THE UNIVERSITY OF TENNESSEE AT MARTIN
ADVISORY BOARD

1:00 pm (CT)   Boling University Center, Room 206
Friday, January 26, 2024   UT Martin Campus

AGENDA

I.   Call to Order and Roll Call

II.   Opening Remarks (*Art Sparks and Yancy Freeman*)

III.   Approval of Minutes

IV.   Recognition of UTAA Outstanding Teacher Awards – Dr. Jason Roberts and Dr. Janet Wilbert *(Yancy Freeman)*

V.   Employee Engagement Survey Results (*Michael Washington and Petra McPhearson*)

VI.   Capital Projects update on College of Business & Global Affairs (*Jeanna Curtis-Swafford and Petra McPhearson*)

VII.   Title III Grant – Center for Teaching and Learning (*Anderson Starling*); Learning Commons (*Erik Nordberg*)

VIII. Athletics Update (*Ashley Bynum*)

IX.   Retention update and anticipated Fall 2024 numbers (*Brad Baumgardner and Destin Tucker*)

X.   Revision and Approval of Meeting Schedule 2024-2025 *(Art Sparks)*

XI.   Comments by the Chancellor

XII.   Closing remarks by the Chair

XIII. Adjournment

Employee Engagement Survey Trends and Insights

Engagement Report for Sep 20,2023 – Oct 19,2023

Key Takeaways

- In terms of scores, the division sees an improvement in every measure of engagement compared to the previous period. The drivers to see the most improvement in scores were Recognition, Career Advancement, and Development, and Employee Empowerment.

- Overall comment theme highlights several areas of concern within the organization. These include disparities in pay and remote work opportunities, a lack of communication between departments, issues with attendance abuse and favoritism, and a need for improved training and career advancement opportunities. While there are positive aspects such as friendly colleagues and a good work environment, there is a clear call for action to address these challenges and create a more equitable and supportive workplace.

Overall Engagement Results (with demographic)

- Overall participation rate at 49%, 237/488
- Overall percentage of engaged employees at 64.1%
- Overall percentage of disengaged employees at 6.3%

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Employee Experience Score

The Employee Experience Monitor (EXM) is a one-question survey designed to help managers identify dips and spikes in their teams' level of engagement. It is based on Net Promoter Scoring used in marketing.

- Overall EXM score of 42.2.
- Percentage of supporters at 53.2%, percentage of detractors at 11%
- Care of Grounds, Dept. of Agric, and Geosciences & Nat Res had negative EXM scores of – 50 and -50

Career Advancement & Development

- Overall score of 57%
- By Age, the Younger than 25 age group scored 13% to 18% more than other groups.
- By Org Unit, Care of Grounds, Financial Aid/Scholarship, Student Health & Counseling, and Office of University Relations scored the lowest between 11% to 36%
- "My direct supervisor discusses professional development with me outside of my annual performance review."
    - Exempt employees scored 14% more than Non-exempt employees.

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Department Leadership & Employee Empowerment

- Overall score of 71%
- White employees scored 10% more than Black employees.
- Males scored 10% more than Females.
- Student Health & Counseling and Care of Grounds were poor performing between 13% to 18%. Academic Records, Finance & Administration, Infant Stimulation Program, and Information Tech Services scored the highest between 95% to 98%

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Executive Leadership

- Overall score of 62%
- White employees scored 14% more than Black employees.
- "My campus'/institute's executive leadership team acts on employee feedback."

1. Male employees scored 16% more than Female employees.
2. Bursar scored 0%, followed by Admissions Office, Care of Grounds, College Library,
3. Dept. of Agric, Geosciences & Nat Res, Financial Aid/Scholarship, and Student Health & Counseling between 13% to 25%

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Inclusion

- Overall score of 78%
- White employees scored 23% more than Black employees.
- "I have not been discriminated against at UT based on age, gender, sexual orientation, religion or ethnicity."
    - o There was a decreasing trend in scores as the age increased from 100% to 78%
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Manager Relationships

- Overall score of 72%
- Male employees scored 11% more than Female employees.
- "My supervisor effectively handles poor performance within my team."
    1. Bursar, Career Development & Internship Ctr, Care of Grounds, Financial Aid/Scholarship scored 0%. Student Success Center, Infant Stimulation Program, Educator Preparation Services, and Business Services scored 100%

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Strategies Based on Mclean Results

2023
Young Professionals Focus Groups – Employees 35 and under

- Held three sessions – overall they feel left out of various things: recognition for awards, selection for committees, and not being onboarded with intentionality at the department level, etc.

