

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES
NOVEMBER 2026 MEETING

1:00–3 p.m. EST
Friday
November 6, 2026

East Tennessee Room
D.P. Culp Student Center
412 J.L. Seehorn Road
Johnson City, TN

ORDER OF BUSINESS

- I. Call to Order
- II. Roll Call
- III. Public Comments pursuant to [Appearances Before the Board of Trustees Policy](#)
- IV. [Approval of Minutes from September 11, 2026](#)
- V. Report from the Academic, Research, and Student Success Committee (3 minutes)
- VI. Report from the Finance and Administration Committee (3 minutes)
- VII. Report from the Audit Committee (3 minutes)
- VIII. [Consent Agenda](#) (5 minutes)
 - A. [Minutes from September 11, 2026, Academic, Research, and Student Success Committee](#)
 - B. [Minutes from September 11, 2026, Finance and Administration Committee](#)
 - C. [Minutes from September 11, 2026, Audit Committee](#)
 - D. [Approval of FY27 October Revised Budgets](#)
 - E. [Revisions to FY27 Audit Plan](#)
- IX. [A Campus Coming to Life: Student Leadership, Engagement, and Achievement – Koerten](#) (10 minutes)
- X. President’s Report – *Noland* (25 minutes)
- XI. Other Business
- XII. Executive Session
 - A. Discussion of matters deemed permissible under Tennessee State Law (if necessary)
- XIII. Adjournment

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES

ACTION ITEM

DATE: November 6, 2026

ITEM: Approval of the Minutes from September 11, 2026

RECOMMENDED ACTION: Approve

PRESENTED BY: Dr. Adam Green
Board Secretary

The minutes of the September 11, 2026, meeting of the Board of Trustees are included in the meeting materials.

MOTION: I move that the Board of Trustees adopt the resolution, approving the minutes as outlined in the meeting materials.

RESOLVED: The reading of the minutes of the September 11, 2026, meeting of the Board of Trustees is omitted, and the minutes are approved as presented in the meeting materials, provided that the Secretary is authorized to make any necessary edits to correct spelling errors, grammatical errors, format errors, or other technical errors subsequently identified.

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES

MINUTES

September 11, 2026
Johnson City, Tennessee

The East Tennessee State University Board of Trustees met on Friday, September 11, 2026, at 1:05 p.m. in the East Tennessee Room of the D.P. Culp Student Center. The meeting was also live-streamed and recorded.

I. Call to Order

Chair Melissa Steagall-Jones called the meeting to order at 1:05 p.m. She began by highlighting some of the university's recent successes and achievements. Among them:

- The opening of the new Academic Building, which reflects the university's commitment to student success, innovation, and the future
- The largest incoming class in university history, with 2,288 first-year students joining the ETSU family
- An unprecedented demand for the residential experience at ETSU, with 3,300 students living in residence halls

Chair Steagall-Jones then welcomed Dr. Bert J. Smith to the ETSU Board of Trustees. Dr. Smith earned his undergraduate degree from ETSU in 2000 and his M.D. degree from the Quillen College of Medicine in 2004. In addition, Chair Steagall-Jones welcomed new Student Trustee Thomas Bales from Greeneville, Tennessee. She then congratulated Trustees Charles Allen and Janet Ayers on their recent reappointments to the Board of Trustees by Governor Bill Lee.

II. Roll Call

Board Secretary Dr. Adam Green led the roll call.

Trustees physically present were:

Chair Melissa Steagall-Jones
Trustee Charles Allen
Trustee Janet Ayers
Trustee Thomas Bales
Trustee Dr. Steph Frye-Clark
Trustee Dorothy Grisham
Trustee Jon Lundberg

Trustee Ron Ramsey
Trustee Dr. Bert Smith
Trustee Grant Summers
Trustee Tony Treadway

Dr. Green informed the board chair that a quorum was present.

III. Public Comments

No individuals were signed up to speak to the board during the public comment period.

IV. Approval of Minutes from May 21, 2026

The minutes from the May 21, 2026, meeting of the Board of Trustees were approved as submitted, with Trustee Janet Ayers making the motion to approve and Trustee Jon Lundberg seconding the motion. The Board approved the motion by voice vote.

V. Report from the Academic, Research, and Student Success Committee

Trustee Janet Ayers reported that during its morning meeting, the committee approved promotion and tenure for Dr. Lynette Hamlin, who joins ETSU as Associate Director of Research and Professor in the College of Nursing after a national search. Dr. Hamlin comes to ETSU from the Uniformed Services University of the Health Sciences in Bethesda, Maryland, where she was Director of the Center for Military Women's Health Research. She has secured close to \$18 million in external funding and has published over 35 peer-reviewed articles.

Trustee Ayers also reported to the Board that her committee approved the revised ETSU mission profile, which reflects recent changes to the university's Carnegie classification.

Trustee Ayers summarized a report given by Provost McCorkle on curricular actions that have taken place from January 1 through July 31, 2026. These include 29 that required notification to the Tennessee Higher Education Commission. One of those is the newly approved Master of Science in Environment, Health, and Disaster Science. Trustee Ayers indicated that 35 curricular changes took place that did not require notification to the commission. Those include a new minor in Surveying and Mapping Science and a new Center for Community Engagement.

Trustee Ayers said her committee received an update on fall 2026 enrollment, with the university welcoming the largest freshman class in its history at 2,288 students, as well as a report on positive trends in overall undergraduate enrollment, first-year retention, and four-year graduation rates. Trustee Ayers noted that two individuals in particular were highlighted during the committee's meeting for their contributions to student success and community-building. They are Ethan Hutchinson, Executive Director of Academic Advisement, and Kelvin Tarukwasha, head of University Food Service operations. The

committee also received an update on the future opening of Buc Central, a one-stop shop for student services.

Trustee Ayers said the final presentation to the committee was given by Dr. Aaron Polichnowski, Associate Professor in the Quillen College of Medicine's Department of Biomedical Sciences. Dr. Polichnowski discussed his research on kidney disease and injury and the impact of his three grants funded by the National Institutes of Health.

VI. Report from the Audit Committee

Committee Chair Ron Ramsey reported to the board that his committee approved the annual audit plan for fiscal year 2027 and the Department of Internal Audit employee profiles. He indicated that the Department of Internal Audit has completed three audits, two investigations, and two advisory services since April. He said the committee reviewed the department's operating budget and the status of prior audit recommendations. He said the committee then went into executive session to discuss active audits and enterprise risk management and to review university risks and related internal controls. He added that no deliberations occurred, and no actions were taken.

VII. Report from the Finance and Administration Committee

Committee Chair Melissa Steagall-Jones reported that the committee approved the policy on use of out-of-state undergraduate tuition and fee revenues and heard a report about the work of the University Advancement Division and the ETSU Foundation. The report, she said, highlighted continued process improvements, expanded donor engagement, strong fund-raising results, and a clean Foundation audit.

Chair Steagall-Jones reported that the committee meeting included an announcement of a transformational gift in the amount of \$15 million from the Phil and Martha Bachman Foundation. In recognition of this extraordinary commitment, she said, the committee recommends that the ETSU College of Arts and Sciences be named the Phil and Martha Bachman College of Arts and Sciences.

Chair Steagall-Jones indicated that the committee considered a proposed new employment agreement for President Noland. She said the committee recommends approval of the term sheet previously provided to the Trustees for the agreement effective January 1, 2027, and authorization for the board Chair, working with University Counsel, to negotiate, finalize, and execute the definitive agreement consistent with the approved term sheet.

Next, Chair Steagall-Jones said, the committee received the university's Composite Financial Index report for fiscal year 2025, showing that ETSU's FY25 CFI was 4.58, remaining above the standard benchmark of 3.0 and an indication of a sound financial position. The committee then heard a summary of the preliminary June financial statements, updated for June 2026. Overall, the results remain positive, with unrestricted

E&G revenues up by \$26.7 million or 6.25 percent over the prior year. The committee also discussed the transition to Voyager and the resulting accounting and reporting changes. Discussion focused primarily on overall revenues and expenditures rather than individual line-item variances. The committee then heard a report of agreements of \$250,000 or more for April through June.

