



BOARD MEETING

Austin Peay State University

317 College Street

Clarksville, TN 37040

December 2, 2022

10:00 am or at the conclusion of the Audit Committee meeting, whichever is later

Zoom link:

<https://apsu.zoom.us/j/82706697259>

Call to Order

Roll Call/Declaration of a Quorum

Adoption of Agenda

A.Consent Agenda

i.Consideration of Policy 1:023 Compensation

Approval of Minutes

Campus Spotlight - University Athletics

Action Items

A.Academic Affairs Committee Report and Recommendations

B.Audit Committee Report and Recommendations

C.Business and Finance Committee Report and Recommendations

i.Consideration of the October Revised Budget for Fiscal Year 2022-2023

EXPERIENCE AUSTIN PEAY
2022-2027 STRATEGIC PLAN



- ii.Consideration of Joe Maynard Field at Hand Park Artificial Turf Installation Project

- D.Executive Committee Report and Recommendations

- i.Consideration of the President's Performance Evaluation and Incentive Plan for Fiscal Year 2022-2023

- E.Student Affairs Committee Report and Recommendations

Information Items

- A.Board Self-Assessment

- B.President's Report

- C.President's Interim Items

- i.Review of Contracts and Agreements

- ii.Review of State Building Commission Actions

Adjourn

**Austin Peay State
University**

Compensation

Issued: December 2, 2022

POLICIES

Responsible Official: Vice President for Finance and Administration

Responsible Office: Human Resources

Policy Statement

It is the policy of Austin Peay State University to compensate employees fairly, equitably and consistent with market and performance.

Purpose

The goal of the University is to provide all employees compensation consistent with market and satisfactory job performance. This goal is reflected within the University budget and will be dependent upon budget availability.

Contents

Procedures

- Compensation Philosophy
- Procedures
- Part-Time Faculty Compensation Rate
- Faculty Compensation for Teaching Credit Courses as an Overload

Links

- APSU Policy 5:014
 - APSU Compensation Plan
-

Procedures

Compensation Philosophy

- A. The University desires to have a compensation system which is fair, equitable and accountable to the Board of Trustees and the public-at-large.
1. The Board of Trustees will consider budget availability in all salary decisions.
 2. This policy will cover compensation transactions at the University.

3. The same reportable policies apply to positions totally supported by restricted or auxiliary funds.
4. It is the goal of the Board of Trustees to provide competitive compensation for faculty and staff, within available funds, consistent with the market, performance and skill-set.
5. The President shall ensure that all employees shall be paid equal wages or salaries for equal work in positions the performance of which requires equal skill, effort and responsibility, and which are performed under similar working conditions, except where pay differentials are based upon: 1. market factors, 2. a merit or evaluation system, 3. length of service, or 4. any other proper, non-discriminatory basis. When any of the foregoing bases are relied upon to justify pay differentials for employees in similar positions as described above, the basis and the attendant circumstances shall be substantiated in writing and maintained by the Office of Human Resources. The President is responsible for compliance with all federal and state laws and regulations, and all APSU policies and directives, concerning compensation for employees, and compensation for employees shall be subject to limitations imposed by the Board or the General Assembly.

Procedures

- A. The University will develop and maintain a compensation plan to be approved by the Board. This plan will be updated as necessary.
- B. Salary adjustments may occur under the following circumstances.
 1. Upon approval of the Board of Trustees, annual increases may be given to faculty and staff as an across-the-board, cost-of-living adjustment, merit-based or equity-based, or other increases as may be required by the state.
 2. Employees may be awarded a salary increase for completion of the Certified Administrative Professional (CAP) exam as outlined in APSU Policy 5:016.
 3. In rare circumstances, APSU may choose to counter-offer in order to retain an employee who has been offered another position outside of the University. Documentation of the need for the offer must be presented, in the form of an offer letter or original e-mail from an authorized

representative of the competitive external employer. Circumstances where the offer is verbal must be documented by the department requesting the counter-offer must be approved by the appropriate Executive Authority before such an offer is made.

4. Critical and special adjustments may occur in extraordinary circumstances to retain a uniquely qualified employee where APSU is in danger of losing the employee. Documentation of the need for the adjustment must be presented and the adjustment approved by the appropriate Executive Authority before such an offer is made.
 5. Staff employees may be eligible for an adjustment for obtaining a job related degree as outlined in APSU Policy 5:027.
 6. The University may adjust an employee's salary to mitigate an internal inequity or verified external inequity.
 7. An employee may receive an approved bonus as defined by the University, state legislation, or another approving authority.
 8. Faculty promotions will follow APSU Policy 1:025, Policy on Academic Tenure.
 9. Non-faculty promotions will follow APSU Policy 5:036.
 10. Reclassifications will follow APSU Policy 5:026.
 11. The Office for Human Resources will process a technical adjustment if an error on a previously approved salary is discovered in order to correct the error.
 12. In certain circumstances it may be appropriate to pay employees compensation for assuming additional duties outside their required responsibilities. Any pay adjustments for additional work will follow APSU Policy 5:014.
- C. All regular exempt employees, as well as employees who meet the "duties test", but not the FLSA salary threshold, whether on an academic or fiscal year appointment, shall be paid twelve (12) monthly installments each year, provided

that exceptions may be made upon termination, or as approved by the President. All non-exempt employees shall be paid twenty-six (26) bi-weekly installments each year, provided that exceptions may be made upon termination, or as approved by the President.