- Will hold mixers for YP to meet others in this group across campus beginning the Spring 2024 semester.

- Greater intentionality when nominating/appointing from this group for committees, etc.

Strategies based on Mclean Results (Continued)

2024
Design and implementation of succession planning

- Will engage all levels of employees, and will focus on five pillars: mentoring, leadership storytelling, job shadowing, stretch assignments, and career action planning.

Will implement department onboarding checklist as of February 2024.

- Will provide a systematic approach to acclimating new employees to the department to create a sense of engagement and belonging.

Each of these strategies, in some way, tie to the University's Strategic Plan, Goal III
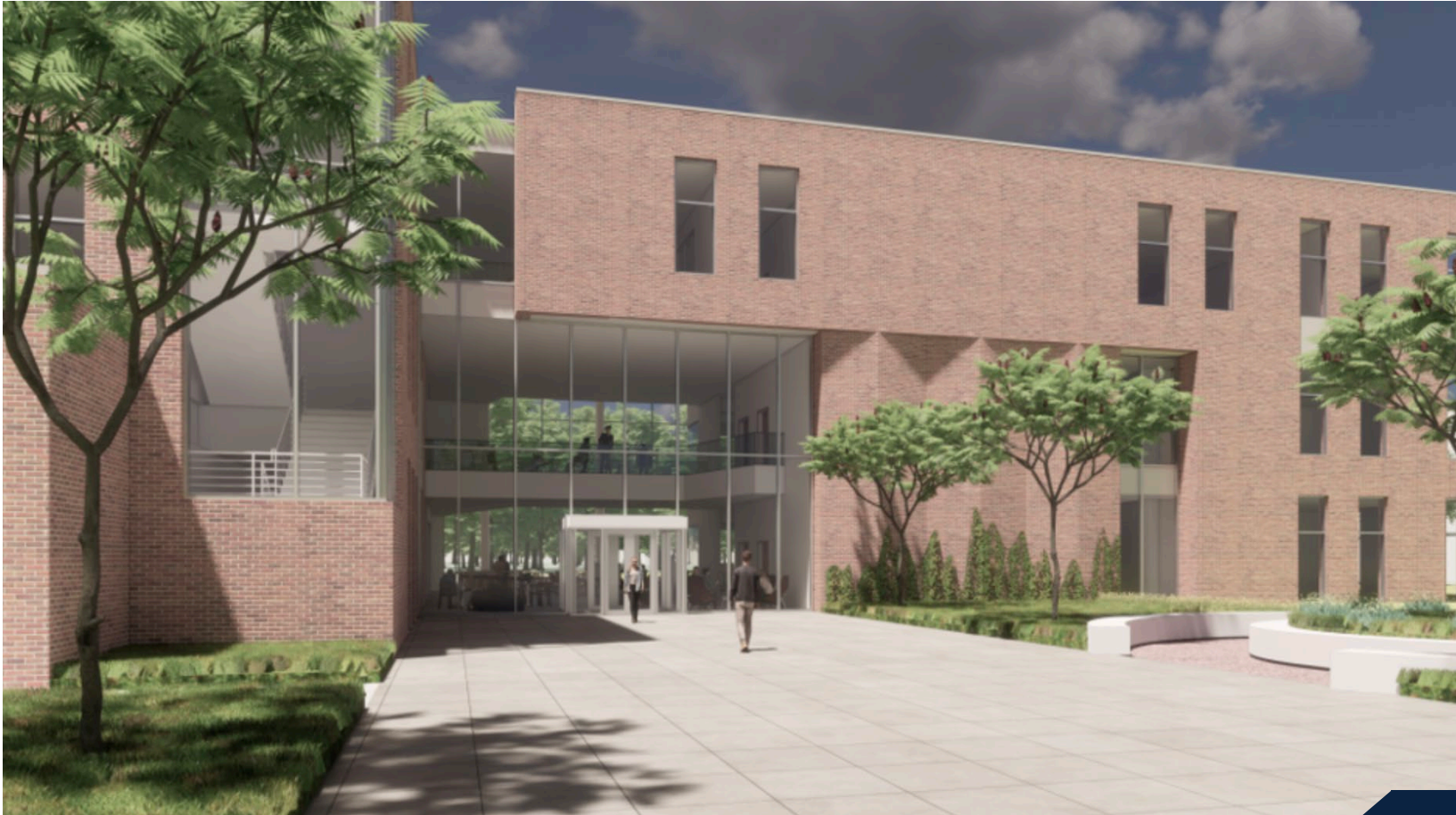
College of Business & Global Affairs Building

Campus Advisory Board Update

January 26, 2024

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Conceptual Rendering of the Building

Conceptual Rendering of the Building

Estimated Project Cost

Capital Outlay Request for State Funding:

$57,471,600

Matching Fund Minimum Requirement:

$3,668,400

Total Project Cost:

$61,140,000

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Tentative Timeline
IF Approved For FY 2025-26

- July 1, 2025 Budget Approval

- Designer Selection September, 2025

- 12 months of Design, September, 2026

- Bid /Award Duration, 3 months, December, 2026

- 24 months of Construction, Building completion by Spring of 2029

- Open for Fall 2029 semester

Questions?

