

Tennessee Board of Regents
Committee on Personnel and Compensation
November 12, 2025

AGENDA

1. Review and Consider Institution Compensation Proposals (*Fox*)

- *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-2025-committee-chairs-personnel-compensation-and-audit-committee-meetings>. Upon request to the [Board Secretary](#), no later than three days prior to the meeting, we will make a space available at the TBR System Office for public viewing of the meeting's livestream.*
- *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](#).*

BOARD TRANSMITTAL

MEETING: Committee on Personnel and Compensation

SUBJECT: Institution Compensation Proposals

DATE: November 12, 2025

PRESENTER: Alisha Fox, Executive Vice Chancellor for Business & Finance

PRESENTATION
REQUIREMENTS: 10 Minutes

ACTION REQUIRED: Roll Call Vote

STAFF
RECOMMENDATION: Recommend Approval

At the June 2025 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.

Five (5) of the colleges and the System Office have submitted a compensation plan and/or across the board increase request, as shown below.

Locally Funded Compensation Proposals FY 2025-2026

Institution	Total Budgeted Salaries Amount	Across the Board Adjustment	Compensation Plan Adjustment	Cost of Benefits	Percent of Total Budgeted Salaries Increase	Compensation Plan Percent Funded	Effective Date
Jackson State	\$ 14,246,904.00		\$ 7,563.00	\$ 29,864.00	0.05%	100%	Jan-26
Northeast State	\$ 24,168,968.00		\$ 162,469.00	\$ 32,494.00	0.67%	98%	Jan-26
Pellissippi State	\$ 40,292,550.00		\$ 323,440.00	\$ 124,000.00	0.80%	100%	Jan-26 and Apr-26
Volunteer State	\$ 28,152,136.00	\$ 788,260.00	\$ -	\$ 481,317.00	2.80%	88%	Jan-26
Walters State	\$ 25,888,570.00		\$ 84,055.00	\$ 153,605.00	0.32%	100%	Jan-26
System Office	\$ 26,452,461.00		\$ 399,976.00	\$ 139,991.60	1.51%	100%	Jan-26

Locally Funded Compensation Proposals FY 2025-2026 ~ Distribution of Payment										
	Faculty		Administration		Professional		Clerical / Support		Grand Total	
Institution	Amount	% Total	Amount	% Total	Amount	% Total	Amount	% Total	Amount	
Jackson State	\$ 2,926	38.7%	\$ 169	2.2%	\$ 3,279	43.4%	\$ 1,189	\$15.7%	\$ 7,563	
Northeast State	\$ 40,613	25.00%	\$ 758	0.05%	\$ 79,476	48.92%	\$ 41,622	25.62%	\$ 162,469	
Pellissippi State	\$ 45,220	33.50%	\$ -		\$ 72,720	26.88%	\$ 205,500	39.62%	\$ 323,440	
Walters State	\$ 18,026	22.00%	\$ 2,880	3.00%	\$ 60,451	72.00%	\$ 2,698	3.00%	\$ 84,055	
									\$ -	
System Office			\$ 48,972	12.20%	\$ 351,004	87.80%			\$ 399,976	
Total	\$ 103,859		\$ 3,638		\$ 212,647		\$ 251,009		\$ 977,503	