- D. All full-time and part-time employees are required to participate in the deposit program for the direct deposit of their salaries.
- E. Overtime payments and compensatory time are available to employees not exempt from the FLSA. The President is authorized to issue guidelines relative to the use of compensatory time and payment of overtime and the rates pertinent to each.
- F. Faculty members may be asked to temporarily assume administrative responsibilities which entail moving from an academic year to a fiscal year contract with the assignment of additional duties. This temporary appointment may be on a long-term or short-term basis but is still considered a temporary appointment subject to this policy. This does not apply when a faculty member is hired into a permanent administrative position such as a deanship which requires a twelve-month contract.

**Part-Time Faculty
Compensation Rate**

Part-time faculty compensation will follow APSU Policy 2:048.

**Faculty Compensation for
Teaching Credit Courses as
an Overload**

Full-time and part-time faculty compensation will follow APSU Policy 2:048.

Links

APSU Policy 5:014

[5:014 Outside Employment and Extra Compensation](#)

APSU Compensation Plan

<https://www.apsu.edu/human-resources/compensation>

Revision Dates

APSU Policy 1:023 – Rev.: December 2, 2022

APSU Policy 1:023 – Rev.: September 17, 2021

APSU Policy 1:023 – Issued: March 30, 2017

Subject Areas:

Academic	Finance	General	Human Resources	Information Technology	Student Affairs
			<input checked="" type="checkbox"/>		

Approved

President: signature on file

**Austin Peay State
University**

Compensation

Issued: December 2, 2022~~September 17, 2021~~

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representative of the competitive external employer. ~~and the counteroffer approved by the appropriate Executive Authority before such an offer is made.~~ Circumstances where the offer is verbal must be documented by the department requesting the counter-offer must be approved by the appropriate Executive Authority before such an offer is made.

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Subject Areas:

Academic	Finance	General	Human Resources	Information Technology	Student Affairs
			<input checked="" type="checkbox"/>		

Approved

President: signature on file



Board Meeting Minutes

Friday, September 16, 2022
317 College Street, Clarksville, TN 37040

Call to Order

Trustee Atkins, board chair, called the meeting to order at 10:30 a.m.

Roll Call/Declaration of Quorum

Dr. Carol Clark, secretary to the board, called the roll. Trustee Atkins stated there was a quorum.

Attendees:

Trustees

Trustee Billy Atkins
Trustee Elaine Berg
Trustee Katherine Johnson Cannata
Trustee Olivia Hershey (non-voting)
Trustee Don Jenkins
Trustee Valencia May
Trustee Keri McInnis
Trustee Robin Mealer
Trustee Mike O'Malley
Trustee Phil Roe

University Personnel

Dr. Michael Licari, President
Dr. Maria Cronley, Provost
Dr. Carol Clark, Secretary to the Board
Ms. Dannelle Whiteside, Vice President for
Legal Affairs & Org. Strategy

Adoption of Agenda

Trustee Atkins informed the board that there were items for consideration on the consent agenda and asked if the trustees wished to extract any items. They did not. Trustee Atkins moved for the adoption of the agenda as presented, including the consent agenda items. Trustee Jenkins seconded the motion. A voice vote was taken and carried unanimously with nine trustees voting yes.

Approval of Minutes

Trustee Atkins stated that the minutes for the June 10, 2022, board meeting were circulated in advance and asked if there were any corrections or additions to the minutes. There were none. Trustee McInnis moved to approve the minutes as written. Trustee Cannata seconded the motion. A voice vote was taken and carried unanimously with nine trustees voting yes.

Campus Spotlight – Student Health and Wellness

Trustee Atkins recognized President Licari to introduce Dr. Jo Baldwin, the director of student conduct and case management for the Division of Student Affairs, and David Davenport, the director of University Recreation. Baldwin's presentation on student counseling and health services summarized the nature of the counseling services available to students, characterized the university's capacity and addressed strategies on how best to connect students with providers. Additionally, current trends in student mental health were discussed, the top four being: depression, anxiety, stress and relationship issues. Baldwin presented the results of the 2019 National College Health Assessment (NCHA) and stated that APSU would again participate in the next NCHA scheduled for 2022.

Davenport spoke on the facilities and services available to students, faculty and staff at the Foy Fitness and Recreation Center.

Trustee Mealer asked if all services were available to the faculty and staff in addition to the students. Baldwin and Davenport answered that all services are available to faculty and staff except for the counseling center, which is exclusively for students.

Trustee May inquired if a new-student questionnaire or another type of initial mental health assessment was being administered to freshmen. Baldwin replied that every student who visits the counseling center undergoes an initial screening to determine risk. The student body at large is not administered an initial assessment. This is considered a part of the NCHA, which is completed every two years.

Trustee McInnis asked a clarifying question on staff organization.

Trustee Roe noted the rising suicide rates across the population and expressed his gratitude for the important work of the health and wellness team.

Trustee Cannata asked if students are required to take either a life skills or healthy living habits class. Baldwin answered that all freshmen are required to take APSU 1000 where these topics are covered.

Trustee Hershey asked by what means student desires and requirements were captured. Baldwin responded that the NCHA was their primary means.

Trustee Atkins expressed his gratitude to Baldwin and Davenport for the essential services they provide to the university community.

Action Items

A. Academic Affairs Committee Report and Recommendations

Trustee May reported on the actions of the Academic Affairs Committee at the September 16 meeting.

The committee approved the minutes of the June 10, 2022, meeting. The committee considered and approved one action item requiring consideration of the board:

- Tenure upon appointment: Dr. Buzz Hoon, dean of the College of Arts and Letters

The committee reviewed three information items presented by Dr. Maria Conley, provost:

- Degree and Certificate Awards by Type and Academic Year
- Program Productivity Report
- Preliminary Fall Census Enrollment

i. Tenure Upon Appointment – Dr. Buzz Hoon

By direction of the Academic Affairs Committee, Trustee May moved to approve tenure upon appointment of Dr. Buzz Hoon. A voice vote was taken and carried unanimously with nine trustees voting yes.