Title III Strengthening Institutions Program (SIP) Award

Updates and Ongoing Efforts

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SIP Award Overview

- **Notified**: September 27
- **Total Award**: $1.5 million over 5 years
- **Title III Project Director** (PD): Dr. Jamie Mantooth
  - **Title III Business Manager**: TBD
  - **Steering Committee**: PD (Chair); CTL Director; Academic Dean (rotating annually); Provost or Associate Provost; ROED Executive Director; Asst. Budget Director; Director of Retention, Dean of Library
  - **Management Team**: PD (Chair); CTL Director; Title III Business Manager; Learning Commons Coordinator, Academic Dean (rotating annually); Director of Retention, Student Success
  - **Evaluation Team**: PD (Chair); CTL Director; Learning Commons Coordinator; Director of Retention; External Evaluator; Student Success Coordinator, Writing Center Director, Faculty Librarian

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Title III Award Goals

- **Goal 1**: Create a Center for Teaching and Learning (CTL) to Provide Training and Resources to Improve Progression, Retention, and Student Success.

- **Goal 2**: Create a Learning Commons (LC) to Centralize Learning Support Services and Expand High-Impact Practices

Title III Award and QEP Overlap

QEP	Title III
Objective 3: Create a Center for Teaching and Learning dedicated to professional development for faculty.	**Goal 1:** Create a Center for Teaching and Learning (CTL) to Provide Training and Resources to Improve Progression, Retention, and Student Success.
Objective 4: Enhance current academic support programs (tutoring, supplemental instruction, Math Lab, Writing Center).	**Goal 2:** Create a Learning Commons (LC) to Centralize Learning Support Services and Expand High-Impact Practices

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Title III Goal 1 Progress

- Center for Teaching and Learning: First Semester
  - Interim Director: Dr. Anderson Starling
  - 3x GENS 101 Lunch and Learns
  - New Faculty Orientation Program: year-long, cohort-based
  - Meeting w/ System CTL Colleagues

- QEP Implementation Team: Center for Teaching and Learning
  - Mission Statement and Goals/Values
  - Initial Programming and Offerings
  - Leadership Structure
    - Faculty Steering Committee, Student Advisory Committee
    - Faculty Fellowship Position (Asst. Dir.)

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Title III Goal 1 Progress

- Budget Adjustments
  - Consolidating multiple lower positions and travel funding into CTL Director, funded for first two years

  - Title III Steering Committee and QEP Implementation Team to craft CTL Director position description, National Search
    - CTL Director will assist in development of CTL Staff

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Title III Goal 2: Learning Commons

- Instruction

Library Classroom 118

Library Classroom 215

Title III Goal 2: Learning Commons

- Peer Educators

Questions?

- Jamie Mantooth
    - Title III Project Director
    - 731-881-7053
    - jmantoo3@utm.edu

- Anderson Starling
    - Interim Associate Provost
    - 731-881-7854
    - astarlin@utm.edu

- Erik Nordberg
    - Dean of the Paul Meek Library
    - 731-881-7070
    - enordber@utm.edu