Trustee Allen asked Chair Steagall-Jones whether she had stated that the proposed employment agreement was unanimously approved by the Finance and Administration Committee. Chair Steagall-Jones apologized if she had misspoken and clarified that the committee vote was three in favor and one opposed.

VIII. Consent Agenda

Chair Steagall-Jones asked if there were any items on the Consent Agenda that needed to be pulled for discussion and consideration. She then asked the board to pull item H., Employment Agreement, for individual consideration. Trustee Lundberg moved to approve the Consent Agenda as amended. Trustee Grisham seconded the motion. The motion carried by voice vote.

Chair Steagall-Jones reported that the Finance and Administration Committee, in its morning meeting, passed a motion recommending the adoption of the following resolution by the Board of Trustees, approving the term sheet previously provided to the Trustees outlining a new employment agreement for Dr. Brian Noland. The resolution reads: “RESOLVED, that the East Tennessee State University Board of Trustees approves a new employment agreement for Dr. Brian Noland, effective January 1, 2027, with compensation and other terms of employment as set forth in the term sheet previously provided to the Trustees; and FURTHER RESOLVED, that the Board of Trustees authorizes and directs the Chair of the Board to work with ETSU’s University Counsel to finalize and execute a definitive employment agreement consistent with the approved term sheet.” Chair Steagall-Jones then moved for the adoption of the resolution as presented from the Finance and Administration Committee and asked for a second. Trustee Grant Summers seconded the motion.

Chairs Steagall-Jones then asked if there were any questions, comments, edits, or discussion.

Trustee Allen then offered the following *comments* and requested that they be included in the official record:

Trustee Allen stated that, as he mentioned in the Finance and Administration Committee, he has concerns about the contract. He said again that his concerns are not due to Dr. Noland at all and that he thinks Dr. Noland does a wonderful job for the University.

Trustee Allen said that he had the following concerns about the structure of the agreement itself:

- 1. It is structured as a five-year agreement with annual automatic renewals for an additional year. For each year that passes, an additional year is automatically added, and that happens with no input from the Board.*
- 2. No other university in Tennessee has an agreement with that structure; they all have five-year fixed agreements. Almost all universities in the country have five-year or less fixed agreements. He acknowledged that he thought somebody had found an example of one university that had a longer agreement.*
- 3. The Association of Governing Boards (AGB) is an association that ETSU belongs to which puts out best practices for boards on this type of thing and other governance matters. AGB recommends against this type of agreement and says it is inadvisable to have an agreement that is longer than five years.*
- 4. In practicality, the way this agreement works, without action from the Board, after five years it still has five years to run, which makes it a ten-year contract.*
- 5. Trustee Allen said that he does not think that is in the best interest of the University and that AGB agrees that it is not. The reason, which AGB spells out in its literature and its advice on how to handle presidents' contracts, is that AGB believes the Board needs to be involved annually in the review and renewal of the President's contract.*
- 6. Under the terms of this agreement, the Board would have to take positive action for it not to automatically renew, and the Board is not involved in the review or evaluation of the President.*

He noted that when looking at a contract, one has to keep in mind that it may be somebody else in that seat. Even though the Board may think Dr. Noland is wonderful, and Trustee Allen agrees, he has a duty to look at the contract and vote for one he believes is in the best interest of the University, and he does not believe this one is.

Trustee Allen then asked the Chair a question. He asked, under the contract, if the Board wanted to take action to have the contract not automatically extend for one year, what are the terms for that to happen and what are the notice dates? He noted that AGB specifically recommends being sure such terms are spelled out,

including the notice date. He noted that the Chair was involved in the negotiation and asked what notice date had been agreed upon.

The Chair asked whether he meant the terms for the contract to renew or not to renew, and said there were several reasons. Trustee Allen said he was not asking for the reasons; he was asking for the notice date. The Chair stated that the term for each year is the calendar year end, December 31. Trustee Allen asked whether that meant no notice was required at all and the Board could act on December 31. The Chair responded by describing the President's evaluation process (the annual evaluation by the Chair, the 360 review conducted this year, and comments she receives from trustees). Trustee Allen stated that was not his question and asked again by what date the Board would have to act if it decided not to extend the contract. The Chair stated that it would have to be before December 31, and because the Board meets in November, it would have to be by the November Board meeting; she said she might need help from legal.

Trustee Allen asked whether that date was already in the contract. The Chair asked whether he meant the current contract; Trustee Allen said no, the one the Board was being asked to approve. The Chair stated that it was not completed because they wanted to get this finished, but that it will be clear that it would have to be by the November Board meeting because the contract is effective January 1 each year. Trustee Allen asked if that was what had been negotiated with Dr. Noland. The Chair stated they had not talked about that specifically, but that would be the way it would have to be.

Trustee Allen stated that the reason he was asking is that AGB advises against automatic renewals, and states that if a board does want an evergreen provision, it should be sure the terms are spelled out, because AGB's concern is that it is easy to miss the date by which the board must act if it does not want the contract to renew automatically. The Chair stated that she did not disagree and that it could be put in the contract, and turned to Dr. Noland. Dr. Noland stated that he would do whatever is the will of the Board, and that if the Board would like to look at the contract every November, he is comfortable with that.

Trustee Allen asked whether the motion could be amended so that the Board would take action each November to extend the contract for an additional year, rather than it extending automatically, and said he would be a whole lot more comfortable with that because the Board would be involved. The Chair stated that it could be. Trustee Allen then moved to amend the motion accordingly. The Chair stated that a motion and a second were required and asked for a second. Trustee Frye-Clark asked to speak; the Chair stated that a second was needed before discussion. The motion was not seconded, and the Chair declared that the amendment failed.

Trustee Allen stated that, that being the case, he would have to vote against the motion to approve a new contract for the President. He said he did not think the contract should automatically renew, that AGB agrees with that position, and that there are no schools in the country that do that. He reiterated that his vote is no reflection on Dr. Noland.

Trustee Frye-Clark stated: “I just went to the AGB website and what it says is that AGB guidance suggests starting with a traditional defined term contract to mutually evaluate fit before transitioning to an evergreen structure. But for proven leaders, evergreen arrangements with built-in notice and transition provisions signals a commitment to decade plus leadership, helping combat shortening presidential tenures. AGB stresses that any rolling or long-term contract must align with rigorous forward-looking presidential evaluations rather than automatic rewards, which I believe is what we are looking at now. So, AGB does not say that.”

Trustee Allen responded: “Actually, what it says is you can use the AI and ask the question because I don’t want to act like I’m giving incorrect information. It says AGB also advises that terms longer than 5 years are inadvisable because circumstances can change and both institution [and] president may end up locked into an expensive agreement. In guidance on presidential compensation AGB notes that presidential contracts typically extend 3 to five years.”

Trustees Ayers, Summers, and Grisham followed these comments with statements expressing support for the original motion and second, as well as for President Noland’s leadership and integrity. Trustee Smith stated that he agreed with Trustee Allen that the Board should be able to evaluate performance and provide input. However, he did not believe the proposed contract would prevent the Board from doing so or from taking action if necessary. Trustee Smith further noted that the Board would retain the authority to intervene and take appropriate action if Dr. Noland were not adequately performing his duties.

Chair Steagall-Jones then called the question and moved for a vote. The motion carried by voice vote, with Trustee Allen voting no. The Chair directed that the record show that Trustee Allen voted no.

IX. Selection of Board Vice Chair

Chair Steagall-Jones reported that with the expiration of Trustee Steve DeCarlo’s term on the board, a vacancy exists for Vice Chair. She then made a motion to nominate Trustee Janet Ayers to fill the unexpired term as Vice Chair. Trustee Grisham seconded the motion. It passed by voice vote.

