

**Tennessee Board of Regents**  
*Committee on Personnel and Compensation*  
November 15, 2022

**AGENDA**

**1. FACULTY EMERITUS**

Dyersburg State Community College and Southwest Tennessee Community College request approval to grant faculty emeritus status to one faculty member each.

**2. INSTITUTION COMPENSATION PROPOSALS**

Consider for approval Institution Compensation Proposals for five community colleges for FY 2022 – 23.

BOARD TRANSMITTAL

MEETING: Committee on Personnel and Compensation

SUBJECT: Faculty Emeriti

DATE: November 15, 2022

PRESENTER: Vice Chancellor Jothany Reed

PRESENTATION REQUIREMENTS: 5 minutes

ACTION REQUIRED: Voice Vote

STAFF RECOMMENDATION: Recommend Approval

The following faculty emeritus candidates are being recommended to the Board for consideration and approval:

Candidate	Rank/Discipline	Service Dates	College
Kay Patterson	Professor/English & Reading	1990-2020	Dyersburg State CC
Edward Reid	Professor/Psychology	1976-2022	Southwest TN CC

TBR Faculty Emeritus Policy 5.02.01.10 governs the submission, review, and approval process.

- College Presidents nominate candidates based on ‘Distinguished Institutional Service.’
- Presidents may confer with other staff on campus, but the nomination is at the sole discretion of the President.
- Although there are no specific criteria, selection is historically based on length of service, significant contribution, outstanding academic achievement, and exceptional embodiment of institutional values.
- Non-monetary benefits for faculty emeriti can be afforded at the discretion of the President; examples are office space, library privileges, free admission to arts/athletic events, ID card with honorary title.
- Nominations are reviewed by TBR Vice Chancellor for Academic Affairs and require Chancellor and Board approval due to the prestige of the title and the continuing status of representing the College and the System.

*Presidential nominations are appended.*

Office of the President  
1510 Lake Rd., Dyersburg, TN 38024  
Ph: 731-286-3300 / Fax: 731-286-3269



October 26, 2022

Dear Chancellor Tydings and Members of the Tennessee Board of Regents,

Consistent with TBR Policy 5.02.01.10 Faculty Emeritus, Dyersburg State Community College requests recognition for Dr. Kay Patterson as Professor Emeritus of English and Reading.

This recommendation comes with support of DSCC’s Faculty Assembly, Interim Vice President for the College, and Dean of Arts and Sciences (whose letter of nomination to me is attached).


Dr. Patterson was hired in 1990 and served the institution in a full-time capacity as Professor of English and Reading (full professor as of 1998 and tenure as of 1995), Dean of Arts and Sciences, and Assistant Vice President of Learning until her retirement on September 2, 2013. Following her retirement, she served as Interim Vice President for the College and Special Assistant to the President on various temporary assignments from October 1, 2013, through June 30, 2020.

While this request is out of traditional cycle at initial retirement, it comes with the endorsement of the campus community, including President Emeritus Dr. Karen Bowyer, and we ask for your consideration of this honor.

If you should have any questions, please feel welcomed to contact us.

Most sincerely,

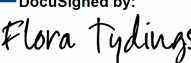
  
Dr. Scott Cook  
President

  
Amy West  
Director of Human Resources

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

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Vice Chancellor for Academic Affairs

2022-10-28 | 10:40 AM CDT

DocuSigned by:  
  
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Chancellor

2022-10-28 | 12:35 PM CDT



**Dyersburg State  
Community College**  
[www.dsc.edu](http://www.dsc.edu)

**Dean of Arts and Sciences**

1510 Lake Road, Dyersburg, TN 38024

Telephone (731) 286-3370

Fax (731) 286-3326

Dr. Scott Cook, President  
Dyersburg State Community College  
1510 Lake Road  
Dyersburg, TN 38024

October 21, 2022

President Cook,

It is with great enthusiasm that I write to you to request that Kay Patterson be awarded the honor of "faculty emeritus" at Dyersburg State Community College.

Dr. Patterson earned a Doctor of Education degree from the University of Memphis in 2003. Her dissertation focused on organizational effectiveness and leadership roles in two-year colleges in Tennessee. Additionally, Dr. Patterson earned a Master of Science with a focus in Reading and a Bachelor of Arts in Music. Furthermore, she completed 18 graduate hours in English. Her education helped to prepare her for the many roles that she would hold at the college from 1990 until her official retirement in 2013 and beyond.

Dr. Patterson worked in the field of education for over 40 years, serving in a variety of roles from kindergarten teacher to Assistant Vice President for Learning. At Dyersburg State specifically, she supported the mission of the institution by teaching developmental studies (now known as learning support) and college-level courses, academic coordinator, off-campus center supervisor, director, academic dean, and professor. Dr. Patterson led the development and implementation of the College's 2007 QEP and has supported the institution's accreditation reaffirmation with the Southern Association of Colleges and Schools, Commission on Colleges (SACSCOC) through multiple cycles.