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UTM ATHLETICS

Ashley Bynum, J.D.
Associate Athetic Director

Agenda

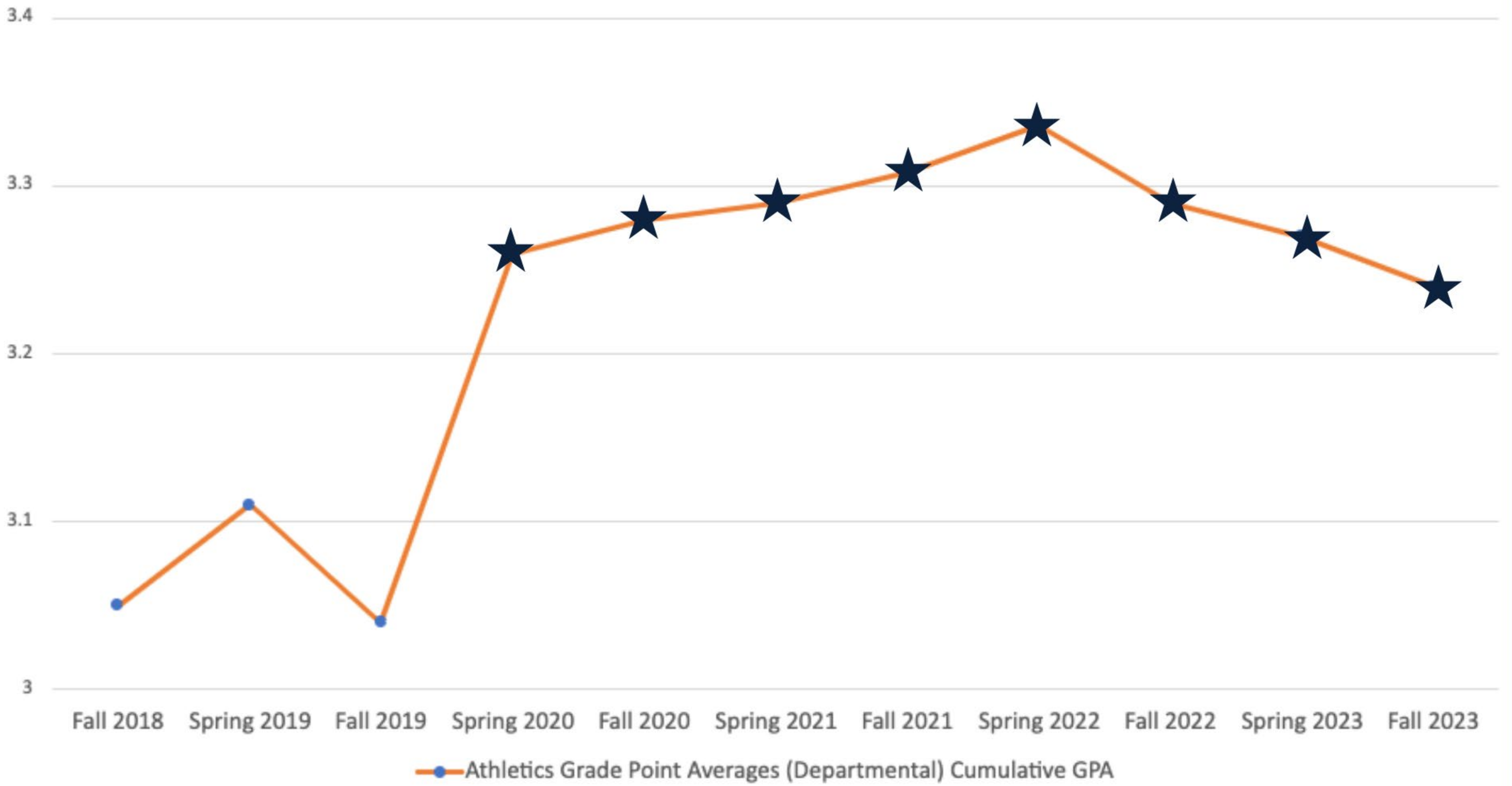Academic Highlights

NCAA Updates - Recent Changes & What's Next?