X. Selection of Executive Committee Member

Chair Steagall-Jones said that with the selection of Trustee Ayers as Vice Chair, a vacancy opens up for the board's at-large member of the Executive Committee. She then made a motion to nominate Trustee Ron Ramsey to fill the unexpired term as at-large member of the Executive Committee. Trustee Ayers seconded the motion. It passed by voice vote.

XI. Finance and Administration Committee Appointments

Chair Steagall-Jones explained that with the expiration of Trustee DeCarlo's term, there are vacancies for Chair of the Finance and Administration Committee and for a member of the committee. She made a motion to nominate Trustee Charles Allen to fill the unexpired term as Chair and Trustee Dr. Bert Smith to fill the spot on the committee. Trustee Treadway seconded the motion. It passed by voice vote.

XII. Student Support Initiatives for Military Affiliated Students

Col. Dan Bishop, Director of Military and Veteran Services, reported significant growth in ETSU's military-affiliated student population, increasing from 750 students in 2021-22 to 1,336 this year, a 78 percent increase. The university has already exceeded its 2027 goals for participation in the tuition assistance match program, with 52 students enrolled, and for National Guard/Reserve student enrollment, which now stands at 92 students. He also highlighted the Veterans Integration to Academic Leadership (VITAL) program, a partnership with the VA that will bring on-campus support for benefits enrollment and suicide prevention beginning this spring at no cost to ETSU.

Col. Bishop reviewed several engagement and outreach initiatives, including his service on Governor Bill Lee's Tri-Stars and Stripes Governors Council. Governor Lee has also appointed Col. Bishop to chair the Veterans Education Subcommittee. Additional efforts include strengthening recruitment and partnerships with community colleges, particularly Northeast State Community College; improving transfer credit evaluations to maximize credit awarded to military-affiliated students; and expanding access through a military and veteran athletic ticket program that allows veterans and active-duty service members to attend ETSU athletic events free of charge as part of America's 250th birthday celebration.

Looking ahead, Col. Bishop expressed his desire to make the tuition assistance match program a permanent benefit and extend it to graduate students. He also reported on a \$5 million fundraising effort to renovate Memorial Hall and create Tennessee's largest military student support center by consolidating military-related services and organizations under one roof. President Noland commended Col. Bishop's leadership and announced that ETSU recently received the VETS Bravo designation, the highest recognition Tennessee awards to veterans-serving organizations.

XIII. Federal and State Aid Policy Update

Dr. Joe Sherlin, Senior Vice President for Student Life and Enrollment, and Dr. Heather Levesque, Associate Vice President for Student Life and Enrollment and Executive Director of Admissions, provided an update on recently enacted federal financial aid changes. Dr. Levesque outlined several impacts of the legislation, including revised enrollment requirements that may reduce student loan eligibility, changes to Pell Grant calculations, new limits on Parent PLUS Loans, and the elimination of Grad PLUS Loans for new borrowers. She commended ETSU's Financial Aid staff for helping students navigate the changes and noted that the university has implemented extensive communication efforts, including a dedicated website, direct outreach, social media messaging, and registration alerts.

Dr. Sherlin discussed growing concerns regarding the long-term sustainability of the Tennessee Education Lottery Scholarship (TELS) program, noting that lottery revenues are declining while program expenditures continue to increase. Currently, 82 percent of ETSU's freshman class receives lottery scholarship support, making the program a significant source of financial assistance for students.

Dr. Sherlin reported that more than 169,000 students statewide received TELS awards last year, with increasing renewal and graduation retention rates contributing to higher costs. He noted that state leaders are exploring options to increase revenues, but absent additional funding, program changes may be necessary. President Noland added that the future of the lottery scholarship program will likely become a significant policy discussion before the Tennessee General Assembly and the next governor.

XIV. Strategic Agenda Update and KPIs

Dr. Michael Hoff, Vice Provost for Planning and Decision Support, provided an update on ETSU's strategic performance indicators and progress toward the university's long-term goals. He reported that freshman applications exceeded expectations at 12,489, total enrollment reached 14,506, and military-affiliated enrollment surpassed the university's 2030 goal at 1,336 students. He also noted that retention reached a record 78.4 percent, while post-graduation outcomes improved to 84.9 percent.

Dr. Hoff highlighted continued institutional strength in research and philanthropy, with sponsored program funding totaling \$64.8 million and philanthropic giving reaching \$34.2 million. He also reported improvements in the university's operational environment, including reduced staff turnover and a strong Composite Financial Index of 4.58.

Dr. Hoff indicated that enrollment projections remain on target, with next fall's enrollment projected at 14,662. He also reported completion of several strategic initiatives, including the student support center, dedicated marching band space, expanded presence in downtown Kingsport, and development of pre-college academies

through the GEAR UP grant. Future planning efforts will include updates to Strategic Agenda 2036 and the launch of planning activities for ETSU's 125th anniversary.

XV. President's Report

President Noland opened his remarks by reaffirming ETSU's longstanding mission of improving quality of life in the region and highlighting the vital role that regional public universities play in serving their communities. He noted that ETSU enrolled a record 2,288 first-time freshmen in Fall 2026, with undergraduate enrollment increasing overall. The Quillen College of Medicine and Gatton College of Pharmacy both reached record enrollment levels, while the university continues to serve more Tennessee residents than at any point during his presidency.

Dr. Noland highlighted significant gains in student engagement across campus. Participation in Welcome Week, Preview events, recreation programs, advising, academic support services, and career development activities has increased substantially in recent years. He also noted growing usage of Bucky's Closet and other student support resources, reflecting the university's efforts to meet students' needs both inside and outside the classroom.

Student success indicators continue to trend in a positive direction. Dr. Noland reported that ETSU achieved the highest retention rate in its history at 78.4 percent and remains on track toward the Board's goal of reaching an 85 percent retention rate. He emphasized that early student engagement and expanded support services are contributing to these outcomes.

Turning to finances, Dr. Noland reported that the university maintains a balanced budget with healthy reserves. Since 2022, ETSU has invested more than \$26.5 million in salary enhancements. He also discussed challenges associated with Tennessee's Outcomes Funding Formula and emphasized the need to identify efficiencies that could support additional compensation increases for employees.

Dr. Noland provided updates on major capital projects and academic growth initiatives. Construction is expected to begin in 2027 on the Integrated Health Sciences Building and the Student Life Village, while renovations of Brown Hall continue. He also discussed plans for housing expansion and future academic program proposals in fields such as engineering, healthcare informatics, construction management, and neuroscience, all aimed at supporting enrollment growth and workforce needs.

Concluding his remarks, Dr. Noland thanked the Board for its reaffirmation of confidence in his leadership, sharing that he and Mrs. Noland spent considerable time this summer reflecting on their future and concluded that they want to remain at East Tennessee State University. He stated that ETSU is as strong as any university in Tennessee, pointing to the institution's success in national prestigious awards as evidence. He also highlighted ETSU's broader impact through the Quillen College of Medicine, research and sponsored

programs totaling \$64.8 million, support for first-generation students through TRIO programs, veterans initiatives, and community partnerships, reaffirming his commitment to the university's mission and future growth.

Dr. Noland concluded his presentation by sharing a video highlighting the story of Kamara Pennington, whose childhood experience as a patient at Niswonger Children's Hospital inspired her to pursue a degree in biomedical health sciences at ETSU. Following the presentation, Trustee Allen commended the work of Bucky's Closet and encouraged fellow board members to support the initiative through donations of professional and everyday clothing for students in need.

XVI. Action Item: Resolution of Appreciation for Trustee Steve DeCarlo

President Noland presented this resolution and called the board's attention to the full text of the document, which is in the agenda materials. Dr. Noland noted that Trustee DeCarlo was one of the original members of the Board of Trustees, chosen by Governor Bill Haslam for his business and leadership acumen, and that he has had an enormous impact on the board. Chair Steagall-Jones added that Trustee DeCarlo brought a wealth of knowledge and wisdom to the board and that his impact on the board will last forever.

Trustee Grisham made a motion that the resolution be adopted, and Trustee Ayers seconded the motion. The Board approved the motion by voice vote.