B. Audit Committee Report and Recommendations

Trustee Mealer reported on the actions of the Audit Committee at the September 16 meeting.

The committee approved the minutes of the June 10, 2022, meeting. The committee considered and approved one action item:

- Internal Audit Salaries and Budget FY2023

The committee received presentations on the following informational items:

- Internal Audit Reports released between May 11, 2022, and August 16, 2022, with a list of outstanding audit recommendations
- Results of Recent Quality Assurance Review
- Office of Internal Audit FY2022 Annual Report
- Overview of Recently Completed External Reviews

C. Business and Finance Committee Report and Recommendations

Trustee Jenkins reported on the actions of the Business and Finance Committee at the September 16 meeting.

The committee approved the minutes of the June 10, 2022, meeting. There were no action or information items on the agenda.

D. Executive Committee Report and Recommendations

Trustee Atkins reported on the actions of the Executive Committee at the September 16 meeting.

The committee approved the minutes of the June 10, 2022, meeting. The committee considered and approved one action item which was approved on the board's consent agenda:

- Consideration of Revisions to Policy 1:024 Board of Trustees Delegation of Authority

The committee reviewed and approved three action items requiring consideration of the board:

- Consideration of the Institutional Mission Profile Statement
- Consideration of the President's Performance Evaluation and Incentive Plan for Fiscal Year 2022-2023
- Election of Board Officers

i. Consideration of the Institutional Mission Profile Statement

By direction of the Executive Committee, Trustee Atkins moved to approve the Institutional Mission Profile Statement. Hearing no discussion, a roll call vote was taken and the motion carried unanimously with nine trustees voting yes:

Trustee Billy Atkins:	Yes
Trustee Elaine Berg:	Yes
Trustee Katherine Cannata:	Yes
Trustee Olivia Hershey:	Non-voting member
Trustee Don Jenkins:	Yes
Trustee Valencia May:	Yes
Trustee Keri McInnis:	Yes
Trustee Robin Mealer:	Yes
Trustee Mike O'Malley:	Yes
Trustee Phil Roe:	Yes

ii. Consideration of the President's Performance Evaluation and Incentive Plan for Fiscal Year 2022-2023

By direction of the Executive Committee, Trustee Atkins moved to address this item at the December 2, 2022, meeting. Hearing no discussion, a voice vote was taken and carried unanimously with nine trustees voting yes.

iii. Election of Board Officers

Trustee Atkins reminded the board of his previous notice of resignation from the position of board chair effective at the conclusion of the meeting and the subsequent requirement to elect a new chair to serve the remainder of the current term.

- a. By direction of the Executive Committee, Trustee Atkins forwarded the nomination of Trustee Jenkins for appointment as board chair. Hearing no other nominations, Trustee Atkins moved to appoint Trustee Jenkins to serve as board chair for a two-year term {later struck, then re-nominated for the remainder of the term only}. Trustee Roe seconded the motion. Hearing no discussion, a voice vote was taken and carried unanimously with nine trustees voting to appoint Trustee Jenkins as board chair.

After a procedural error was noted, Trustee McInnis moved to strike the original motion and then re-nominated Don Jenkins to fill the remaining term of the chair. Trustee Mealer seconded the motion. Hearing no further discussion, a voice vote was taken and carried unanimously with nine trustees voting to appoint Trustee Jenkins as board chair.

- b. By direction of the Executive Committee, Trustee Atkins forwarded the nomination of Trustee O'Malley for appointment as vice chair. Hearing no other nominations, Trustee Atkins moved to appoint Trustee O'Malley to serve as board vice chair for a two-year term {later struck, then re-nominated for the remainder of the term only}. Trustee May seconded the motion. Hearing no discussion, a voice vote was taken and carried unanimously with nine trustees voting to appoint Trustee O'Malley as board vice chair.

After a procedural error was noted, Trustee McInnis moved to strike the original motion and then re-nominated Mile O'Malley to fill the remaining term of the vice chair. Trustee Mealer seconded the motion. Hearing no further discussion, a voice vote was taken and carried unanimously with nine trustees voting to appoint Trustee O'Malley as board vice chair.

E. Student Affairs Committee Report and Recommendations

Trustee McInnis reported on the actions of the Student Affairs Committee at the September 16 meeting.

The committee approved the minutes of the June 10, 2022, meeting. The committee reviewed and approved one action item requiring consideration of the board:

i. Consideration of Revisions to the Student Trustee Selection Process

By direction of the Student Affairs Committee, Trustee McInnis moved to revise the student trustee selection process as presented. A voice vote was taken and carried unanimously with nine trustees voting yes.

Information Items

A. SACSCOC Decennial Reaffirmation Overview

Trustee Atkins recognized Dr. Tucker Brown, senior vice provost and associate vice president for Academic Affairs, to provide a SACSCOC overview.

Brown confirmed APSU is in the process of seeking decennial reaffirmation from the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), the entity that has accredited APSU since 1947. Brown explained that the accreditation process and timeline that began in April of 2022 will culminate with an on-site Reaffirmation Committee Visit in April 2024.

Brown discussed several key standards considered by SACSCOC: Principle of Integrity, Institutional Mission, Mission Review, Governing Board Characteristics, Board/Administrative Distinction, CEO Evaluation/Selection, Conflict of Interest, Board Dismissal, External Influence and Financial Documents.

Cronley stated additional SACSCOC information is available on request.

B. Health Professions Building Update

Trustee Atkins recognized Marc Brunner, director of Capital Planning, Design & Construction, to provide an update on the health professions building.