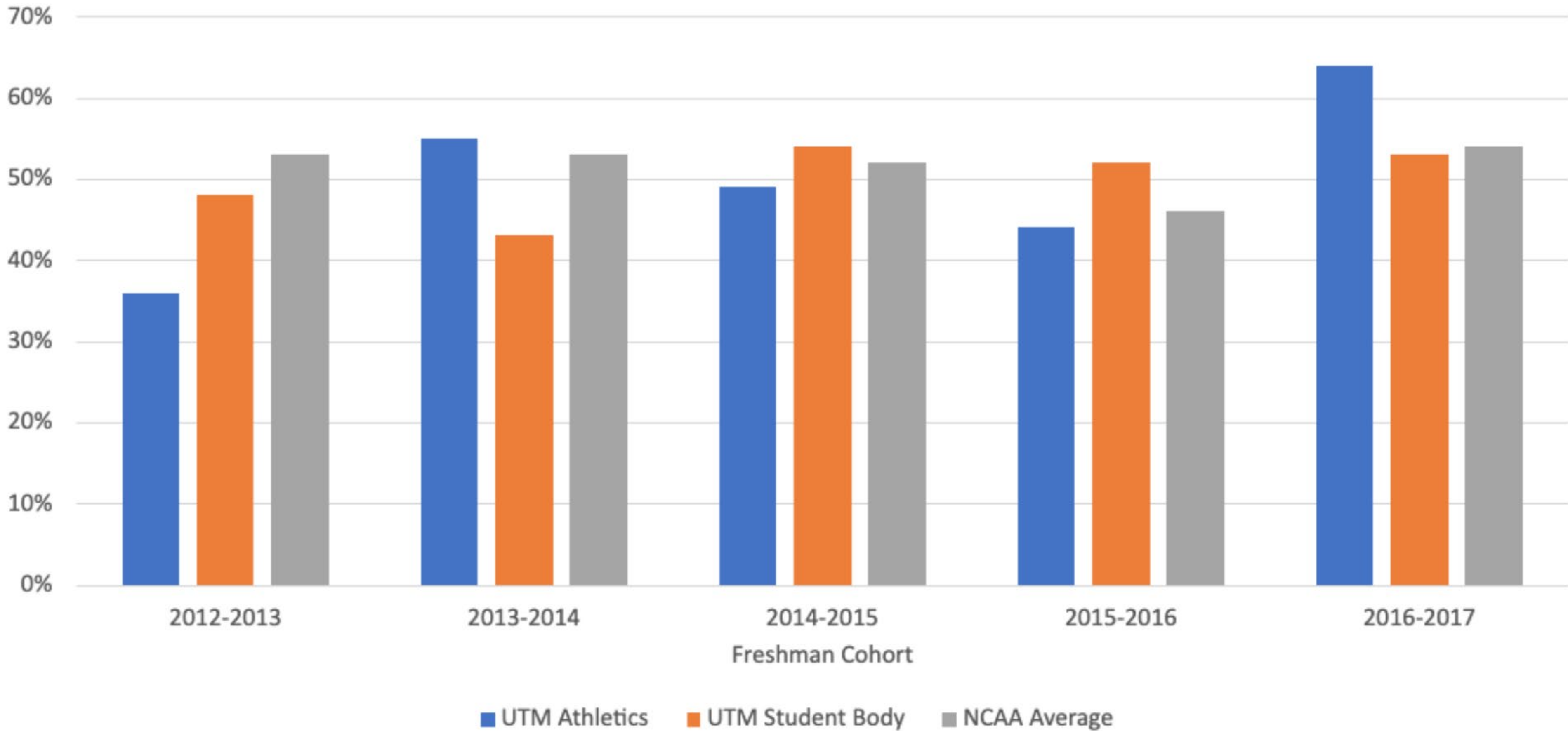Transfer Portal & Windows

Academic Highlights

Athletics Grade Point Averages

GSR 4-year trends per cohort

NCAA Legislative Updates

Name, Image, Likeness

- The ability of a student-athlete to profit off of their name, image, and likeness with brand deals and other external sources
- Institutional involvement is minimal
- Changes the recruiting landscape

Scholarship Requirements for 4-Year Transfer

- Starting Fall 2023, all 4-year undergraduate transfers will be required to be on a multi-year aid agreement (either 5 years from IE or graduation date)
  - Prior Rule: All student-athletes were on a one-year aid agreement, renewable each summer
  - No other grounds for cancellation, except leaving the institution

Transfer Numbers

Transfer Portal & Windows

WHAT IS THE TRANSFER PORTAL

"Transfer Portal" refers to the process of a student-athlete notifying the athletic department, their coaches, and other coaches of their intention of transferring to a new institution.
(est. 2018)

WHY "WINDOWS"

In response to the instability of rosters created by the "free agency" system of the transfer portal, the NCAA created windows to dictate periods of time in which a student-athlete could enter the portal. (est. 2022)

National Transfer Portal Numbers

18-19	11,166
19-20	13,010
20-21	18,363
21-22	21,986
22-23	23,052
23-24*	8872
Total	96,449

UTM Transfer Portal Numbers

18-19	32
19-20	28
20-21	69
21-22	65
22-23	63
23-24*	20
Total	277

Year	17-18		18-19		19-20		20-21		21-22		22-23		23-24	
Transfer Type	4-year	2-year	4-year	2-year	4-year	2-year	4-year	2-year	4-year	2-year	4-year	2-year	4-year	2-year
TOTAL	21	20	12	24	16	17	18	9	27	20	42	25	63	25
Baseball	1	10	0	5	1	6	0	0	0	6	1	11	3	8
Beach/Indoor Volleyball	0	2	1	1	2	0	0	0	3	2	2	2	5	2
Equestrian	2	0	0	0	0	0	1	0	0	0	1	0	0	0
Football	7	5	3	12	5	7	3	2	10	7	24	5	40	7
Golf	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Men's Basketball	6	2	2	5	3	4	4	6	7	2	4	1	4	3
Cross Country/Track	2	0	3	0	1	0	2	0	2	3	4	2	4	1
Rifle	0	0	0	0	0	0	0	0	0	0	0	1	0	0
Soccer	0	0	0	0	2	0	5	0	1	0	3	0	5	2
Softball	2	0	1	1	2	0	2	1	3	0	1	3	2	1
Women's Basketball	0	1	1	0	0	0	1	0	1	0	2	0	0	1