XVII. Action Item: Resolution of Appreciation for Jessica Vodden

President Noland presented this resolution and called the board's attention to the full text of the document, which is in the agenda materials. He told the board that Ms. Vodden is an alumna of Marshall University, where she participated in the equivalent of ETSU's Roan Scholars Leadership Program. He said that as Vice President of Marketing and Communications at ETSU, she transformed the way we market the institution. Ms. Vodden recently accepted a similar position at the University of Louisville.

Trustee Lundberg made a motion that the resolution be adopted, and Trustee Tony Treadway seconded the motion. The Board approved the motion by voice vote.

XVIII. Other Business

There was no other business to come before the board.

XIX. Executive Session

There was no need for an executive session.

XX. Adjournment

Chair Steagall-Jones asked Governor Ramsey to adjourn the meeting. The meeting was adjourned at 2:46 p.m.

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES

CONSENT AGENDA

DATE: November 6, 2026

ITEM: Consent Agenda

RECOMMENDED ACTION: Approve

PRESENTED BY: Dr. Adam Green
Board Secretary

The Consent Agenda items presented to the Board of Trustees are routine in nature, noncontroversial, or have been approved by a board committee unanimously. The Board votes on all items by a single motion. Full information about each item on the consent agenda is provided in the meeting materials.

As stipulated in the Bylaws, any Trustee may remove an item from the consent agenda by notifying the Secretary prior to the meeting. Before calling for a motion to approve the consent agenda, the Chair or Vice Chair (or the applicable senior Trustee in their absence) shall announce any items that have been removed from the consent agenda and ask if there are other items to be removed.

Requests for clarification or other questions about an item on the consent agenda must be presented to the Secretary before the meeting. An item will not be removed from the consent agenda solely for clarification or other questions.

Motion: I move for the adoption of the Consent Agenda.

RESOLVED: The Board of Trustees adopts the Consent Agenda as outlined in the meeting materials.

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES

ACTION ITEM

DATE: November 6, 2026

ITEM: Approval of the Minutes from September 11, 2026

COMMITTEE: Academic, Research, and Student Success

RECOMMENDED ACTION: Approve

PRESENTED BY: Dr. Adam Green
Board Secretary

The minutes of the September 11, 2026, meeting of the Academic, Research, and Student Success Committee are included in the meeting materials.

MOTION: I move that the Board of Trustees adopt the resolution, approving the minutes as outlined in the meeting materials.

RESOLVED: The reading of the minutes of the September 11, 2026, meeting of the Academic, Research, and Student Success Committee is omitted, and the minutes are approved as presented in the meeting materials, provided that the Secretary is authorized to make any necessary edits to correct spelling errors, grammatical errors, format errors, or other technical errors subsequently identified.

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES
ACADEMIC, RESEARCH, AND STUDENT SUCCESS COMMITTEE

MINUTES

September 11, 2026
Johnson City, Tennessee

The East Tennessee State University Board of Trustees' Academic, Research, and Student Success Committee met on Friday, September 11, 2026, at 9:04 a.m. in the East Tennessee Room of the D.P. Culp Student Center.

I. Call to Order

Trustee Janet Ayers, Chair of the committee, called the meeting to order at 9:04 a.m.

II. Roll Call

Board Secretary Dr. Adam Green conducted the roll call. The following committee members were physically present:

Trustee Janet Ayers
Trustee Dr. Steph Frye-Clark
Trustee Jon Lundberg
Trustee Melissa Steagall-Jones
Trustee Tony Treadway

Other Trustees present were Charles Allen, Thomas Bales, Dorothy Grisham, Ron Ramsey, Dr. Bert Smith, and Grant Summers.

III. Approval of the Committee Minutes from May 21, 2026

The minutes from the May 21, 2026, meeting of the Academic, Research, and Student Success Committee were approved as submitted with Trustee Dr. Steph Frye-Clark making the motion and Trustee Tony Treadway seconding the motion. The committee approved the motion by voice vote.

ACTION ITEMS

IV. Recommendation for Promotion and Tenure of Faculty Member

Provost and Senior Vice President for Academic Affairs Dr. Kimberly McCorkle recommended to the committee that Dr. Lynette Hamlin be granted promotion and

tenure. She said that Dr. Hamlin was hired, after a national search, to be Associate Dean of Research and Professor in the ETSU College of Nursing. Dr. Hamlin comes to ETSU from the Uniformed Services University of the Health Sciences in Bethesda, Maryland, where she worked for over nine years, most recently as Professor and Director of the Center for Military Women's Health Research, in the graduate school of nursing. Dr. Hamlin is the recipient of almost \$18 million in grant funding and has authored over 35 peer-reviewed publications and two books.

Trustee Dr. Steph Frye-Clark moved that the recommendation be approved, and Trustee Jon Lundberg seconded the motion. The committee approved the motion by voice vote.

V. Approval of the ETSU Mission Profile

Dr. Michael Hoff, Vice Provost for Planning and Decision Support, summarized the purpose of the mission profile, noting that annual review of the profile is required by the Tennessee Higher Education Commission. He indicated that ETSU's revised mission profile includes one editorial change and one substantive change. The editorial change involves a modification of the Carnegie classification language to: "Professional-focused Undergraduate/Graduate-Doctorate-Medium." The substantive change involves the university's new elective classification for Community Engagement. ETSU is among approximately 10 percent of American universities with that classification.

Trustee Jon Lundberg made a motion that the revised mission profile be approved, and Trustee Dr. Steph Frye-Clark seconded the motion. The committee approved the motion by voice vote.

INFORMATION AND DISCUSSION ITEMS

VI. Academic Notification for Period of January 1, 2026, through July 31, 2026

Provost McCorkle reported that during the first seven months of 2026, ETSU completed 64 academic actions. Twenty-nine of those are required to be reported to the Tennessee Higher Education Commission, and 35 were approved at the university level. Among the items submitted to the commission were eight new concentrations in areas that include the Health Sciences, Intelligent Enterprise, Filmmaking, Digital Media, and Communications. In addition, there are new certificates in Surveying and Mapping Science and Intelligent Enterprise. Also added is a minor in surveying and mapping science.

Provost McCorkle highlighted the commission's recent approval of the Master of Science degree in Environment, Health, and Disaster Sciences, which will begin this year. She also described a new online pathway toward the Doctor of Public Health degree.

In the second part of her report, Provost McCorkle told the committee that 14 programs have revised admission requirements and that ETSU continues to update existing

curricula to meet changing accreditation standards and workplace needs. Seven programs underwent substantial curricular revisions, including Nursing and Respiratory Therapy. Other programmatic changes focused on student progression and completion. Several policy and curricular changes resulted in the removal of unnecessary credits and the clarification of progression requirements to provide students with more flexibility in completing their degrees. As part of the curriculum revision, Provost McCorkle reported that concentrations were closed or inactivated in programs with low enrollment, including the Master of Science in Allied Health.

Provost McCorkle concluded her presentation by updating the committee on future expansion of engineering programs at the university. With the help of an outside consultant, the university is developing a five-year plan for new engineering programs.

VII. Enrollment Update

Dr. Joe Sherlin, Senior Vice President for Student Life and Enrollment, reported to the committee that fall 2026 enrollment increased by 118 students, for a total enrollment of 14,506. Dr. Sherlin indicated that first-time freshman enrollment stands at 2,288 students, which is the largest freshman class in history. He cited several reasons for the record enrollment figures, including ETSU's academic portfolio, competitive tuition rates, reputation as a low-debt institution, and an engaged and connected student community.

Dr. Sherlin summarized the ETSU Strategic Enrollment Plan and its goals for 2030. Dr. Sherlin noted the growth in military-affiliated students as well as progress in the institution's retention and graduation rates. Dr. Sherlin then pointed to areas for improvement, including enrollment of transfer students and international students. He said strategies are being developed to address both those challenges, as well as the need to increase enrollment of older adults.