Brunner provided a review of the project timeline and concluded by discussing the building orientation on campus and planned space utilization.

C. President's Report and Interim Items

Trustee Atkins recognized President Michael Licari to give the president's report to the board.

Licari announced several upcoming alumni and homecoming activities. He also discussed other significant events like the F. Evans Harvill Quad unveiling, the Veterans Reconnect Summit, the Maynard Family Athletics Complex Celebration and the opening of the Morton Family Track.

Licari identified enrollment challenges throughout the state due to economic pressures for potential students coupled with the attractive job market for high school graduates. He emphasized that a college education – and one from Austin Peay – is a wise and affordable investment. In response to the current enrollment environment, Licari has created an enrollment task force to generate new ideas and ensure an ongoing, coordinated effort to recruit new students. This task force is comprised of members from admissions, financial aid, marketing, housing, the APSU Center at Fort Campbell and the athletic department.

Licari highlighted several significant recent successes at the university. First, the Tennessee Higher Education Commission awarded the university a \$200,000 grant to research how to better support veterans in their pursuit of a college education. Second, Accreditation Board for Engineering and Technology accreditation was awarded to several bachelor's degree programs (Engineering Physics, Computer Information Systems, Computer Information Technology and Computer Science). Third, APSU Campus Police earned first place in the "University Police" category at the Tennessee Highway Safety Office Law Enforcement Challenge. Finally, the university graduated its first cohort from the nationally recognized Grow Your Own teacher residency program.

Licari made a special presentation to Trustee Atkins in appreciation of his service as board chair. Several board members also thanked Trustee Atkins for his work as chair.

Licari noted that the trustees' meeting materials included reports on state building commission actions and the contracts and agreements that had occurred since the last board meeting.

Adjournment

Trustee Atkins stated the next board meeting will take place on December 2, 2022, and moved to adjourn the board meeting. Trustee Cannata seconded the motion. A voice vote was taken and carried unanimously with nine trustees voting yes. The meeting adjourned at 11:37 a.m.

Austin Peay State University
Comparison of Proposed Budget and Revised Budget
Fiscal Year 2022-2023

Revenue/Funds Available

Education and General	Proposed	Revised
Prior Year Designated Retained Funds		\$ 342,400
Tuition and Fees	\$ 84,127,800	84,135,600
State Appropriations	67,368,000	68,246,900
Grants and Contracts	5,002,400	4,927,400
Sales & Services of Educational & Other Activities	6,886,100	7,242,800
Other Sources	2,341,400	2,163,300
Auxiliary Enterprises		
Sales & Services of Auxiliary Enterprises	13,250,200	13,136,100
Total Revenues	\$ 178,975,900	\$ 180,194,500

Expenditures and Transfers by Function

Education and General	Proposed	Revised
Instruction	\$ 79,273,300	\$ 77,539,800
Research	1,259,300	1,466,600
Public Service	419,600	414,200
Academic Support	11,194,900	11,184,800
Student Services	26,699,400	28,144,400
Institutional Support	15,233,900	15,155,900
Operation and Maintenance of Plant	15,843,800	15,843,700
Scholarships and Fellowships	12,426,300	13,933,800
<u>Transfers</u>		
Principal and Interest	2,953,800	2,953,800
Renewal and Replacement	385,000	385,000
Unexpended Plant	53,300	53,300
Other Funds	(16,900)	(16,900)
Auxiliary Enterprises		
Expenditures	8,130,600	8,114,100
<u>Transfers</u>		
Principal and Interest	4,087,400	4,087,400
Renewal and Replacement	961,600	864,000
Other Funds	70,600	70,600
Total Expenses	\$ 178,975,900	\$ 180,194,500

Proposed Presidential Incentive Plan – FY 2022-2023

This plan is created to reward the President with additional compensation for meeting the desired outcomes of the Austin Peay State University Board of Trustees. This incentive is based on the progress in the key metrics areas noted below. Earning 100 points shall be equal to a one-time bonus payment equal to 10% of the President's Base Compensation, for the same fiscal year. Any score below 100 shall be a straight proration towards the 10% (i.e. 75 points = 7.5% Bonus).

Category	Score	Possible
Enrollment: ** <ul style="list-style-type: none"> Increase First-Time Full-Time Freshman Enrollment from prior year (10 pts) Increase New Graduate Enrollment from prior year (5pts) 		15
Graduation Rate: <ul style="list-style-type: none"> Increase in overall Graduation Rate from prior year 		15
Retention Rate: <ul style="list-style-type: none"> Increase in overall Retention Rate from prior year 		15
Athletics: 2 of 3 must occur for full points but 1 of 3 equals 7.5 points <ul style="list-style-type: none"> All Athletes Average GPA of 3.0 or higher Win 1 conference championship Increase Revenue from prior year (excluding comprehensive campaign years and individual large gifts) OR receive a one-time large gift/pledge. 		15
Fundraising: <ul style="list-style-type: none"> Increase in fundraising compared to average of 3 prior years (excluding comprehensive campaign years and individual large gifts) OR receive a one-time large gift/pledge. 		15
Board's Discretion: <ul style="list-style-type: none"> To be awarded by the Board of Trustees in consideration of overall performance and may include the following for consideration: <ul style="list-style-type: none"> Leadership Strategic Plan Progress Positive Relationships 		25
TOTAL SCORE		100

** At the time of creation of this new incentive plan, the current fiscal year has progressed beyond reasonable contribution to this factor and points shall be fully awarded in this category.