FALL 2024 ENROLLMENT UPDATE

UT Martin Advisory Board Meeting

January 26, 2024

FALL 2024 ENROLLMENT GOALS

POPULATION	# STUDENTS	% INCREASE OVER 2023
Overall Enrollment	7,105	2.2%
First-Year Students	1,157	4.0%
First-Time Transfers	292	5.8%
First-Time Graduates	190	8.6%

NEW STUDENT TRACKING

Benchmark Data		
First-Year Accepted Students	**4,624**	2.5% Increase over 3-year average
First-Year Intent to Enroll Survey	**935**	18.6% increase over 3-year average
First-Year Housing Deposits	**624**	28% Increase over 2023

- Fall 2024 Scholarship Increases
- FAFSA Changes
- Strategic Enrollment Plan
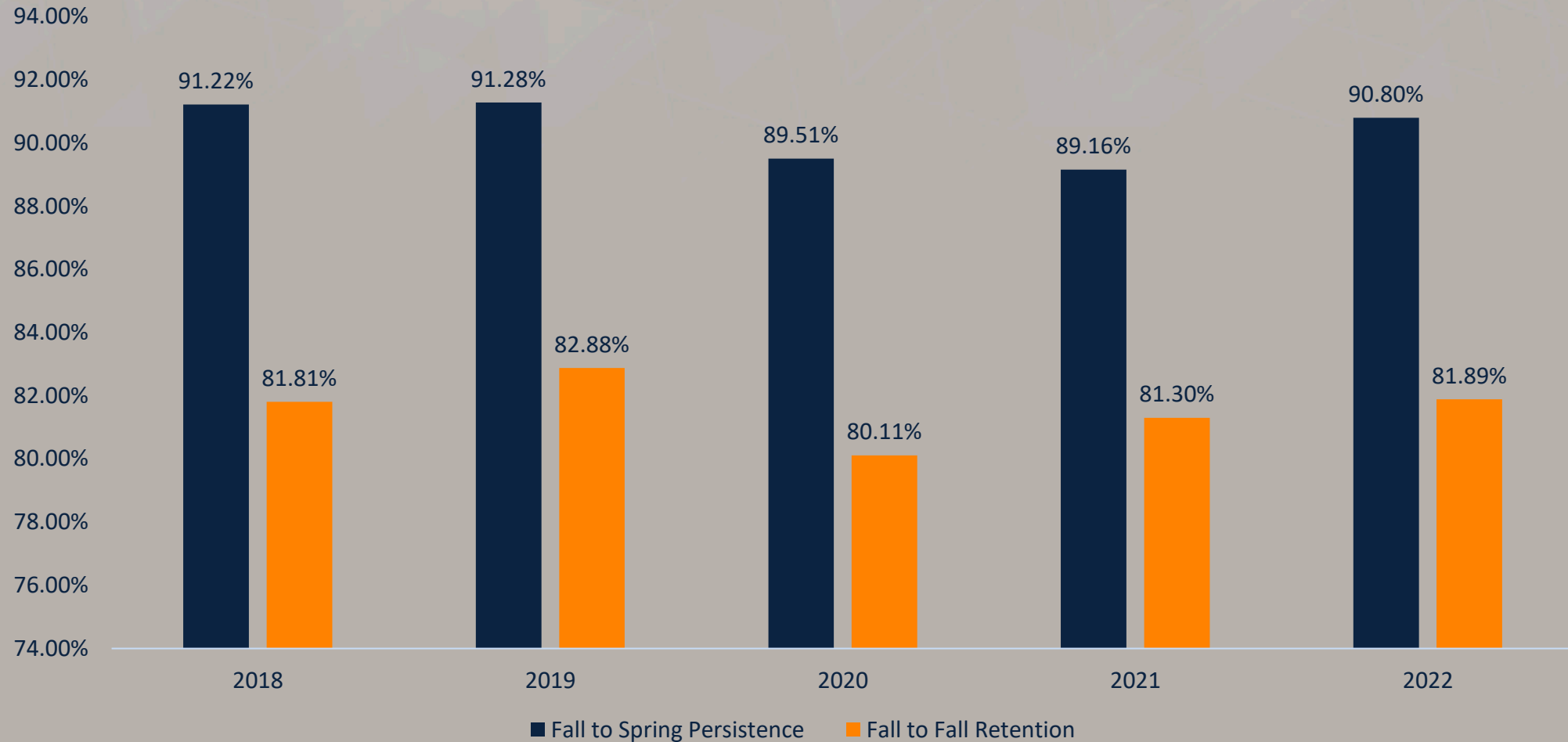
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RETENTION METRICS