Dr. Sherlin reported on the recent opening of the Mary V. Jordan Center, which he described as our "front door to student support and success." In November, Buc Central will open as a one-stop shop for financial aid, the bursar's office, and registration. Dr. Sherlin reiterated the fact that ETSU's 78 percent first-year retention rate is the highest in the history of the university. He added that our four-year graduation rates continue to climb, placing ETSU in the top quartile among regional public institutions in the country in the percentage of students finishing degrees in four years.

Dr. Sherlin references the work of staff such as Ethan Hutchinson, Executive Director of the Office of Academic Advisement, who guided the institution's progress in advising. He highlighted the professional advising that all undergraduate students have access to, as well as mentorship from faculty advisors and the coordinated program of care across campus. Dr. Sherlin then praised the work of Kelvin Tarukwasha, Resident District Manager for Sodexo. Dr. Sherlin said that a decade ago, students were not pleased with the university's food services program. In partnership with the Student Government Association, the administration re-envisioned the food service model. In 2016, 850

students, faculty, and staff were on meal plans. Now, that number is over 3,500. This past year, ETSU set a national record for the greatest increase in voluntary student meal plans. Kelvin Tarukwasha, Dr. Sherlin said, embodies ETSU's value of service, noting that he served hundreds of free meals to responders and those in need during Hurricane Helene and that he has been responsible for the donation of thousands of meals and thousands of pounds of food to families and students experiencing food insecurity. During the pandemic, he delivered meals to students by himself.

VIII. Faculty Research Update

Dr. Aaron Polichnowski, Associate Professor in the Quillen College of Medicine's Department of Biomedical Sciences and an ETSU alumnus, updated the committee on his research into kidney disease and his support from the National Institutes of Health. Since 2016, Dr. Polichnowski said, he and his colleagues at ETSU have been working to identify the mechanics of kidney injury and to develop new approaches to prevent kidney injury and improve recovery.

Dr. Polichnowski noted that kidney disease and hypertension are especially prevalent in the Appalachian region. Some of the questions he is addressing in his research include: Why are some kidneys more susceptible to high blood pressure? What determines injury and recovery? How do forever chemicals affect kidney health? Dr. Polichnowski said the unifying theme among all his funded grants is trying to determine how kidney injury happens and how to prevent it.

Dr. Polichnowski's first NIH-funded project involves studying the ability of blood vessels in the kidney to protect it from hypertensive injury. He indicated that he has developed a novel method to assess the function of blood vessels in the kidney and determine how quickly blood vessels respond when blood pressure changes. His second NIH-funded project involves acute kidney injury and is an effort to understand why anemia develops after such injuries. He reported that he and his colleagues have likely identified the additional mechanism responsible for the development of anemia after acute kidney injury. The third NIH-funded grant is an exploration of forever chemicals and evidence that they are associated with high blood pressure and kidney disease. He said there is very little knowledge of how these chemicals affect renal and cardiovascular function.

Dr. Polichnowski then described the broad impact of funding from the National Institutes of Health on our campus. He noted that having several people within one department or college supported by funding from the NIH improves our ability to apply for and receive instrumentation grants for cutting-edge equipment. NIH funding can lead to building infrastructure, he said. It drives collaboration and team science, both on campus and with colleagues around the country. And, he said, NIH funding creates tremendous opportunities for students. Dr. Polichnowski pointed out that over the past five years, 20 students have been engaged in research in his laboratory, and NIH funding has allowed

him to hire four outstanding research technicians. He concluded his presentation by saying that externally-funded research has an impact far beyond the classroom.

GENERAL INFORMATION ITEMS

IX. Committee Discussions

There was no further discussion.

X. Other Business

There was no other business to come before the committee.

XI. Adjournment

The committee adjourned at 9:49 a.m.

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES

ACTION ITEM

DATE: November 6, 2026

ITEM: Approval of the Minutes from September 11, 2026

COMMITTEE: Finance and Administration

RECOMMENDED ACTION: Approve

PRESENTED BY: Dr. Adam Green
Board Secretary

The minutes of the September 11, 2026, meeting of the Finance and Administration Committee are included in the meeting materials.

MOTION: I move that the Board of Trustees adopt the resolution, approving the minutes as outlined in the meeting materials.

RESOLVED: The reading of the minutes of the September 11, 2026, meeting of the Finance and Administration Committee is omitted, and the minutes are approved as presented in the meeting materials, provided that the Secretary is authorized to make any necessary edits to correct spelling errors, grammatical errors, format errors, or other technical errors subsequently identified.

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES
FINANCE AND ADMINISTRATION COMMITTEE

MINUTES

September 11, 2026
Johnson City, Tennessee

The East Tennessee State University Board of Trustees' Finance and Administration Committee met on Friday, September 11, 2026, at 11:39 a.m. in the East Tennessee Room of the D.P. Culp Student Center.

I. Call to Order

Board of Trustees Chair Melissa Steagall-Jones called the meeting to order at 11:39 a.m.

II. Roll Call

Board Secretary Dr. Adam Green conducted the roll call. The following committee members were physically present:

Trustee Charles Allen
Trustee Thomas Bales
Trustee Dr. Bert Smith
Trustee Melissa Steagall-Jones
Trustee Grant Summers

Other Trustees present were Janet Ayers, Dr. Steph Frye-Clark, Dorothy Grisham, Jon Lundberg, Ron Ramsey, and Tony Treadway.

III. Approval of the Committee Minutes from May 21, 2026

The minutes from the May 21, 2026, meeting of the Finance and Administration Committee were approved as submitted. Trustee Grant Summers made the motion to approve, and Trustee Charles Allen seconded the motion. The committee approved the motion by voice vote.

IV. Action Item: Approval of Policy on Use of Out-of-State Undergraduate Tuition and Fee Revenues

Ms. Christy Graham, Chief Financial Officer, told the committee that Tennessee Code requires the university to establish a utilization plan for revenues derived from out-of-state undergraduate tuition and fees and to address how those revenues may be used to

help mitigate tuition and fee costs for in-state undergraduate students. She said policy provides the university appropriate flexibility in the use of these revenues and that they may be used for general institutional purposes including academic instruction, student services and student success initiatives, faculty and staff compensation and benefits, financial aid and scholarships, and facilities, infrastructure, and technology. She added that policy also connects these revenues to the university's annual budget and financial planning process. The university will consider how out-of-state undergraduate tuition and fee revenue may help support affordability for in-state undergraduate students. Ms. Graham said a single use for the revenue each year is not prescribed. Instead, she said, a framework is established as required by state law while preserving the Board of Trustees' and the university's ability to make decisions through the annual budget process, based on needs and priorities.

Trustee Grant Summers made a motion that the policy be adopted as presented. Trustee Dr. Bert Smith seconded the motion. The committee approved the motion by voice vote.

V. Action Item: Update on ETSU Foundation and Request for Naming

Mr. Howard Reddy, Vice President for University Advancement, reported on progress within Advancement and the ETSU Foundation since assuming his role in November 2025. He highlighted efforts to improve operational processes, strengthen donor relations and alumni engagement, implement a more strategic fundraising model, and raise \$1.3 million during Forever ETSU Week 2026. He also noted that the ETSU Foundation continues to receive a clean, unmodified audit.

Mr. Reddy reported the establishment of a Foundation Real Property Committee to take a more proactive approach to real estate opportunities. Recent acquisitions include the former Knight's Pizza property and a property in College Heights. He also noted expanded donor communications and record attendance at the most recent Distinguished President's Trust Dinner.

Reviewing fundraising performance, Mr. Reddy reported that ETSU raised \$13.3 million during fiscal year 2025-26, an increase of \$2.1 million over the previous year. The university received more than 15,000 gifts from 5,630 donors, including nearly 2,000 first-time donors. Through the first two months of fiscal year 2026-27, more than \$2.4 million has already been raised, exceeding the same period last year by \$865,000. Foundation investments totaled \$202.3 million as of June 30, 2026, with strong recent returns.

