

MINUTES
MEETING OF THE BOARD OF TRUSTEES VIA CONFERENCE CALL
APPALACHIAN STATE UNIVERSITY

Friday, March 27, 2020
2:00 p.m.

CALL TO ORDER: The Board of Trustees of Appalachian State University met via conference call in open session at the call of the Chair and the Chancellor on Friday, March 27, 2020; at 2:00 p.m., Chair John M. Blackburn presided and called the meeting to order.

MEMBERS PRESENT VIA TELEPHONE:

James M. Barnes
M. Lee Barnes, Jr.
Donald C. Beaver
John M. Blackburn
Scott K. Lampe
DeJon M. Milbourne
Charles V. Murray
James K. Reaves
Mark E. Ricks
E. Bonnie Schaefer
Kimberly M. Shepherd
R. Thomas Sofield
Carole P. Wilson

CONSTITUENCY REPRESENTATIVES
PRESENT VIA ADDITIONAL TELEPHONE:

Michael C. Behrent, Chair
Faculty Senate
Donna Fiori, President
Alumni Council
Katie S. Howard, Chair
Staff Senate

MEDIA PRESENT VIA TELEPHONE:

Moss Brennan
The Appalachian
Anna Oakes
Watauga Democrat
Jessica Stump
University Communications

OTHERS PRESENT VIA TELEPHONE:

Dawn Antonucci
Mark Bachmeier
Jane Barghothi
JJ Brown

Philip C. Byers, Member, UNC
Board of Governors
Sheri Everts, Chancellor
Randy Edwards
Hank Foreman
Paul Forte
Doug Gillin
Megan Hayes
Jason Marshburn
Paul Meggett
Heather Norris

CONFLICT OF INTEREST NOTICE: Chair Blackburn read the following statement:

“Under the State Government Ethics Act, all voting members of the Board of Trustees have a duty to avoid conflicts of interest and appearances of conflicts. Looking at the agenda for today's meeting, does anyone know that you have a conflict of interest or an interest that would give rise to the appearance of a conflict of interest? If so, please let me know now.” [None reported]

ROLL CALL: Chair Blackburn asked Dawn Antonucci to call roll to verify all participants on the call.

RECOGNITION OF VISITORS: Chair Blackburn welcomed guests and press in attendance as confirmed during the roll call.

APPROVAL OF ABSENCE: None to report.

APPROVAL OF MINUTES: The minutes of the November 22, 2019, December 13, 2019, and January 21, 2020, meetings had been delivered to all members via BoardEffect. Upon motion duly made and seconded, the minutes of all meetings were approved as presented.

REMARKS FROM CHANCELLOR EVERTS: (see Attachment 1).

REPORT FROM BUSINESS AFFAIRS COMMITTEE: Chair Blackburn recognized Trustee Scott K. Lampe, Chair of the Business Affairs Committee, for this report. Trustee Lampe reported the following:

Millennial Campus

Vice Chancellor for Business Affairs Paul Forte presented a plan to extend the Millennial Campus to include all Auxiliaries such as student housing, parking, dining, New River Light & Power, Steam Plant, Holmes Convocation Center, Theatre and Visual Arts buildings, and Peacock and Edwin Duncan Halls.

Chair Lampe, on behalf of the Business Affairs Committee, recommended approval of the proposed expansion of Millennial Campus. The Committee's recommendation was approved unanimously.

Capital Projects

Vice Chancellor for Business Affairs Paul Forte presented six-(6) construction projects for approval. These projects include Panhellenic Hall elevator modernization, Jerry Moore Plaza, advanced planning for Dining, advanced planning for Bookstore renovations, Quinn Hall renovations and Parking Lot improvements.

Chair Lampe, on behalf of the Business Affairs Committee, recommended approval of the Capital Projects as presented. The Committee's recommendation were approved unanimously.

Trustee Lampe indicated that this concluded the report from the Business Affairs Committee (see Appendix D).

REPORT FROM THE GOVERNANCE COMMITTEE: Chair Blackburn shared the Governance Committee's recommendations for terms on university-affiliated boards. With approval of these nominations, service becomes immediate for the terms listed for each person. University staff liaisons to each respective university-affiliated board will convene each board as soon as practical to allow that board to elect new officers, as necessary. Service on each board is tiered into three term classes allowing appointment of new members or reappoint of serving members, as bylaws and individual terms allow, in a manner that ensures continuity. It is important to note that a number of nominees currently serve on these boards and are continuing service with a new term. Moving forward, appointment of members to these boards will occur at our annual meeting in September with the terms beginning the following January 1.