BOARD OF TRUSTEES —
SELF-ASSESSMENT
FALL 2022 —

AP Austin Peay
State University
CLARKSVILLE  TENNESSEE

Austin Peay State University

Board of Trustees Self-Assessment

The Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) Standard 4.2.g requires a governing board to define and regularly evaluate its responsibilities and expectations. The APSU Board of Trustees completed a self-assessment questionnaire in Fall 2022. The responses are contained in this report.

Strongly Agree

Agree

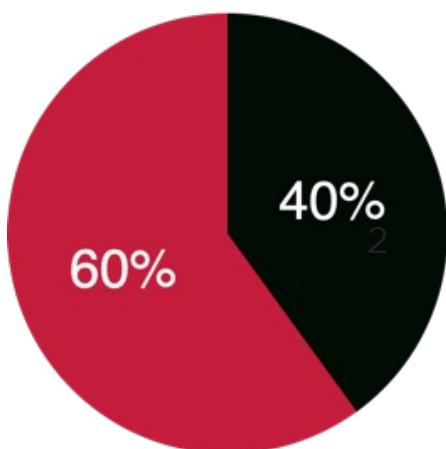
Neutral

Disagree

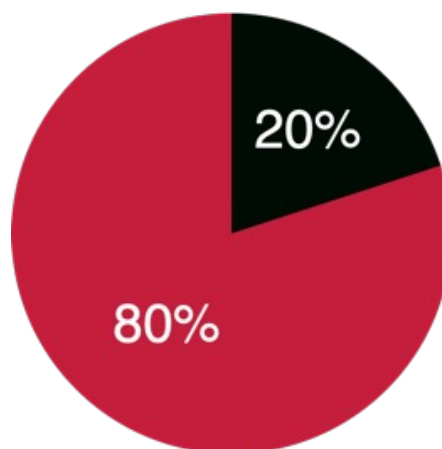
Strongly Disagree

These colors are used in the following pie charts to represent specific report data based on the responses ranging from strongly agree to strongly disagree.

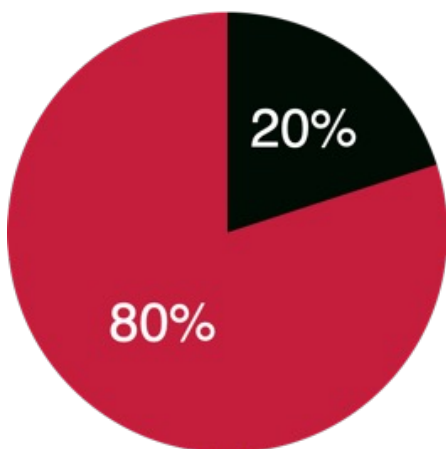
The policy-making process is clear, public, and inclusive.



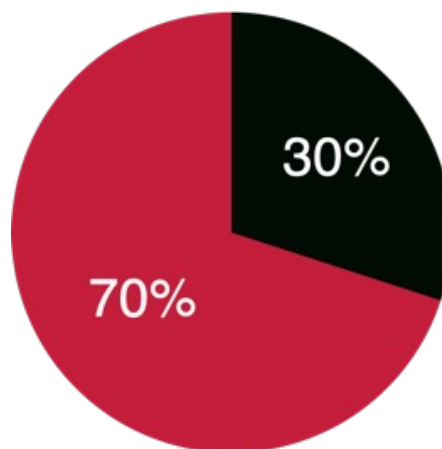
Board members support the concept that board policy and the board chair are its primary voices.



The board works to build positive relationships with all university and community stakeholders.



The board actively supports the University's foundation and fundraising efforts.



Strongly Agree

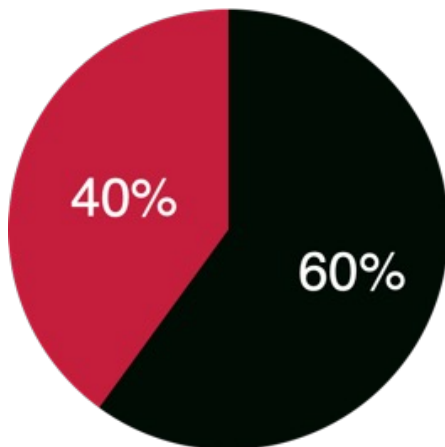
Agree

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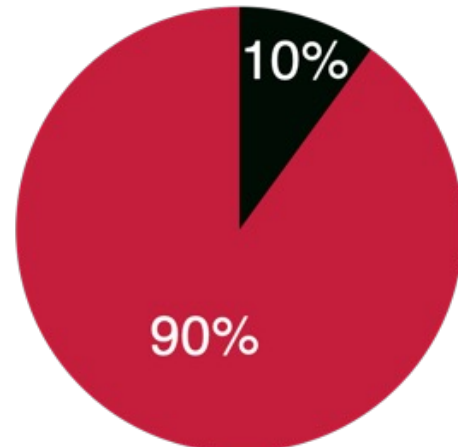
Disagree

Strongly Disagree

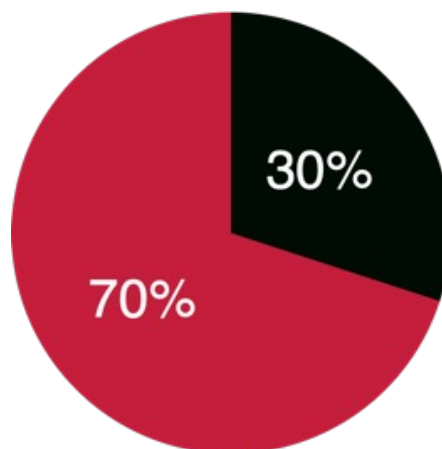
The board adequately studies issues prior to board action.