Mr. Reddy emphasized the Foundation's impact in supporting people, programs, places, and community. During fiscal year 2026, more than \$4.4 million was awarded in scholarships, while donor support continued to benefit academic programs, athletics, healthcare initiatives, faculty development, and student success. Philanthropic support has also played a significant role in major facility projects across campus, including the

Academic Building, Brown Hall, Lamb Hall, as well as William B. Greene Stadium and other athletic facilities.

A highlight of the presentation was a naming request for the College of Arts and Sciences following a historic \$15 million gift from the Phil and Martha Bachman Foundation. The gift includes \$10 million for scholarships, \$3 million to support the Academic Building and Brown Hall renovation, and \$2 million for a dean's discretionary fund. Mr. Reddy noted that the contribution fulfills the fundraising requirements for both major building projects. Phil and Martha Bachman, were longtime residents of Greeneville and owners of five automotive dealerships in the region. Additional donor recognition will be located in the Academic Building, and the Brown Hall courtyard.

Mr. Reddy thanked the Board of Trustees for fostering an environment that made such a transformational gift possible, and he recognized Denise Asbury and Suzanne Stouffer for their efforts in securing the historic commitment.

President Noland thanked Mr. Reddy and his staff for their leadership and stewardship in securing the transformational gift. Following the presentation, Trustee Charles Allen moved to approve naming the college the Phil and Martha Bachman College of Arts and Sciences, Trustee Grant Summers seconded the motion, and the committee approved the motion by voice vote.

VI. Action Item: Employment Agreement

Board of Trustees Chair Melissa Steagall-Jones stated that as authorized by the Bylaws of the Board of Trustees, the board is responsible for the election and removal of the chief executive officer (president) of the university and the fixing of his or her compensation. She added that it is an honor to work with President Brian Noland and praised him for the stability he brings to ETSU. Chair Steagall-Jones then made a motion that the Finance and Administration Committee recommend adoption of the following resolution by the Board of Trustees, approving the term sheet previously provided to the Trustees outlining a new employment agreement for Dr. Brian Noland:

RESOLVED, that the East Tennessee State University Board of Trustees approves a new employment agreement for Dr. Brian Noland, effective January 1, 2027, with compensation and other terms of employment as set forth in the term sheet previously provided to the Trustees; and

FURTHER RESOLVED, that the Board of Trustees authorizes and directs the Chair of the Board to work with ETSU's University Counsel to finalize and execute a definitive employment agreement consistent with the approved term sheet.

Chair Steagall-Jones asked for a second. Trustees Summers seconded the motion. Then Chair Steagall-Jones then asked if there were any questions, comments, edits or discussion.

Trustee Allen then offered the following comments and requested that they be included in the official record:

Trustee Allen prefaced his remarks by saying that they were in no way a reflection on Dr. Noland, that he had discussed his concerns with Dr. Noland directly and with the trustees in executive session, and that his concerns would be the same regardless of who held the office of President. Trustee Allen further said that he thought Dr. Noland had done a wonderful job and that he hopes Dr. Noland stays at ETSU for the rest of his career.

Trustee Allen then stated that he had problems with the terms of the contract and the way it is being proposed for the following reasons:

- 1. In the past, ETSU has always had a five-year fixed contract with the President, which is the same type contract that all the Universities in Tennessee have with their presidents including the University of Tennessee. It is also the same type of contract that almost all of the universities in the Country have with their President. He acknowledged that someone had found one university, possibly Purdue, that has a contract longer than five years, but in general almost all universities in the country have contracts that are five years or less.*
- 2. The way this contract is proposed, it runs for five years and for each year that passes an additional year is added on. So, after the first year, a year drops off and a year is added so it is still five years long. This continues after the second year, third year and so on. At the end of five years, it still has five years to run, which in effect makes it a ten-year contract.*
- 3. The Association of Governing Boards (AGB), of which ETSU is a member, which advises Boards on best practices for the Boards themselves and on governance and presidential contracts, says that it's inadvisable to have a contract longer than five years. They prefer three and their reasoning is that they want the Board involved in the review and extension of any contract on an annual basis.*
- 4. The way this contract is proposed is it automatically extends every year. The Chair presumably would be involved, but the Board would not be involved.*
- 5. The proposed contract is in direct contradiction to what AGB recommends and it's a direct contradiction to what most universities have.*
- 6. Trustees have a duty to be involved. The most important thing Trustees do is hire and work with the President of the University. The budget is also very important, but the President is probably the most important.*

7. *Delegating the Board's involvement to one person is not in ETSU's best interest. This is not directed toward the Chair, but you never know who will be in that seat. It is therefore not in the University's best interest for the Board to say, in effect, that it will not fulfill one of its primary responsibilities.*
8. *The Board has not seen a copy of the contract, and he did not believe the contract had even been drafted. The Board only has a term sheet.*
9. *If the contract were to be approved, at a minimum the Board should have the contract in front of it and have independent legal counsel to advise the Board.*
10. *It was discussed earlier today that the current contract has an inadvisable provision having to do with a president being terminated for cause. No one pointed this out to the Board in the past. He noted that this was not a concern with respect to Dr. Noland and that he was speaking generally about the framework of the contract presented.*

Trustee Allen stated that when he joined the Board, he took an oath to fulfill a fiduciary obligation to do what he believes is in the best interest of the University, and therefore he could not vote for the contract today.

The Chair called the question. The motion carried by voice vote, with Trustee Allen voting no. Trustee Allen asked to be recorded as voting no and noted that because the committee vote was not unanimous, the item could not be placed on the consent agenda for the regular Board meeting

VII. Presentation of FY25 Composite Financial Index

Ms. Christy Graham, Chief Financial Officer, presented an overview of the Composite Financial Index which provides a measure of the financial health of the institution. She said the Primary Reserve ratio measures financial strength and flexibility and compares expendable net assets to total expenses. The Viability ratio measures capacity to repay debt with reserves. The Return on Net Assets ratio indicates whether an institution is better off this year than last year. And the Net Operating Revenues ratio indicates whether an institution is living within available resources. Ms. Graham reported that ETSU's total Composite Financial Index for FY25 was 4.58, which is above the standard of 3.0 and well above the watch level of 1.0. She concluded by asserting that the university continues to maintain a sound overall financial position.

VIII. Quarterly Financial Update

Ms. Graham reminded the committee that fiscal year 2026 was the first full year of operations under the new Voyager system. She said the new chart of accounts gives significantly greater precision in how we classify financial activity as compared to Banner. Because of the changes in accounting and reporting brought about by the

adoption of the Voyager/Oracle system, discussion centered primarily on overall revenues and expenditures, rather than individual line-item variances.

Ms. Graham reported that unrestricted E&G revenues increased by \$26.7 million or 6.25%, from \$426.5 million last year to \$453.2 million this year. Tuition and fees increased by \$11.2 million and state appropriations by \$7.7 million. Total unrestricted expenditures increased by \$5 million or 1.14%. Ms. Graham said the 1.14% increase should not be interpreted as flat operating activity. She indicated that recurring salary costs grew while the compensated absence accounting adjustment substantially offset increases elsewhere in the table. Total current operating revenues increased by 4.5% to \$617.3 million.

Ms. Graham gave a brief analysis of ETSU's Statement of Net Position, noting that total assets increased substantially year over year, with the largest contribution being growth in capital assets. She said the amounts presented to the committee are preliminary and subject to change.

IX. Quarterly Report of Agreements \$250,000 or Greater

Ms. Graham reported on two contracts. The first involves Dell in the amount of \$389,988 for annual computer lab upgrades. The other is for janitorial services for the ETSU Family Medicine clinics, in the amount of \$564,000. Ms. Graham reported on RFPs that are in process: for Contract Lifecycle Management software and banking contracts for state funds and the ETSU Foundation. She added that an RFP has been awarded to Jostens for caps and gowns.

X. Other Business

There was no other business to come before the committee.

XI. Adjournment

The committee adjourned at 12:24 p.m.