Dr. Patterson led and/or assisted in the development of many grant proposals to further the reach and scope of the institution; including Title III, Geier, Improving Teacher Quality, Adult Education, United Way, and Literacy Foundation grants, among others. She served on a great number of the College's standing committees and provided professional presentations to aid in the development of both faculty and staff. She was a recipient of several awards and honors related to her work and held professional teaching licenses. Even after her official retirement from DSCC in 2013, she continued to serve the institution at the request of the President on a post-retirement contract by performing a variety of services and support including, but not limited to, leading the Master Advisor Academy and reviewing assessment data for SACSCOC reaffirmation.

I can personally attest to her devotion to DSCC when I reported directly to her in my previous roles with the intuition. She has been a loyal and dedicated member of the DSCC faculty & staff for many years and a personal mentor to me. Given her many accomplishments and service to Dyersburg State Community College, it is without hesitation that I recommend that Dr. Kay Patterson receive the award of "faculty emeritus" at DSCC.

Kind regards,



**-Dr. Jimmy Barham**

*Dean of Arts & Sciences*

*Interim Dean of Career, Technical, & Distance Education*

*Dyersburg State Community College*

*1510 Lake Road*

*Dyersburg, TN 38024*

*731.286.3371*

CC: Ms. Amy Johnson, Interim Vice President for the College

October 13, 2022

RE: Dr. Edward Reid Recommendation for Professor Emeritus

Please accept this letter of recommendation for Dr. Edward Reid to be awarded Professor Emeritus status. Dr. Reid has dedicated 46 years of his expertise to Southwest Tennessee Community College. He retired from Southwest Tennessee Community College in August 2022 as a Full Professor in the Social and Behavioral Sciences Department. During his tenure, he served as President of the Faculty Senate, member of the TBR Faculty Sub-Council, fulfilled Department Chair duties, coordinated and directed institutional self-studies, and served as the Director of the Gill Campus (later changed to Gill Center). Dr. Reid was the recipient of the Farris Award for Outstanding Faculty Member in 1993.

Dr. Reid started his career at Shelby State Community College with the rank of Tenure Track Assistant Professor of Psychology in 1976. During his time with Shelby State and Southwest, he earned his PhD in Psychology from Southern Illinois University in Carbondale and was awarded tenure in 1981. In 1982 he was promoted to Associate Professor and in 1987 to Professor. Dr. Reid was an asset to the College, the community and most importantly his students. His dedication to the College and his students was extraordinary. He brought experiences and expertise into to the classroom and shared them with students. For this and many other reasons I highly recommend Dr. Edward Reid to be awarded Professor Emeritus status.

Thank you for your consideration.



Dr. Cristina Gordon  
Department Chair  
Social and Behavioral Science

**Approvals:**

*Tracy D. Hall*

October 26, 2022

President  
Dr. Tracy D. Hall

Date

DocuSigned by:

*Iliana Ricelli*

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October 31, 2022

Associate Vice President of Human Resources  
Iliana Ricelli

Date

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

DocuSigned by:

*Jonathan Blackwood*

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2022-10-31 | 3:06 PM CDT

Vice Chancellor for Academic Affairs

DocuSigned by:

*Flora W. Tydings*

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2022-10-31 | 4:22 PM CDT

Chancellor

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BOARD TRANSMITTAL

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MEETING: Committee on Personnel and Compensation

SUBJECT: Institution Compensation Proposals

DATE: November 15, 2022

PRESENTER: Alisha Fox, Vice Chancellor for Business & Finance

PRESENTATION REQUIREMENTS: 10 Minutes

ACTION REQUIRED: Roll Call Vote

STAFF RECOMMENDATION: Recommend Approval

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At the June 2022 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.



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 A**  
**Institution Compensation Proposals FY 2022-23**

Institution	Payroll Amount	Total Proposed Salary Increases			ATB		Effective Dates	
		ATB	Comp Plan	Cost of Benefits	Percent	Min Pmt	ATB	Comp Plan
ChSCC	\$ 32,267,468	\$ 277,121	\$ -	\$ 181,746	1.00%	\$0	7/1/2022	N/A
CoSCC	\$ 18,930,900	\$ -	\$ 531,590	\$ 212,640	0.00%	\$0	N/A	1/1/2023
PSCC	\$ 36,372,000	\$ -	\$ 41,730	\$ 11,267	0.00%	\$0	N/A	1/1/2023
RSCC	\$ 17,011,357	\$ -	\$ 223,179	\$ 118,012	0.00%	\$0	N/A	7/1/2022
VSCC	\$ 22,693,862	\$ 226,981	\$ -	\$ 102,141	1.00%	\$0	1/1/2023	N/A
Count		2	3					