mr. Miles Burdine (via conference call)
Mr. Gregory Duckett
Mr. Tom Griscom
Mr. Joey Hatch
Mr. Robert Pepper (via conference call)
Dr. Barbara Prescott
Ms. Emily Reynolds
Ms. Leigh Shockey (via conference call)
Mr. Bill Summons
Commissioner Jai Templeton (via conference call)
Ms. Danni Varlan

A quorum was present. Members not available to participate were Governor Bill Haslam, Commissioner Candice McQueen, Regent Yolanda Greene, Regent Mike Krause, Regent Carlos Gonzalez Roman and Regent Tom White.

Vice Chair Reynolds first called on Chancellor Flora Tydings for the recommendation for the president at Northeast State Community College. Chancellor Tydings thanked those who served on the search committee. The committee was chaired by Regent Tom Griscom, and included Vice Chair Reynolds, Regent Miles Burdine, Regent Danni Varlan, representatives of Northeast State faculty, students, staff, administration and business and community leaders. She expressed her gratitude to Greenwood Asher and Associates for their support throughout the search.

Chancellor Tydings then recommended Dr. Bethany H. Flora as the next president of Northeast State Community College. Dr. Flora is associate director of the Center for Community College

Leadership at East Tennessee State University, where she also serves as an associate professor of postsecondary leadership in ETSU's Clemmer College of Education. She earned her Ph.D. in Higher Education Administration at Virginia Tech, her master's in Organizational Management at Tusculum University and her bachelor's degree in Business and Public Administration at the University of Virginia's College at Wise. If approved, Dr. Flora would begin on January 2 with standard presidential allowances and State of Tennessee employee benefits.

Next, Vice Chair Reynolds called on Regent Griscom for comments about the search. He complimented the campus and community for their dedication and hard work throughout the search process. Dr. Flora was one of two finalists chosen by the search advisory committee from over 60+ applicants across the country. The search committee held its first meeting on August 16, 2018. On August 29th the committee met to consider and select candidates for round one interviews. A total of ten (10) candidates were chosen to interview, with one candidate dropping out of the search. Interviews by the search committee were conducted on September 12 and 13 in Kingsport, Tennessee. The committee selected two (2) finalists after the reference check meeting held on October 9. Campus interviews were held on October 17 and 18, with open forums conducted with each candidate. Regents Burdine and Varlan expressed their appreciation for the process and dedication of those who served on the committee.

Regent Griscom moved to accept the recommendation to appoint Dr. Bethany Hope Flora as the next president of Northeast State Community College and Regent Burdine seconded the motion. A roll call vote was taken and the motion passed. Vice Chair Reynolds congratulated Dr. Flora, who was on the call, and asked her for comment. Dr. Flora expressed her deep appreciation for this wonderful opportunity and the confidence the Board has placed in her as the next president of Northeast State.

Next, Vice Chair Reynolds call on Chancellor Tydings for the recommendation for the president at the Tennessee College of Applied Technology at Knoxville. Chancellor Tydings thanked Regent Danni Varlan, who served as chair of the search committee, along with Regent Joey Hatch, Regent Tom Griscom, President Chris Whaley, President Anthony Wise, faculty, staff and student representatives of TCAT Knoxville, as well as community and industry leaders. Chancellor Tydings thanked Dr. Lynn Goodman and Carol Tomlinson, who managed the search process.

Chancellor Tydings then recommended Ms. Kelli Chaney as the next president of Tennessee College of Applied Technology at Knoxville. Ms. Chaney is the current Dean of Career Education and Workforce Development at Big Sandy Technical and Community College in Prestonburg, Kentucky. She holds a Master of Arts in Community College Leadership and a Bachelor of Business Administration from Morehead State University. She anticipates earning her doctorate in Educational Leadership and Policy this fall.

Vice Chair Reynolds called on Regent Varlan for additional comments about the search. Ms. Chaney was one of two (2) finalists chosen by the search advisory committee from over 36 applicants. The search committee held its first meeting on September 5, 2018 with an orientation and review of the process. On September 19, the committee met to consider and select

candidates to interview. The pool of candidates was narrowed to six (6) applicants selected for an interview on October 3. A reference feedback meeting was held on October 24 bringing forth two finalists for campus interviews held on November 7 - November 9 with candidate forums conducted with each candidate. Regent Hatch and Griscom complimented the search committee on a successful search process bringing forth excellent candidates.

Regent Varlan moved to accept the recommendation to appoint Ms. Kelli Chaney as the next president at Tennessee College of Applied Technology at Knoxville. Regent Griscom seconded the motion. The motion passed on a roll call vote. Vice Chair Reynolds congratulated Ms. Chaney, who was on the call, and asked her for comment. Ms. Chaney thanked the Board for its confidence in her and expressed her appreciation to serve as the next president.

Review and approval of the minutes from the November 9, 2018 special called meeting of the Personnel and Compensation Committee was next on the agenda for the Board's consideration. Vice Chair Reynolds called on Regent Hatch for the report. The Personnel and Compensation Committee considered and approved the following:

- a recommendation from Chancellor Tydings to appoint President Jeff Sisk with a related change in salary to compensate for his expanded responsibilities in overseeing both TCAT Jackson and TCAT Whiteville;
- a recommendation to the Board for an equity adjustment for President Youlanda Jones, who serves as president of TCATs Covington, Ripley and Newbern, based on a review of salaries of other presidents with multiple colleges of similar size;
- a recommendation to the Board for approval of a \$500 a month housing allowance for TCAT presidents;
- a recommendation to the Board for approval for requests for one-time payment proposals for TCAT staff; and
- the Committee was informed that with the recent retirement announcement of President Tony Creecy at TCAT Pulaski effective January 2, 2019, Dr. Lynn Goodman will serve as Interim President until a search is conducted to find a permanent president

Regent Hatch moved for adoption of the minutes as presented. Regent Griscom seconded the motion and the motion carried with a roll call vote. A copy of the November 9, 2018 minutes of the Personnel and Compensation Committee are attached to the official copy of the Minutes as Appendix A.

The last item on the agenda was the review and consideration of criteria for the president of Tennessee College of Applied Technology at Pulaski. Vice Chair Reynolds called on Chancellor Tydings to present the criteria. The Board was asked to approve the criteria, so the System office could begin advertising the position. Regent Hatch moved to approve the criteria as

presented. Regent Prescott seconded the motion. The motion passed by roll call vote. A copy of the criteria is attached to the official copy of the Minutes as Appendix B.

In closing, Vice Chair Reynolds thanked everyone for their participation in the meeting. There was no further business to come before the Board, and the meeting was adjourned.


Respectfully submitted,



Sonja F. Mason, Board Secretary



Flora W. Tydings, Chancellor



Emily J. Reynolds, Vice Chair