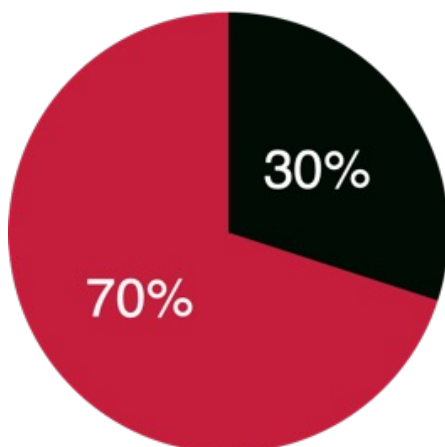
The board's time is appropriately spent on governance and not management.



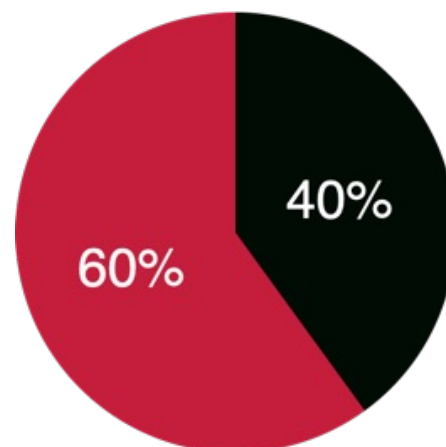
Appropriate advance materials are made available to trustees in order for each trustee to adequately prepare for board meetings and meet their governance obligations.



The trustees fulfill their commitments to the board as delineated in board policy.



Board meetings have a good balance of information sharing, discussion, and decision-making.



Strongly Agree

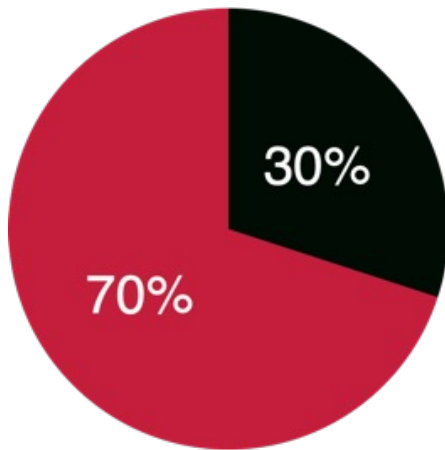
Agree

Neutral

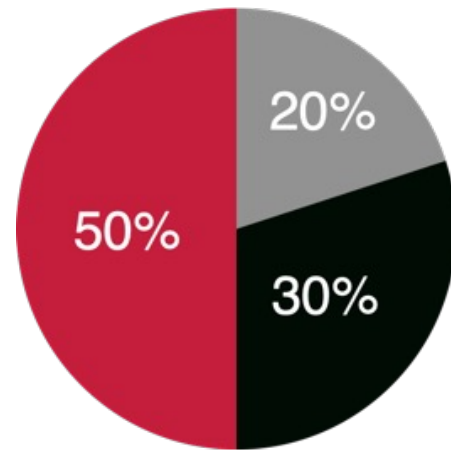
Disagree

Strongly Disagree

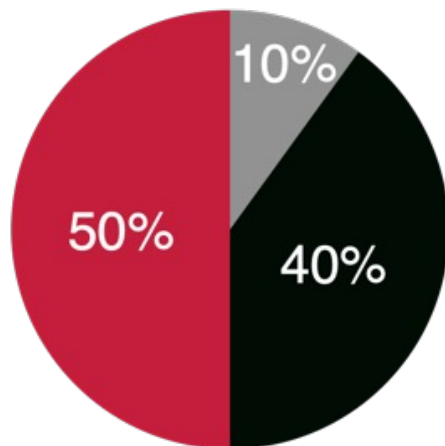
The board appropriately supports the president in the president's decision making.



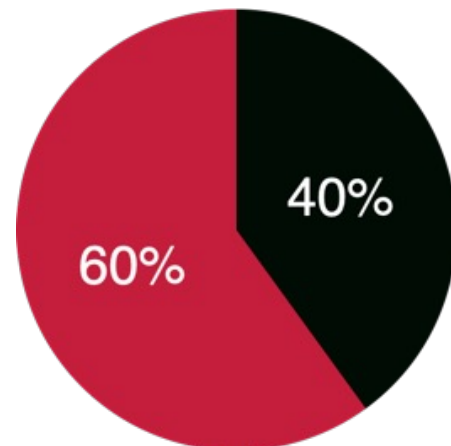
The board is appropriately involved in strategic planning.



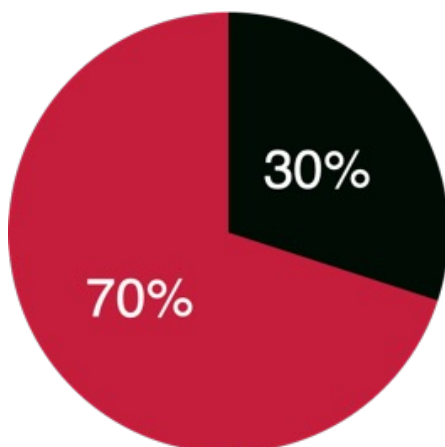
The board takes regular steps to keep informed about important trends in the larger environment that might affect the organization.



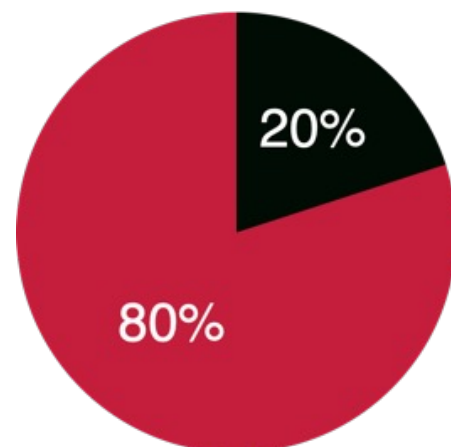
The board receives the appropriate amount of financial information to carry out its fiduciary and stewardship responsibilities.



