

**TENNESSEE BOARD OF REGENTS**  
**Special Called Meeting of the Board**  
**November 12, 2024 at 8:30 a.m. (CDT)**  
**Agenda**

1. Review and Consider Institution Compensation Proposals (*Fox*)
2. Review and Consider Faculty Emeriti (*Reed*)

- *This meeting will include members of the Tennessee Board of Regents who are participating by electronic means of communication and will be live-streamed and archived on the TBR website at <https://www.tbr.edu/board/november-2024-special-called-board-meeting-committee-chairs-and-audit-committee-meetings>.*
- *Persons who want to request to address the Board may follow the process authorized by [TBR Policy 1.02.12.00 – Requests to Address the Board](#).*

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**BOARD TRANSMITTAL**

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MEETING:	Special Called Meeting of the Board
SUBJECT:	Institution Compensation Proposals
DATE:	November 12, 2024
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 2024 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.

Ten (10) of the colleges have submitted a compensation plan and/or across the board increase request, as shown below.

Institution Compensation Proposals FY 2024-25				
Total Proposed Salary Increases				Effective Dates
Institution	Payroll Amount	Comp Plan	Cost of Benefits	Comp Plan
ChSCC	\$ 33,550,484	\$ 955,543	\$ 286,663	1/1/2025
CLSCC	\$ 13,820,338	\$ 400,000	\$ 86,819	1/1/2025
JSCC	\$ 11,206,165	\$ 351,705	\$ 77,375	12/20/2024
NSCC	\$ 24,087,500	\$ 93,851	\$ 20,647	1/1/2025
NeSCC	\$ 23,294,888	\$ 108,387	\$ 16,258	7/1/24 & 1/1/25
PSCC	\$ 35,394,600	\$ 25,360	\$ 5,579	1/1/2025
RSCC	\$ 31,209,181	\$ 352,757	\$ 84,662	7/1/2024
VSCC	\$ 26,673,412	\$ 518,640	\$ 233,388	1/1/2025
WSCC	\$ 23,875,188	\$ 137,966	\$ 30,352	7/1/2024
TCAT Chatt	\$ 4,034,325	\$ 16,301	\$ 4,891	1/1/2025
Count				10

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**BOARD TRANSMITTAL**

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MEETING: Special Called Meeting of the Board

SUBJECT: Faculty Emeriti

DATE: November 12, 2024

PRESENTER: Vice Chancellor Jothany Reed

PRESENTATION  
REQUIREMENTS: 5 Minutes

ACTION REQUIRED: Roll Call Vote

STAFF  
RECOMMENDATION: Recommend Approval

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The following faculty emeritus candidates are recommended for consideration and approval:

<b>Candidate</b>	<b>Rank/Discipline</b>	<b>Service Dates</b>	<b>College</b>
Brenda Ammons	Assoc Professor of Mathematics	1979-2020	Pellissippi State
Donn King	Assoc Professor of Comm Studies	1992-2024	Pellissippi State
Brenda Fincher	Assoc Professor of Info Systems	2000-2020	Dyersburg State
Gary Michael Stevens	Assoc Professor of Elec Eng Tech	1985-2024	Southwest TN

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.

## PELLISSIPPI STATE COMMUNITY COLLEGE

## OFFICE OF THE PRESIDENT

## MEMORANDUM

TO: Dr. Flora W. Tydings, Chancellor of the Tennessee Board of Regents  
FROM: L. Anthony Wise, Jr., President;  
Elizabeth Ross, Executive Director of Human Resources  
SUBJECT: Candidate for Faculty Emeritus  
DATE: October 15, 2024

**Brenda Ammons 1979 - 2020 Associate Professor of Mathematics**


On the positive recommendation of the Pellissippi State's Faculty Emeritus committee and of the Vice President of Academic Affairs, I request that Ms. Brenda Ammons' name be brought to the Tennessee Board of Regents (TBR) for approval of faculty emeritus status at the December 2024 Quarterly Meeting.


The Faculty Emeritus Evaluation Committee has reviewed Ms. Ammons' application for this honorable status, and noted several outstanding contributions that she has made to Pellissippi State for nearly four decades. Examples of Ms. Ammons' outstanding contributions are:

- Extensive course development for both college level and remedial mathematics, including pioneering development of web and video course development for MATH 1630 and MATH 1830. Ms. Ammons also developed presentations teaching students to use the graphing calculator functions.
- Mentoring other faculty members and being a faculty leader at the Blount County campus.
- Serving as a student success coach for Blount County.
- Extensive committee work, including Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) related and Quality Enhancement Plan (QEP) Design committees, math department curriculum committees, and several Faculty Council committees.
- Ms. Ammons retired from the Mathematics Department this summer after 38 years of service to Pellissippi State as a faculty member.