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES

ACTION ITEM

DATE: November 6, 2026

ITEM: Approval of the Minutes from September 11, 2026

COMMITTEE: Audit

RECOMMENDED ACTION: Approve

PRESENTED BY: Rebecca A. Lewis, CPA
Chief Audit Executive

The minutes of the September 11, 2026, meeting of the Audit Committee are included in the meeting materials.

MOTION: I move that the Board of Trustees adopt the resolution, approving the minutes as outlined in the meeting materials.

RESOLVED: The reading of the minutes of the September 11, 2026, meeting of the Audit Committee is omitted, and the minutes are approved as presented in the meeting materials, provided that the Secretary is authorized to make any necessary edits to correct spelling errors, grammatical errors, format errors, or other technical errors subsequently identified.

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES
AUDIT COMMITTEE

MINUTES

September 11, 2026
Johnson City, Tennessee

The East Tennessee State University Board of Trustees' Audit Committee met on Friday, September 11, 2026, at 10:02 a.m. in the East Tennessee Room of the D.P. Culp Student Center.

I. Call to Order

Committee Chair Ron Ramsey called the meeting to order at 10:02 a.m.

II. Roll Call

Board Secretary Dr. Adam Green conducted the roll call. The following committee members were physically present:

Committee Chair Ron Ramsey
Trustee Dorothy Grisham
Trustee Melissa Steagall-Jones

Other Trustees present were Charles Allen, Janet Ayers, Thomas Bales, Dr. Steph Frye-Clark, Jon Lundberg, Dr. Bert Smith, Grant Summers, and Tony Treadway.

III. Approval of the Committee Minutes from May 21, 2026

The minutes from the May 21, 2026, meeting of the Audit Committee were approved as submitted with Trustee Dorothy Grisham making the motion and Trustee Melissa Steagall-Jones seconding the motion. The committee approved the motion by voice vote.

IV. Action Item: Audit Plan for FY27

Ms. Becky Lewis, Chief Audit Executive, reviewed the general contents of the audit plan. They include the annual required audit of the president's expenses; follow-up reviews; investigations; consultations; advisory services; special requests; and risk-based audits.

Trustee Dorothy Grisham made a motion that the plan be adopted, and Trustee Melissa Steagall-Jones seconded the motion. The committee approved the motion by voice vote.

V. Action Item: Internal Audit Employee Profiles

Ms. Lewis provided to the committee salary information, professional certifications, and years of service for all employees in the department. Each year, she said, the Board of Trustees is required to approve the salaries of those employees.

Trustee Grisham made a motion that the salaries of the Internal Audit staff be approved as presented in the meeting materials. Trustee Steagall-Jones seconded the motion. The committee approved the motion by voice vote.

VI. Audits and Investigations Performed May through August 2026

Ms. Lewis reported that since April her office has performed three audits, two investigations, and two advisory services.

An audit was conducted of the Institutional Animal Care and Use Program. Ms. Lewis said the report contained one finding, related to noncompliance with controlled substance management requirements within the research program. Multiple laboratories were reviewed, but deficiencies were concentrated within one lab. Ms. Lewis indicated that the audit noted many positive practices across the program, including strong safety and occupational health protocols, effective oversight of pain management and animal procedures, compliant euthanasia practices, and robust physical and data security controls.

An audit was conducted of the Office of Planning and Decision Support. There were no findings as a result of the audit.

An NCAA compliance audit resulted in two findings. Ms. Lewis said Internal Audit identified significant weaknesses in the documentation, oversight, and approval processes for official recruiting visits and related transportation expenses within the football program. And Internal Audit identified a control weakness in the administration of football student-host funds during prospective student-athlete official visits.

Ms. Lewis reported on the results of two investigations. An investigation related to ETSU-Con, an annual student-run campus event, was conducted due to concerns related to the handling of revenues and delayed deposits. It was reported that revenue received during the March 2025 event was not deposited until February 2026. The investigation revealed that internal controls were insufficient to ensure event-related revenues were complete and accurate. Ms. Lewis indicated that Student Activities and Organizations has carefully evaluated the findings and has developed a comprehensive corrective action plan that establishes clear accountability, enhanced reconciliation processes, improved financial oversight, and formal cash handling procedures when cash transactions are permitted. The other investigation occurred after the Office of Internal Audit was notified that the direct deposit of an employee was sent to a fraudster's bank account. There is no evidence that a university employee was involved in the scheme. Following the incident, the Office of Financial Services and the Office of Information Technology Services

began implementing control enhancements to strengthen current processes to help prevent future occurrences.

Ms. Lewis told the committee that her office was also involved in two advisory services, for ETSU GEAR UP and for the Office of Professional Development.

VII. Recommendation Log Status as of August 31, 2026

Ms. Lewis said her office is continuing to conduct follow-up reviews to ensure that prior recommendations have been addressed. She added that the ProCard audit is near completion, with no findings or observations.

VIII. Report on Internal Audit Operating Expenses

As an information item, Ms. Lewis reported that the Internal Audit operating budget stands at \$10,790 and the travel budget at \$4,750.

IX. Other Business

There was no other business to come before the committee.

X. Executive Session to Discuss Active Audits, Enterprise Risk Management, and Review University Risks and Related Internal Controls

The committee recessed at 10:20 a.m. to go into executive session.

XI. Adjournment

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES

ACTION ITEM

DATE: November 6, 2026

ITEM: Approval of FY27 October Revised Budgets

COMMITTEE: Finance and Administration

RECOMMENDED ACTION: Approve

PRESENTED BY: Christy Graham
Chief Financial Officer and
Vice President of Business and Finance

In compliance with Tennessee Code Annotated 49-8-203 (a) (10) (C), ETSU Budget Control Policy requires three budgets be prepared each year and submitted to the Board of Trustees for approval. The university prepares budgets for the one formula-funded unit (Main Campus), one non-formula unit (ETSU Health - which includes College of Medicine, Family Medicine, and College of Pharmacy). The three budgets prepared each year are:

- 1) The proposed budget to fund the fiscal year beginning July 1;
- 2) The revised fall budget that is prepared after the fall enrollment cycle and financial statement preparation for the prior fiscal year; and
- 3) The estimated spring budget that is submitted at the same time as the proposed budget for the next fiscal year.

The Board of Trustees will consider the October 2026 revisions to the 2026-27 budgets for the one formula funded unit, and three specialized units. During the May 21, 2026 meeting, the Board of Trustees adopted the proposed 2026-27 budgets for the university. The proposed budgets for the fiscal year are based on the estimates for revenue and expenditures as of the time the budget is prepared. The fall enrollment and adjusted appropriation figures for revenue budgets have been received, along with adjustments from fiscal year-end closing that provide for the carryforward of budgets for operational expenses. Contained within the October 2026 revised budgets is a 1.5% salary enhancement for ETSU regular employees, with a ceiling of \$4,000. The Quillen College of Medicine and the Gatton College of Pharmacy revised budget contains also 1.5% salary enhancement. The details of the original and revised budgets are outlined in the following materials.

MOTION: I move that the Board of Trustees adopt the October revisions to the 2026-27 university budget.

RESOLVED: Upon the recommendation of the Finance and Administration Committee, the Board of Trustees approves the university's October revisions to the 2026-27 university budget.