There is an effective committee structure for the board.



Board leadership effectively perform their roles.



Strongly Agree

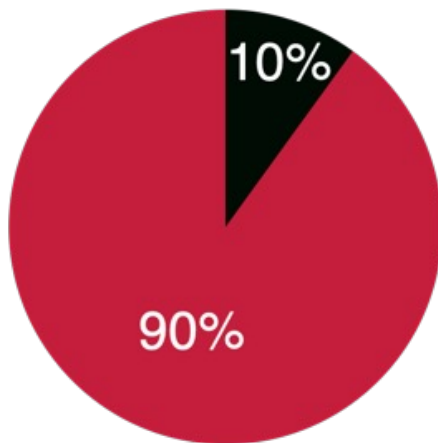
Agree

Neutral

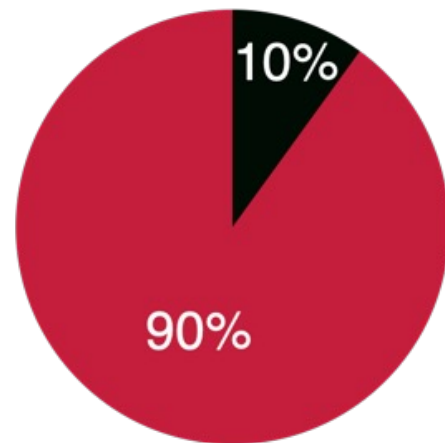
Disagree

Strongly Disagree

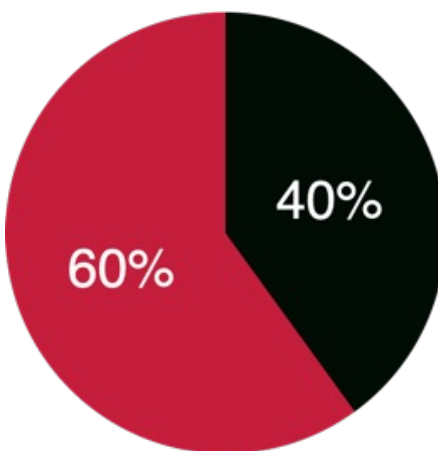
The board conducts its meetings in compliance with the Tennessee Open Meetings Act.



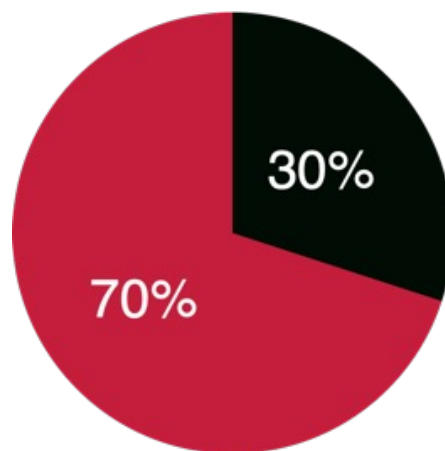
The board operates with a sense of cooperation and collegiality.



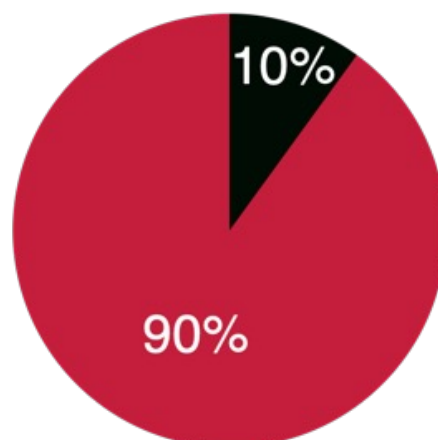
The board effectively evaluates the president.



The president's compensation is effectively determined and administered by the board.



My committee liaisons (i.e., Audit - Blayne Clements; Academic Affairs - Maria Cronley; Business and Finance - Shahrooz Roohparvar; Student Affairs - Greg Singleton; Executive Committee - Mike Licari; Board of Trustees - Carol Clark) promptly and professionally provide me with the necessary information I need to carry out my governance responsibilities.



Written Responses

1

Please comment on any “strongly disagree” or “disagree” responses above.

- N/A

2

What are the greatest strengths of the board?

- It's diversity. We have a broad base of professional members who are successful in their own professions. We have views from the civilian world, military, and medical.
- The board members are dedicated to open discussion and decision making on issues presented.
- The board's experience with APSU and it's culture is the greatest strength.
- I think the diversity among the different trustees is an asset to the board as it allows issues and action items to be analyzed from different angles. The passion and genuine care that the trustees have for Austin Peay.
- It's strong collective commitment to AP's success.
- Diverse and engaged
- Working together in a collegial manner and always having the best interest of the university at the heart of every decision made.
- The service and passion for the University that each board member shares is strong. The experience level and collegiality of the board members is also a strength. The board members also work very well together to move the University in the right direction.

3

What are the weaknesses of the board?

- None of us are educators. We rely upon the executive staff and faculty for determining programs relative to today's educational experience. I really don't feel this is a weakness. This is a system of checks and balances.
- The lack of any real open conversation regarding about the future of higher education or any other issues we could be facing. The public forum prevents curiosity conversations.
- My weakness is not living in Clarksville and being part of every day happenings at the University.
- Limited discussion on issues.