The Faculty Emeritus Evaluation Committee notes that Ms. Ammons meets all of the criteria and has unanimously recommended her for Faculty Emeritus. Based on the Committee's recommendation and Ms. Ammon's outstanding contributions to Pellissippi State, it is with pleasure that I seek pproval of the recommendation of Brenda Ammons for Faculty Emeritus.

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

Signed by:  
  
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Vice Chancellor for Academic Affairs

DocuSigned by:  
  
7E046D30A13B408...  
Chancellor

2024-10-16 | 3:25 PM CDT

WWW.PSTCC.EDU  
PHONE: 865.694.6616



PELLISSIPPI STATE  
COMMUNITY COLLEGE

2024-10-16 | 4:18 PM CDT

10915 HARDIN VALLEY ROAD  
P.O. BOX 22990  
KNOXVILLE, TN 37933-0990



## PELLISSIPPI STATE COMMUNITY COLLEGE

## OFFICE OF THE PRESIDENT

## MEMORANDUM

TO: Dr. Flora W. Tydings, Chancellor of the Tennessee Board of Regents  
FROM: L. Anthony Wise, Jr., President;  
Elizabeth Ross, Executive Director of Human Resources  
SUBJECT: Candidate for Faculty Emeritus  
DATE: October 15, 2024

**Donn King 1992 - 2024 Associate Professor of Communications Studies**

On the positive recommendation of the Pellissippi State's Faculty Emeritus committee and of the Vice President of Academic Affairs, I request that Mr. Donn King's name be brought to the Tennessee Board of Regents (TBR) for approval of faculty emeritus status at the December 2024 Quarterly Meeting.

The Faculty Emeritus Evaluation Committee has reviewed Mr. King's application for this honorable status, and noted several outstanding contributions that he has made to Pellissippi State for over three decades.

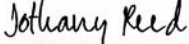
Mr. King's distinguished career at the college includes:

- service on committees, New Student Orientation (including training student leaders), founding PSCC Toastmasters, and multiple presentations at conferences and the College's annual in-service.
- Participating in graduation ceremonies, including being a graduation speaker.
- Pioneering online education and mobile and emerging technology at Pellissippi State, including serving as Pellissippi liaison to TBR for mobile and emerging technology.

Mr. King has stood throughout his career at Pellissippi State as a role model for other faculty and has been an outstanding representative of the College to the community. He has earned the respect of the faculty, staff, and students at Pellissippi State, and clearly demonstrated commitment to the college and its students.

Mr. King retired from the Liberal Arts Department this summer after 32 years of distinguished service at Pellissippi State. The Faculty Emeritus Evaluation Committee notes that Mr. King meets all of the criteria and has unanimously recommended Mr. King for Faculty Emeritus. Based on the Committee's unanimous recommendation and Mr. King's outstanding contributions to Pellissippi State, it is with pleasure that I seek approval of the recommendation of Donn King for Faculty Emeritus.

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

  
Vice Chancellor for Academic Affairs

  
Chancellor

2024-10-16 | 3:25 PM CDT

WWW.PSTCC.EDU  
PHONE: 865.694.6616



PELLISSIPPI STATE  
COMMUNITY COLLEGE

A TBR INSTITUTION / AN AA/EEO COLLEGE

2024-10-16 | 4:18 PM CDT

10915 HARDIN VALLEY ROAD  
P.O. BOX 22990  
KNOXVILLE, TN 37933-0990

## Office of the President

1510 Lake Road  
Dyersburg, TN 38024  
Ph: 731-286-3300 / Fax: 731-286-3269



October 16, 2024

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 Emerita status for the following Brenda Fincher, Associate Professor of Information Systems.

Brenda Fincher was hired in 2000 and served the institution in a full-time capacity as Professor of Information Systems until her retirement in 2020.

This recommendation comes with the endorsement of the faculty and the Vice President of Academic Affairs and Student Success.

Thank you for your kind consideration of this recommendation. Please contact us with any questions or for additional information.

Sincerely,

Scott Cook, Ed. D.  
President

Amy West  
Director of Human Resources

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

Signed by:

Jonathan Reed  
Vice Chancellor for Academic Affairs  
2024-10-21 | 11:54 AM CDT

Signed by:

Flora W. Tydings  
Chancellor  
2024-10-21 | 4:08 PM CDT



**Arts, Sciences & Technologies Division**  
1510 Lake Road, Dyersburg, TN 38024  
Ph: 731-286-3370 / Fax: 731-286-33326



October 15, 2024

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

Dear President Cook,

It is with great enthusiasm that I write to you to request that Ms. Brenda Fincher be awarded the honor and status of "faculty emeritus" at Dyersburg State Community College (DSCC). Ms. Fincher earned the Bachelor of Arts from Union University in Jackson, TN and the Master of Science from The University of Memphis. Her educational preparation equipped her for the long tenure of service to the students of Dyersburg State.

