

Tennessee Board of Regents
Committee on Personnel and Compensation
December 7, 2021

AGENDA

1. FACULTY EMERITUS

Northeast State Community College requests approval to grant faculty emeritus status to one faculty member.

2. INSTITUTION COMPENSATION PROPOSALS

Consider for approval Institution Compensation Proposals for five community colleges for FY 2021 – 22.

BOARD TRANSMITTAL

MEETING: Committee on Personnel and Compensation

SUBJECT: Review and Approve Faculty Emeritus Candidate

DATE: December 7, 2021

PRESENTER: Vice Chancellor Jothany Blackwood

PRESENTATION
REQUIREMENTS: 5 minutes with discussion

ACTION REQUIRED: Roll Call Vote

STAFF
RECOMMENDATION: Recommend Approval

The following faculty emeritus candidate is being recommended to the Board for consideration and approval:

Charles Osborne Professor Northeast State Community College 2004-2020

Nomination narrative by President Bullock:

I am writing to nominate Dr. Charles "Ed" Osborne for Faculty Emeritus status. Dr. Osborne was recognized as an undergraduate as the outstanding student in Chemistry. He was later inducted into the Phi Lambda Upsilon honorary chemistry fraternity while at Northwestern University where he completed his Ph.D. in Organic Chemistry. After completing forty-four years of service at Eastman Chemical Company, he retired but found that he missed chemistry. He began tutoring at Northeast State Community College then became an adjunct faculty member before taking a full-time faculty position in 2004.

Dr. Osborne was instrumental in coordinating the chemistry labs. He worked to update equipment and chemicals to ensure that students were being taught using the latest techniques. This included new lab procedures for both general chemistry and organic chemistry. He worked to get NMR spectrometers for the chemistry labs as students needed to know how to use spectrometry in their future courses. He painstakingly typed up his notes to provide a supplement to the textbook which consisted of 150 pages of notes per course. He used technology to record his lectures for students to review. His student evaluations were always complementary of his teaching style and his ability to "make chemistry fun."

He was recognized as the Distinguished Faculty Member in 2012. He offered extended office hours for chemistry tutoring. It was not unusual to see multiple students in his office as he used a dry erase board on the wall of his office to explain chemical problems. His door was always open to assist his students.

Dr. Osborne held regular meetings as the course coordinator with both full-time and adjunct chemistry faculty members to ensure better communication and build relationships. The meetings were used to review teaching methods, lab safety concerns and ways to improve in each area. He developed the curriculum for an Introduction to Chemistry course for high school dual credit which provided the teachers with the information to prepare the students to take the end-of-course examination. Dr. Osborne was one of the key players in developing the Chemical Process Operations certificate program. His connections with Eastman Chemical Company played a large part in the development of the program. He also represented Northeast State Community College at various professional organizations including the American Chemical Society and at East Tennessee State University meeting with faculty with the Bill Gatton College of Pharmacy. Dr. Osborne maintained his membership in the American Chemical Society and was a regular contributor to the society in this region.

Dr. Osborne fulfilled his committee roles as a faculty member. He served as the Chairman of the Curriculum Subcommittee. He made sure that the meetings ran smoothly by making sure that committee members had reviewed all documents before the meeting. His knowledge of the field of chemistry went beyond the classroom. Dr. Osborne worked with Larry Hatfield to make the chemistry labs safer by the removal of old and sometimes dangerous chemicals.

It gives me great pleasure to nominate Dr. Osborne for Faculty Emeritus status. His influence in the Science Division is still evident. His love for teaching and his concern for student learning are an enduring testament to him.



October 7, 2021

I am writing to nominate Dr. Charles "Ed" Osborne for Faculty Emeritus status. Dr. Osborne was recognized as an undergraduate as the outstanding student in Chemistry. He was later inducted into the Phi Lambda Upsilon honorary chemistry fraternity while at Northwestern University where he completed his PhD in Organic Chemistry. After completing forty-four years of service at Eastman Chemical Company, he retired but found that he missed chemistry. He began tutoring at Northeast State Community College then became an adjunct faculty member before taking a full-time faculty position in 2004.

Dr. Osborne was instrumental in coordinating the chemistry labs. He worked to update equipment and chemicals to ensure that students were being taught using the latest techniques. This included new lab procedures for both general chemistry and organic chemistry. He worked to get NMR spectrometers for the chemistry labs as students needed to know how to use spectrometry in their future courses. He painstakingly typed up his notes to provide a supplement to the textbook which consisted of 150 pages of notes per course. He used technology to record his lectures for students to review. His student evaluations were always complementary of his teaching style and his ability to "make chemistry fun". He was nominated for and was recognized as the Distinguished Faculty Member in 2012. He offered extended office hours for chemistry tutoring. It was not unusual to see multiple students in his office as he used a dry erase board on the wall of his office to explain chemical problems. His door was always open to assist his students.