4 How can the effectiveness of the board be enhanced?

- Repeal the Sunshine law so we can thoroughly discuss sensitive issues as a group and come to a consensus.
- I feel the board is effective considering the guidelines.
- Having more off the record, non-deliberative conversations could be helpful to board members.
- I think that issues that more directly impact students (the presentation from Boyd Health Service, for example) should include more thorough data/ perspectives from students. Surveys can only go so far in indicating how we should help students mentally, physically, and academically excel in college. Better understanding what students need can help us cater university services to assist them.

5 What do you as a trustee feel proud of in the past year, related to the work of the board?

- APSU is moving forward. The move to ASUN is huge. The record year in fund raising is indicative of positive energy in APSU and the communities it touches. Enrollment increases this year are a positive move when many colleges have declining student populations.
- Keeping student fees low, along with increasing student curriculum options. Military student expansion options are a huge improvement.
- Hiring our new president, Mike Licari.
- I think the approval of plans to move forward with the construction of the new Health Professions building will be a significant asset to Austin Peay and Clarksville as a whole.
- I think keeping costs down for students is a major accomplishment.
- Continued to govern university in accordance with strategic plan.
- I am proud of all of the work of the board, but especially approving and supporting the new strategic plan.
- I think the new structure of having the committee meetings on the morning of the board meeting has been an improvement. The campus spotlight section of each meeting has been a great way for the board members to learn and understand what various organizations on campus do and how they operate to improve the experience for students.

6 What thoughts do you have regarding your progress toward the strategic plan?

- We are on track. The student population we serve is having a great experience and our focus on graduation rates is paying dividends.
- Athletic conference change, reaching out to the community with the new athletic facility, military student involvement are making huge strides toward the strategic plan.
- Our progress appears to be steady.
- Our support for elements of the strategic plan is strong and elements are presented and discussed at each meeting.

Austin Peay State University
Contracts Total Value Over \$50,000 Approved from August 1, 2022 - November 1, 2022

<u>Contractor</u>	<u>Description of Contract</u>	<u>Department</u>	<u>Yearly Amount</u>	<u>Start Date</u>	<u>End Date</u>	<u>Competitive</u>	<u>Notes</u>
Strata Information Group	Oracle/Banner Remote DBA Subscription Services	Information Technology	See Notes	10/1/2022	9/30/2025	yes	Year 1 = \$70,500.00, Year 2 = \$74,040.00, and Year 3 = \$77,760.00
Hercules Achievement	Caps, gowns, and personalized video clips for graduates	Office of the Registrar	\$ 34,000.00	10/5/2022	10/4/2027	yes	
EMS Software LLC	Event Management System annual maintenance contract for campus scheduling software	Morgan University Center and Event Services	\$ 44,479.82	11/1/2022	10/31/2023	yes	
Hyland LLC	Document imaging annual software maintenance	Information Technology	See Notes	1/1/2023	12/31/2027	yes	Year 1 = \$57,558.39; Year 2 = \$59,285.14; Year 3 = \$61,063.69; Year 4 = \$62,895.60; Year 5 = \$64,782.47
Precision Support Services LLC	CABRI G2 helicopter	Aviation Science	\$ 455,000.00	10/5/2022	12/31/2023	yes	
Qualtrics LLC	Survey software as a service	Academic Affairs	See Notes	9/29/2022	9/28/2027	no	Year 1 = \$36,000; Year 2 = \$37,080; Year 3 = \$38,192.40; Year 4 = \$39,338.17; Year 5 = \$40,518.31
Catapult Sports Inc	Provides APSU football staff and players a program that allows them to watch film, etc.	Athletics - Football	See Notes	7/1/2022	6/30/2025	no	Year 1 = \$43,445; Year 2 = \$22,900; Year 3 = \$22,900
Axon Enterprise Inc	Body-worn cameras for APSU Public Safety	Public Safety	See Notes	11/1/2022	10/31/2027	yes	Year 1 = \$12,492.06; Year 2 - Year 5 = \$28,106.91
Parker Executive Search Inc	Conduct search for Dean of College of Behavioral & Health Services	Academic Affairs	\$ 85,000.00	9/4/2022	12/30/2022	yes	
BSN Sports Inc	Purchase and supply of Under Armour apparel and footwear	Athletics	\$ 350,000.00	7/1/2022	6/30/2027	yes	
Jaggaer LLC	eProcurement, invoicing, Support Standard, Jaggaer One, and base annual subscription	Information Technology	See Notes	9/1/2022	8/31/2026	yes	Year 1 = \$95,463; Year 2 = \$101,190; Year 3 = \$107,262; Year 4 = \$113,697

Austin Peay State University
SBC Actions August 1, 2022 - November 1, 2022

Summary of State Building Comissions Actions

<u>Date</u>	<u>SBC/Transaction Number</u>	<u>Project</u>	<u>Value</u>	<u>SBC Action</u>
9/8/2022	373/003-08-2022	C. E. Harvill food venue renovation	\$3,800,000.00	SBC approved accepting gift-in-place construction
9/8/2022	166/003-05-2017	Roof replacements	\$41,134.28	SBC approved a change order
10/13/2022	373/003-01-2022	Lot 7 improvements	\$480,000.00	SBC approval of revision in project budget funding

Summary of Executive Sub-Committee Actions

<u>Date</u>	<u>SBC/Transaction Number</u>	<u>Project</u>	<u>Value</u>	<u>SBC Action</u>
9/19/2022	373/003-07-2022	Campus-wide elevator modernization	\$1,000,000.00	Approved project and to select a designer
9/19/2022	373/003-07-2022	Campus-wide elevator modernization	\$1,000,000.00	Approved Kaatz, Binkley, Jones & Morris, Architects, Inc.