Ms. Fincher served DSCC for over 20 years, beginning in 2009 as an adjunct instructor. She was hired into a full-time faculty position in the Information Systems department in 2000 and served in that position until her retirement in August of 2020 having earned both academic tenure and Associate Professor rank. She supported students both in the classroom as the primary faculty advisor in the Department of Information Systems and on various committees at DSCC. For example, Ms. Fincher served as the Chair of Instructional Council for many years. Ms. Fincher was a trusted and respected faculty member who exhibited great knowledge of her discipline coupled with a down-to-earth and friendly attitude. She supported emerging technologies as well as agriculture due to her family's deep roots in the field. I, personally, had the privilege of working with Ms. Fincher as she was my faculty mentor when I began my tenure with DSCC.

Ms. Fincher maintained professional affiliations related to her work and supported both students and the College as a whole during her tenure at DSCC. Given her accomplishments and service to Dyersburg State Community College, I am thrilled to recommend that Ms. Brenda Fincher be awarded the rank and honor of "faculty emeritus" at DSCC. If you have any questions, please let me know.

Thank you,

A handwritten signature in blue ink, appearing to read "Dr. Jimmy Barham", is written over a blue circular stamp. The signature is fluid and stylized, with a long horizontal line extending to the right.

**Dr. Jimmy Barham**  
*Dean of Arts, Sciences, and Technologies*  
Dyersburg State Community College  
1510 Lake Road  
Dyersburg, TN 38024  
731.286.3371



# SOUTHWEST

## TENNESSEE COMMUNITY COLLEGE

P.O. Box 780 • Memphis, TN 38101-0780 • (901) 333-5000 • [www.southwest.tn.edu](http://www.southwest.tn.edu)

TO: Dr. Tracy D. Hall, President

TO: Dr. Carol D. Ash, Vice-President of Academic Affairs and Workforce Development

FROM: Dr. Eddie Baker, Dean, Business and Technologies *Charles Baker, J.D.*

DATE: Friday, October 11, 2024

RE: Nomination of Gary Michael Stephens for Faculty Emeritus  
Rank: Associate Professor, Electrical Engineering Technology  
Employment Service Dates: August 1985-August 2024

It is my pleasure and honor to recommend Gary Michael Stephens for Faculty Emeritus Status. Mr. Stephens began teaching classes for State Technical Institute at Memphis in 1981 as part of the United States Navy Contract Program. In 1985, Mr. Stephens was hired full-time at State Technical Institute at Memphis in the Electronic Technology program. During this time, Mr. Stephens served with distinction winning the Engineer of the Year Award for the State Technical Institute Engineering Technology Department presented by the Memphis Chapter of the Society of Engineers in 1988 and serving as President of the Faculty Senate in 1991.

In 1997, Mr. Stephens was promoted to the Department Chair of Electronic Technology. In this role, Mr. Stephens prepared and managed a departmental budget, interviewed and hired full-time and adjunct faculty, evaluated faculty and staff performance, reviewed and developed curriculum, scheduled departmental classes, ordered laboratory supplies and equipment, and facilitated advisory board meetings. In 2000, when State Technical Institute of Memphis and Shelby State Community College merged to form Southwest Tennessee Community College, Mr. Stephens served as the Department Chair for Industrial, Environmental, and Graphic Arts Technologies from 2000 through 2006. In this role, Mr. Stephens supervised 12 full-time faculty and 4 staff members across 4 different academic programs. As part of this role, Mr. Stephens evaluated faculty and staff and made recommendations to the Dean for promotion and tenure, developed and monitored institutional effectiveness goals for the department, supervised the maintenance of 10 laboratories for the department's 4 academic programs, networked with area employers to ensure students gained the required skills for employment, served on various college committees, and collaborated with the College's Continuing Education department to schedule and staff welding and MLGW line worker courses.

Macon Cove Campus • Union Avenue Campus • Fayette Site • Gill Center • Maxine A. Smith Center • Millington Center • Whitehaven Center

Southwest Tennessee Community College, a Tennessee Board of Regents institution, is an affirmative action/equal opportunity college.



In 2007, Mr. Stephens was promoted to the role of Interim Dean of Business, Career Studies, and Technologies where he maintained that role until 2010. In this role, Mr. Stephens provided leadership for 4 academic departments consisting of 65 full-time faculty and staff, managed \$140,000 Carl Perkins federal grant, coordinated all necessary and relevant activities and duties to ensure programmatic requirement throughout the division, made recommendations to the Provost regarding the elimination of 12-month faculty contracts and employee buy-out program, supervised the elimination of two low-enrollment programs, directed and coordinated the creation and implementation of the unit's class schedule for publication in master catalogs and semester schedule of classes, prepared annual written performance appraisals of all department chairs, and taught one course per semester in the Technologies department.