At a meeting in February, the Governance Committee approved a request from the Parent and Family Association to dissolve the current organization as they look to develop a new opportunity to engage the parents and family members of students. In addition to the materials provided for the appointment of members to serve on university-affiliated boards and organizations, a letter dated March 6, 2020, submitted by Vice Chancellor JJ Brown on behalf of university staff and the Executive Board of the Parent and Family Association requesting full board approval of their dissolution was included for Trustee review. Since the Committee met in February, we have been made aware that the board of Appalachian Real Estate Holdings, Inc. has voted to dissolve. Both of these requests follow the guidance provided in the BOT Resolution on University-Affiliated Boards and Organizations as passed by this body on September 13, 2019.

Chair Blackburn, on behalf of the Governance Committee, recommended approval for appointments to serve on Boards as presented and for the dissolution of the Parent and Family Association and the Appalachian Real Estate Holdings, Inc. The Committee's recommendation was approved unanimously.

REMARKS FROM CHAIR BLACKBURN:

Chair Blackburn made the following comments/announcements/reminders:

- Thanked all our volunteers who have agreed to serve on our leadership Boards.
- Thanked faculty, staff, Chancellor Everts, and the leadership team for carrying on the important work of the university while following the guidelines and recommendations to support the safety and health of our university and High Country community.
- The next scheduled Board of Trustees meeting will be held on Friday, June 26, 2020.
- Thanked the Trustees for all their efforts on behalf of Appalachian's students, faculty and staff.

CLOSED SESSION: Chair Blackburn announced that he would entertain a motion for the Board to convene in closed session. Chair Blackburn asked that the voting Trustees, Chancellor Everts, Governor Byers, Provost, Vice Chancellors, Associate Vice Chancellor for Advancement, General Counsel, Chief Communication Officer, Director of Human Resources, Director of Environmental Health and Safety and Emergency Management, and the Assistant Secretary join the voting members in closed session.

Chair Blackburn stated the secondary telephone line would be closed to conduct closed session business. Should participants like to attend once open session is reconvened they can simply stay on the line and the host will reopen at the appropriate time.

Chair Blackburn requested, with the exception of the Vice Chancellor and Chief of Staff, that the Vice Chancellors and Provost excuse themselves from the call once their item had been discussed.

Upon motion duly made, seconded and approved, the Board convened in closed session to:

- prevent the disclosure of privileged or confidential personnel information pursuant to North Carolina General Statute, Section 126-24 and to prevent the disclosure of privileged or confidential emergency response plans pursuant to North Carolina General Statute, Section 132-1.6 [N.C.G.S. §143-318.11(a)(1)];
- prevent the premature disclosure of an honorary degree, scholarship, prize, or similar award [N.C.G.S. §143-318.11(a)(2)];
- consult with our attorney to preserve the attorney-client privilege [N.C.G.S. §143-318.11(a)(3)];
- establish or instruct the staff or an agent concerning the position to be taken by or on behalf of this Board in negotiating the amount of compensation and other material terms of an employment contract or proposed employment contract [N.C.G.S. §143-318.11(a)(5)]; and

- consider the qualifications, competence, performance, character, fitness, conditions of appointment, or conditions of initial employment of an individual public officer or employee or prospective public officer or employee [N.C.G.S. §143-318.11(a) (6)].

PUBLIC SESSION RECONVENED: Upon motion duly made, seconded and approved, the Board reconvened in open session at 3:50 p.m.

Promotion and Tenure

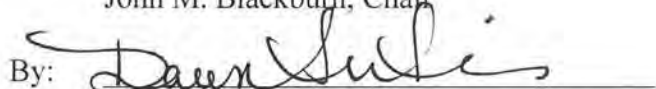
Trustee Lee Barnes, on behalf of the Academic Affairs Committee, requested approval of the faculty members recommended for Promotion and Tenure as presented (see Attachment 2).

The Committee's recommendation was approved unanimously.

ADJOURNMENT: There being no further business, the meeting adjourned at 3:59 p.m.

John M. Blackburn, Chair

By:



Dawn Antonucci,
Assistant Secretary

Remarks by Sheri Everts, Chancellor

Good afternoon.

As I give this report, I am deeply saddened by the circumstances in which we find ourselves. While we regularly train for numerous crises and disasters, the reality of leading our university through an extended global pandemic sets in with significant gravity at unexpected times throughout the process. We are simultaneously planning for every conceivable scenario, responding to each new circumstance, and learning to anticipate every eventuality as the ground continues to shift beneath our feet.