Dr. Osborne held regular meetings as the course coordinator with both full-time and adjunct chemistry faculty members to ensure better communication and build relationships. The meetings were used to review teaching methods, lab safety concerns and ways to improve in each area. He developed the curriculum for an Introduction to Chemistry course for high school dual credit which provided the teachers with the information to prepare the students to take the end-of-course examination. Dr. Osborne was one of the key players in developing the Chemical Process Operations certificate program. His connections with Eastman Chemical Company played a large part in the development of the program. He also represented Northeast State Community College at various professional organizations including the American Chemical Society and at East Tennessee State University meeting with faculty with the Bill Gatton College of Pharmacy. Dr. Osborne maintained his membership in the American Chemical Society and was a regular contributor to the society in this region.

Northeast State Community College
A Tennessee Board of Regents Institution

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www.NortheastState.edu

We're here to get you there

Dr. Osborne fulfilled his committee roles as a faculty member. He served as the Chairman of the Curriculum Subcommittee. He made sure that the meetings ran smoothly by making sure that committee members had reviewed all documents before the meeting. I can remember serving with Ed on the committee. He ran an efficient meeting each time we met. His knowledge of the field of chemistry went beyond the classroom. Dr. Osborne worked with Larry Hatfield to make the chemistry labs safer by the removal of old and sometimes dangerous chemicals.

It gives me great pleasure to nominate Dr. Osborne for Faculty Emeritus status. His influence in the Science Division is still evident. His love for teaching and his concern for student learning are an enduring testament to him.

Respectfully,

Bethany Bullock

The System Office staff has reviewed the supporting documentation and recommends the Chancellor's approval to move this forth for Board consideration.

DocuSigned by:

Jothany Blackwood

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Vice Chancellor for Academic Affairs

2021-11-15 | 2:47 PM CST

DocuSigned by:

Flora Tydings

7E046D30A13B498...

Chancellor

2021-11-15 | 3:05 PM CST

BOARD TRANSMITTAL

MEETING: Committee on Personnel and Compensation

SUBJECT: Institution Compensation Proposals

DATE: December 7, 2021

PRESENTER: Executive Vice Chancellor Danny Gibbs

PRESENTATION REQUIREMENTS: 10 minutes with Discussion

ACTION REQUIRED: Roll Call Vote

STAFF RECOMMENDATION: Recommend Approval

At the June 2021 meeting, the Board authorized a compensation strategy that included the ability for institutions to submit proposals for salary adjustments using uncommitted local funds. For those submitting a proposal, they had the following options from which to choose:

Local or Institutional Funded Compensation Adjustments - Institutions who have the capacity to recommend additional recurring increases using uncommitted local funds could select from the approved options below. The proposed effective dates were included in the institution's proposal for the increases using institutional funds. The following strategies are not mutually exclusive and any combination of the provided strategies could be chosen.

- A. Across the Board (ATB) - Institutions were authorized to provide an additional ATB increase distributed to all unrestricted and restricted regular full-time and part-time employees and participants in the post-retirement service program. A minimum payment may be established by the institution. The amount would be pro-rated for part-time employees.

B. Compensation Plan –

- Institutions were authorized to provide salary adjustments consistent with their Board approved compensation plans; and/or
- Institutions who have funded their compensation plans could adjust the salary ranges to address changes in market salaries, as prescribed in their compensation plan; and/or
- Institutions could address specific equity issues and reclassifications consistent with their compensation plan.

Staff has received and evaluated compensation salary increase proposals from five (5) institutions as outlined in Attachment A.

Staff is recommending the Board's approval of these compensation increases as outlined.

Attachment

Institution Compensation Proposals FY 2021-22

Institution	Amount of Personnel Salaries	Total Comp Plan Pmt	Cost of Benefits	Total Recurring Cost	Comp Plan Percent Implemented After Pmt	Comp Plan Effective Date for Pmt
DSCC	\$ 10,542,844	\$ 92,751	\$ 7,095	\$ 99,846	71.00%	7/1/2021
DSCC*	\$ 10,542,844	\$ 182,475	\$ 13,959	\$ 196,434	100.00%	7/1/2021
MSCC	\$ 23,504,510	\$ 362,481	\$ 100,200	\$ 462,681	100.00%	7/1/2021
NeSCC	\$ 18,528,562	\$ 334,616	\$ 117,116	\$ 451,732	100.00%	7/1/2021
PSCC	\$ 35,427,000	\$ 104,760	\$ 39,810	\$ 144,570	100.00%	1/1/2022
WSCC	\$ 20,402,602	\$ 30,084	\$ 8,353	\$ 38,437	100.00%	7/1/2021
Total Institutions		5				

* DSCC has 2 requests