PERSISTENCE

- Measured Semester to Semester (typically Fall/Spring)

- Encompasses Students Continuously Enrolled or Graduated

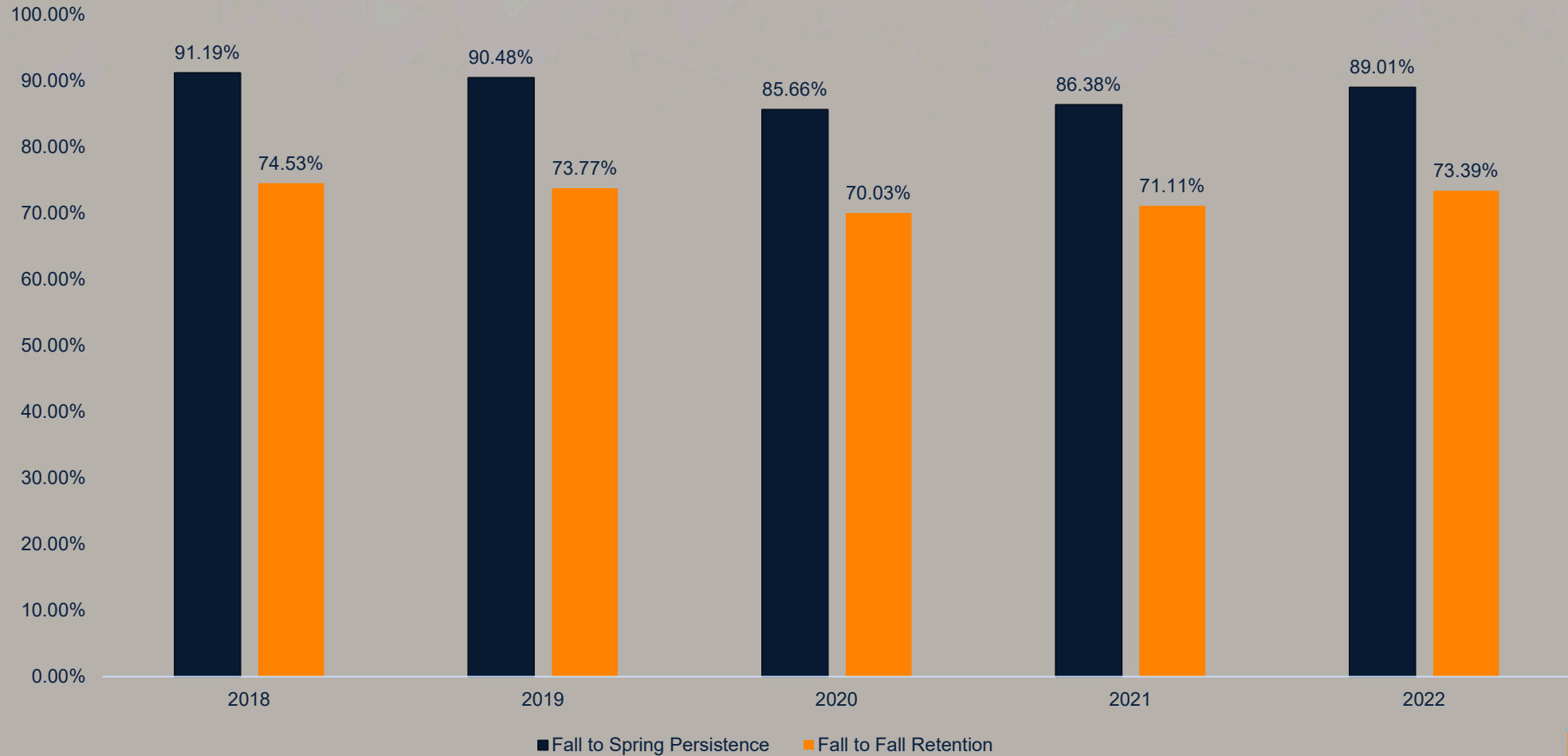- Useful as a Leading Indicator

RETENTION

- Measured Fall to Fall

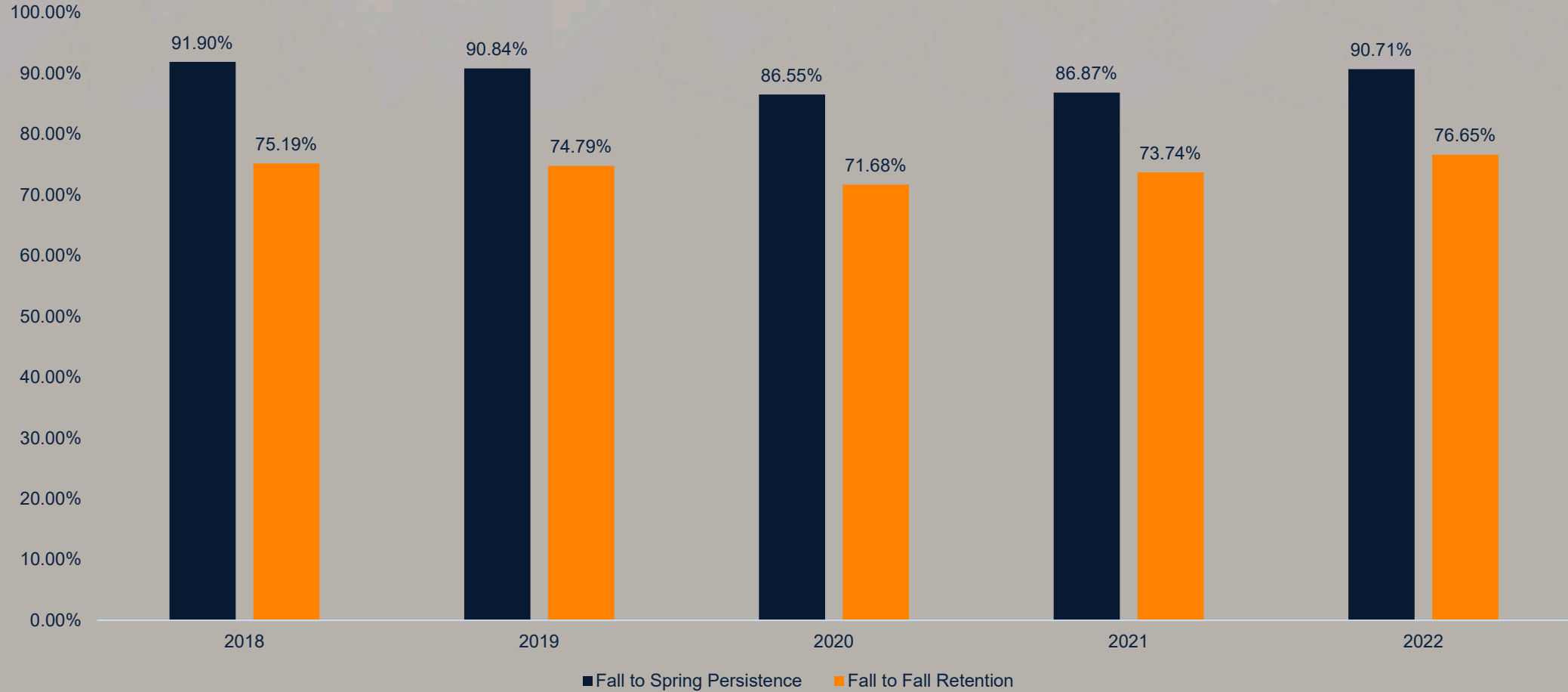- Encompasses Students Continuously Enrolled or Graduated

Overall UG Persistence and Retention Over Time

FTFT Persistence and Retention Over Time

FTFT Persistence and Retention for Guaranteed Admission Students

FALL 23-SPRING 24 PERSISTENCE

Student Cohort	Spring 2024	Gain over Spring 2023 Census
First-Year Freshmen	91.95%	3.06%
All Freshmen	89.93%	3.96%
Sophomores	93.51%	2.52%
Juniors	93.70%	0.57%
Seniors	96.70%	2.71%
First-Year Transfers	87.95%	4.30%

FALL 24 RETENTION PROJECTIONS

- Past trends show that retention will typically lag roughly 8 to 9 points behind persistence.

- We should conservatively expect to retain 82% to 83.5% of all degree seeking UG students (including students completing).

- Factoring in improved persistence, retention, and graduation rates, we can expect roughly 2,925 to 3,000 returning UG degree seeking students.

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What questions remain regarding fall 2024 enrollment goals and projections?

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