I have told my leadership team numerous times throughout the past few weeks they are the right people to be at the helm with me during this time. They have risen to every challenge:

- Transitioning 2,600 course sections from face-to-face to online learning in two weeks;
- Reaching nearly 600 faculty last week alone with workshops, support and training sessions;
- Managing the reduction of our on-campus residents from more than 5,600 to fewer than 130 – that's two percent of our usual number;
- Reducing our operations to essential functions, with more than 2,150 faculty and staff working from home or off-campus locations;
- Bringing 128 students home from international programs, and suspending or cancelling 58 more international programs that were scheduled to begin this semester and this summer.
- Freeing resources to ensure we can meet the immediate needs before us, limiting expenditures to essential spending and continuing to closely monitor our resources and COVID-19-related expenditures;
- Delivering curbside meals to our campus community;
- Cleaning residence halls, offices and public spaces with increased frequency;
- Supporting the emergency response and relief efforts of our broader High Country community;
- Developing new work shifts to comply with social distancing and share work hours across staff members;
- Re-allocating resources to fortify emergency loans for faculty and staff, and student grants to help ensure a safety net for the Appalachian Community.

So far, no faculty, staff or students have been confirmed as having COVID-19 by our local public health agency. We know this could change at any time. Our hope is the timing of our Spring break and the mitigation efforts by the UNC System are making a difference in the health of our community.

We are seeing an increase in financial need for our students affected by displacement and loss of employment. Our University Advancement and Student Affairs teams worked together to develop the Mountaineer Emergency Fund for our students who are facing financial challenges that present significant barriers to their academic success. Students who encounter an unforeseen financial emergency or urgent situation that would prevent them from continuing their App State education may apply for short term, emergency grants – money they don't have to pay back – that can help them through this difficult time. With the fund merely days old, we have already granted allotments to students struggling with job loss, and those with child care and utility bills piling up. These are powerful examples of how this fund makes an immediate difference, and I will take a moment to say publicly that you can continue to help our students by visiting give.appstate.edu.

As you know, along with our sister institutions in the System, we are prevented by the coronavirus from holding a face-to-face Commencement in May. Our librarians report that in the history of this institution, we have never cancelled the university's main Commencement ceremony, not even for the 1918 Spanish flu pandemic or World War II. It was unthinkable for us to consider cancelling our May Commencement ceremony, especially with the available technology that is allowing faculty to continue teaching and engaging in research. So, we will celebrate May Commencement virtually and invite our Spring graduates to December Commencement. These aren't the options we want, but they are options we can commit to now, allowing our students and their families and friends the opportunity to celebrate from wherever they are in May, and time to plan to walk across the Commencement stage in person.

I am immensely proud of our faculty. The efforts they made to flip their courses from face-to-face to online and other remote learning modes were tremendous, and they continue to prove themselves to be selfless and adaptive professionals. I can assure you, as a former faculty member who also taught online, it is not easy. It requires more hours and constant availability to your students, and when you haven't planned for it, it can be a shock to the system. However - the vast majority of our faculty have simply made it work, without complaint and with a deep understanding of the historic circumstances in which we find ourselves. Teaching with children home and laundry piling up, they change their Zoom backgrounds to a sunny beach or outer space, and they continue the work of making real and powerful connections with our students. They keenly understand that these relationships across distance are all the more meaningful in times of widespread anxiety and fear of the unknown.

Of course, faculty will recall at the beginning of the academic year, I committed to develop a 4.99% pool for faculty merit increases, with the understanding that once the budget process was complete at the state level, we would move forward with merit increases for faculty as allowed. We certainly could not have anticipated the challenges with the state budget at that time, nor the current circumstances that have caused President Roper to temporarily disallow salary adjustments. I remain committed to continuing my history of advocating for and providing salary increases for our faculty when we have funding and authorization.

Our staff, who (often behind the scenes) have and continue to support our faculty, did not have Spring Break. They have worked long hours – many logging 12-plus hour workdays for several weeks now, to ensure faculty and students had the technology, training and support necessary to begin a “new normal,” while continuing to keep the institution running and adapting to each new change as it comes. It’s important to note that some staff, particularly those who have temporary employment status, have faced reduced work hours or no hours as we moved to a system of telecommuting. While the System has ensured short-term financial relief for them, we know they have great concerns about their financial stability moving forward.