FT Unrestricted and Auxiliary Positions	Original 26-27	October Revised	Increase (Decrease)
Faculty	720	720	-
Administration	41	41	-
Maint/Tech/Support	400	400	-
Professional Support	607	615	8
Sub Total	1,768	1,776	8
Auxiliaries	69	69	-
Total	1,837	1,845	8

	Actual 25-26	Original 26-27	October Revised	Increase (Decrease)	Addition of Carryforward	Total October Revised Budget
Revenue	\$351,986,462	\$344,032,340	\$349,804,960	\$5,772,620	\$0	\$349,804,960
Expenditures and Transfers						
Instruction	\$123,589,651	\$127,772,020	\$127,422,810	\$(349,210)	\$7,645,810	\$135,068,620
Research	6,624,751	7,888,510	8,271,870	383,360	12,338,520	20,610,390
Public Service	9,860,755	5,534,200	5,532,520	(1,680)	2,973,260	8,505,780
Academic Support	27,828,079	30,326,650	31,072,200	745,550	5,646,600	36,718,800
Student Services	33,786,460	33,756,270	34,256,880	500,610	966,950	35,223,830
Institutional Support	30,885,431	28,598,900	30,141,760	1,542,860	2,946,310	33,088,070
Facilities	25,306,754	28,380,370	27,957,630	(422,740)	1,742,740	29,700,370
Scholarships	28,423,286	30,140,280	29,867,120	(273,160)	47,170	29,914,290
Total before transfers	286,305,167	292,397,200	294,522,790	2,125,590	34,307,360	328,830,150
Debt Service	4,031,246	5,698,930	5,698,930	-		5,698,930
Non-Mandatory Transfers	27,368,681	4,915,700	4,756,860	(158,840)		4,756,860
Auxiliaries Exp & Tnfrs	39,379,655	40,938,590	44,530,580	3,591,990	-	44,530,580
Total	\$357,084,751	\$343,950,420	\$349,509,160	\$5,558,740	\$34,307,360	\$383,816,520

Quillen College of Medicine October Revised Budget

	Actual 25-26	Original 26-27	October Revised	Increase (Decrease)
Revenue	84,856,945.13	86,289,810.00	86,572,440.00	282,630.00
<u>Expenditures and Transfers</u>				
Instruction	54,710,552.71	60,072,950.00	60,699,550.00	626,600.00
Research	2,948,595.34	6,950,000.00	8,442,300.00	1,492,300.00
Academic Support	7,885,065.12	9,586,760.00	9,521,130.00	(65,630.00)
Student Services	3,679,765.29	4,794,170.00	4,530,170.00	(264,000.00)
Institutional Support	4,016,775.83	2,409,610.00	2,363,990.00	(45,620.00)
Facilities	5,606,909.44	7,915,440.00	8,379,460.00	464,020.00
Scholarships	255,000.00	624,800.00	624,800.00	-
Total before transfers	79,102,663.73	92,353,730.00	94,561,400.00	2,207,670.00
Debt Service	98,801.90	106,900.00	106,900.00	-
Non-Mandatory Transfers	2,505,488.12	(6,170,820.00)	(8,095,860.00)	(1,925,040.00)
Total	81,706,953.75	86,289,810.00	86,572,440.00	282,630.00

FT Unrestricted Positions	Original 26-27	October Revised	Increase (Decrease)
Faculty	168	173	5
Administration	5	5	0
Maint/Tech/Support	102	99	(3)
Professional Support	112	121	9
Total	387	398	11

Family Medicine October Revised Budget

	Actual 25-26	Original 26-27	October Revised	Increase (Decrease)
<u>Revenue</u>	22,722,000	23,042,300	23,684,700	642,400
<u>Expenditures and Transfers</u>				
Instruction	17,482,206	17,703,460	18,836,100	1,132,640
Research	166,348	287,970	470,830	182,860
Public Service	-	-	-	
Academic Support	4,635,603	4,573,250	4,735,210	161,960
Institutional Support	2,021,846	2,166,580	2,182,790	16,210
Facilities	954,570	718,500	1,239,500	521,000
Total before transfers	25,260,573	25,449,760	27,464,430	2,014,670
Non-Mandatory Transfers	8,552,730	(2,385,860)	(5,689,770)	(3,303,910)
<u>Total</u>	<u>33,813,303</u>	<u>23,063,900</u>	<u>21,774,660</u>	<u>(1,289,240)</u>

<u>FT Unrestricted Positions</u>	<u>Original 26-27</u>	<u>October Revised</u>	<u>Increase (Decrease)</u>
Faculty	34	33	(1)
Administration	-	-	-
Maint/Tech/Support	54	51	(3)
Professional Support	28	30	2
<u>Total</u>	<u>116</u>	<u>114</u>	<u>(2)</u>

Gatton College of Pharmacy October Revised Budget

	Actual 25-26	Original 26-27	October Revised	Increase (Decrease)
Revenue	\$ 9,525,084	\$ 12,717,800	\$ 12,670,700	\$ (47,100)
<u>Expenditures and Transfers</u>				
Instruction	\$ 3,436,943	\$ 5,120,700	\$ 5,859,700	\$ 739,000
Research	234,820	530,200	1,112,700	582,500
Public Service	584,945	37,100	641,400	604,300
Academic Support	2,190,590	2,627,800	3,202,500	574,700
Student Services	727,096	1,026,200	1,208,900	182,700
Institutional Support	570,892	644,900	791,600	146,600
Facilities	173,554	478,900	671,900	193,000
Scholarships	529,625	742,000	742,000	-
Total before transfers	8,448,466	11,207,900	14,230,700	3,022,800
Debt Service	0	674,700	674,700	-
Non-Mandatory Transfers	125,000	282,100	223,200	(58,900)
Total	\$ 8,573,466	\$ 12,164,700	\$ 15,128,600	\$ 2,963,900

FT Unrestricted and Auxiliary Positions	Original 26-27	October Revised	Increase (Decrease)
Faculty	30	30	-
Administration	1	1	-
Maint/Tech/Support	12	13	1
Professional Support	11	11	-
Total	54	55	1

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES

ACTION ITEM

DATE: November 6, 2026

ITEM: Revisions to Audit Plan for FY27

COMMITTEE: Audit

RECOMMENDED ACTION: Approve

PRESENTED BY: Rebecca A. Lewis, CPA
Chief Audit Executive

Ms. Lewis will provide a listing of additions and deletions to the fiscal year 2026-2027 audit plan since the last meeting.

Additions

University School Student Support Organizations Advisory Services

An advisory service engagement was requested by the Dean of Clemmer College and the Principal at University School. The objective of the engagement was to assist management in evaluating, organizing, and classifying financial information from the Parent Foundation and various athletic and activity accounts for purposes of Form 990 reporting and future financial reporting readiness.

FWA 27-02

Internal Audit received a possible fraud, waste, or abuse concern. This will be investigated by audit and/or assigned to the appropriate authority.

FWA 27-03

Internal Audit received a possible fraud, waste, or abuse concern. This will be investigated by audit and/or assigned to the appropriate authority.

FWA 27-04

Internal Audit received a possible fraud, waste, or abuse concern. This will be investigated by audit and/or assigned to the appropriate authority.

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES

INFORMATION ITEM

DATE: November 6, 2026

ITEM: A Campus Coming to Life: Student Leadership,
Engagement, and Achievement

PRESENTED BY: Shelby Koerten
President, Student Government Association

SGA President Shelby Koerten will highlight student and student organization achievements and highlights from the fall 2026 semester. President Koerten will highlight the breadth and impact of student engagement across the campus, showcasing student and student organization achievements, leadership development, community service, global experiences, academic and professional accomplishments, and campus involvement. This activity includes participation in leadership programs; volunteer and service initiatives; student recognition; internships, scholarships, and fellowships; major campus events; student wellness and belonging initiatives; and, students serving in leadership roles on campus and in the community. President Koerten will also highlight SGA initiatives and examples for which student voices influenced university decisions.



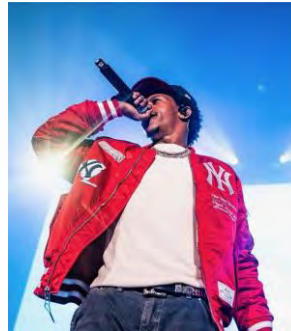
EAST TENNESSEE STATE
UNIVERSITY

A Campus Coming to Life

Student Leadership, Engagement, and Achievement



**“This is a place
where people
want to be.”**



Beyond the Classroom



Students Stepping Up



ETSU Elevates

Sophie Greer &
Emily Jenkins



Newman Civic Fellowship

Kenley Green



Miss Virginia

Maddie Marchant



Shared Governance — Connection & Community







EAST TENNESSEE STATE
UNIVERSITY

Thank You

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