From 2010 through 2011, he served as Interim Director of Planning where he oversaw the creation and submission of the College's fifth-year interim report to SACSCOC, oversaw any SACSCOC substantive change analysis, identification, and reporting, updated Southwest's academic program inventory, and prepared a budget analysis for academic department reorganization.

In 2012, he was appointed to the role of Dean of Career Studies and held that role through 2014. When the College merged the two dean positions in 2014, Mr. Stephens served as the Dean of Instruction until 2017. These roles had similar duties to his prior role as Dean of Business, Career Studies, and Technologies. In addition to those duties, he served on grants teams that secured a \$4 million Department of Labor Energy grant, 3 TAACCCT grants totaling \$10 million, and a \$1.2 million Governor's Competitive Grant for Workforce Development. Mr. Stephens collaborated with Southwest Workforce Development and Continuing Education to create a partnership with Hershey Company to implement an Advanced Integrated Industrial Technology program that will meet the industrial maintenance needs of local manufacturers, provided leadership for the creation of three manufacturing related programs to support local industry: Advanced Integrated Industrial Training, Process Control Technology, and Advanced Machining, and participated in the establishment of the Corequisite Remediation model for Math and English. Also, Mr. Stephens secured various articulation agreements with Universities for transfer opportunities for AA, AS, and AAS degrees, provided multiple training sessions facilitated by Center for Adult Experiential Learning (CAEL) to faculty and staff on the development of Prior Learning Assessment policies for the college, worked with Shelby and Fayette County public schools to establish Dual Enrollment opportunities in Career and Technical courses including general education courses, directed the formation of Learning Communities as a best practice to ensure student success for first-time freshman, organized an education fair for ITT Technical Institute students whose education was interrupted with the closing of the

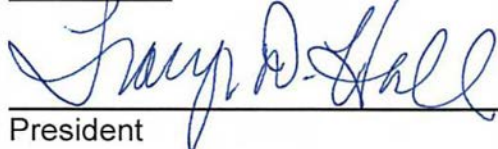


school, served as a course evaluator for the American Council on Education Military, and served on the Board of Directors for the Memphis Information Technology Council.

In 2017, Southwest's Academic Affairs unit was reorganized. After reorganization, Mr. Stephens returned to full-time faculty status, serving as an Associate Professor in Electronic Technology. After the Electronic Technology program was terminated for the Fall 2021 semester, Mr. Stephens served as an Associate Professor in Electrical Engineering Technology until his retirement in August of 2024. During that time as full-time faculty, Mr. Stephens served as Prior Learning Assessment Coordinator and Dual Enrollment Coordinator. While dual enrollment coordinator, the number of dual enrollment students at the College grew rapidly, and Mr. Stephens was a part of facilitating that growth. In 2020, Mr. Stephens applied for and received a \$150,000 THEC Veterans Reconnect Grant that established a Train-the-Trainer program to train faculty for each academic department in Prior Learning Assessment (PLA) Policies and Procedures for assessing Veteran Joint Service Transcripts and the traditional student's prior learning for possible college credit. The grant allowed him to collaborate with the Veteran Affairs Office to provide a Veterans Appreciation Dinner on the Macon Cove campus and a Veterans recruitment event at the Millington Campus. As the Dual Enrollment Coordinator for the Academic departments, Mr. Stephens coordinated Dual Enrollment course requests from the various school systems with the Academic Department Chairs. He helped to resolve conflicts in course schedules, the hiring of Dual Enrollment Adjuncts, and communicating with Site and Center Directors about Dual Enrollment matters. As part of this role, he coordinated the scheduling and administering Dual Credit Exams for the College. In 2022, Mr. Stephens received the Tennessee Board of Regents, Chancellor's Commendation for service to the college as a Veteran.

Accordingly, based on Mr. Stephens' long and distinguished record at State Technical Institute at Memphis and at Southwest Tennessee Community College, I wholeheartedly recommend Mr. Gary Michael Stephens for Faculty Emeritus status.

**Approvals:**



10/16/2024

President

Date

DocuSigned by:  
  
FA2DC25A12AD46B...

10/16/2024

HR Officer

Date

**Macon Cove Campus • Union Avenue Campus • Fayette Site • Gill Center • Maxine A. Smith Center • Millington Center • Whitehaven Center**

Southwest Tennessee Community College, a Tennessee Board of Regents institution, is an affirmative action/equal opportunity college.



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

Signed by:  
  
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2024-10-21 | 11:54 AM CDT

Vice Chancellor for Academic Affairs

Date

DocuSigned by:  
  
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2024-10-21 | 4:08 PM CDT

Chancellor

Date