As we navigate this confusing, rapidly changing and unpredictable new normal, leaders across campus are continuing to share valuable updates and exhibit tremendous dedication and innovation in all aspects of campus life. On so many occasions, I have been encouraged by the resoundingly positive response of the Appalachian Community to the challenges posed by COVID-19:

- Our Staff Senate transitioned their annual AppKIDS Superhero Run, Walk, or Fly 5-K, which raises funds to support winter shopping trips for local children in need, into a virtual, “run from where you are” race.
- In a recent note to her college, Dean Melba Spooner of the Reich College of Education encouraged her newsletter readers to be the “first to give someone a smile today.”
- Earlier this week, our Department of Art donated 30 N-95 masks to our local health department.
- The Turchin Center for the Visual Arts had to close its doors, but its staff created community art kits, and left them in an outdoor locker, for anyone in the community to pick up for free (using the disposable gloves provided).
- Career Development is engaging with employers and connecting them with students, while continuing to assist our students with career materials, job searches, and interview preparation.
- Our providers in Wellness and Prevention, the Student Counseling Center and Student Health Service are continuing health care to students via telephone, Zoom and on a limited, in-person basis.

- Faculty “champions” from each department who regularly teach courses online continue to share strategies and tips with those who are converting face-to-face courses to remote learning experiences.

We are Appalachian State, and we will prevail.

Faculty and staff whose roots are firmly planted here – from Professor Baker Perry, the great-great-grandson of D.D. Dougherty, to IT Manager James Shook, the nephew of Mary S. Shook, who was Appalachian’s first health care provider, exemplify the power and the heart of the Appalachian Spirit.

The instinct to support and encourage, especially in the face of adversity, has bolstered us through the most difficult moments in our history for more than 120 years. We will emerge from these challenges stronger, more resilient, and poised for even greater success.

Mr. Chairman, this concludes my remarks.

MINUTES
MEETING OF THE BUSINESS AFFAIRS COMMITTEE VIA CONFERENCE CALL
BOARD OF TRUSTEES
APPALACHIAN STATE UNIVERSITY

March 27, 2020
1:30 p.m.

CALL TO ORDER: The Business Affairs Committee of the Board of Trustees of Appalachian State University met at the call of the Chairperson and the Chancellor on Friday, March 27, 2020, at 1:30 p.m. via conference call in the Chancellor's Conference Room of the B.B. Dougherty Administration Building on the campus of Appalachian State University in Boone, North Carolina. Committee Chair Scott K. Lampe presided.

MEMBERS PRESENT VIA TELEPHONE:

John M. Blackburn
Scott K. Lampe
DeJon M. Milbourne
James K. Reeves
Mark E. Ricks
E. Bonnie Schaefer
R. Thomas Sofield
Carole P. Wilson

CONSTITUENCY REPRESENTATIVES
PRESENT VIA TELEPHONE:

Donna Fiori, President
Alumni Council
Michael Behrent, Chair
Faculty Senate

OTHERS PRESENT VIA TELEPHONE:

John Adams
George Baldwin
Jane Barghothi
Sharon Bell
J.J. Brown
Linda Coutant
Randy Edwards
Sheri Everts, Chancellor
Paul Forte
Megan Hayes
David Jamison
Nick Katers
Jason Marshburn
Paul Meggett

Heather Norris
Diane Pitts
Jessica Stump
Elizabeth Wall

MEDIA PRESENT:

Moss Brennan, *The Appalachian*

CONFLICT OF INTEREST NOTICE: Mr. Scott Lampe read the following:

"Under the State Government Ethics Act, all voting members of the Board of Trustees have a duty to avoid conflicts of interest and appearances of conflicts. Looking at the agenda for today's meeting, does anyone know that you have a conflict of interest or an interest that would give rise to the appearance of a conflict of interest? If so, please let me know now." [None reported]

The following statement was also read, "as we begin the business portion of the meeting, I would like to remind everyone of the Committee's expectations for conduct at our meetings. We ask that those attending today remain respectful of fellow attendees and the Committee. Those attending an official meeting may not engage in conduct that is inconsistent with our Bylaws or that interferes with the rights of others to observe and listen to the proceedings. Any individual who disrupts the meeting will be asked to leave and may be subject to arrest."

ROLL CALL: Chair Lampe asked Diane Pitts to call roll to verify all participants on the call.

CLOSED SESSION: Chair Lampe announced that he would entertain a motion for the Board to convene in closed session. Chair Lampe asked that the voting Trustees, Chancellor Everts, Governor Byers, Provost, Vice Chancellors, Associate Vice Chancellor for Advancement, General Counsel, Chief Communication Officer, Director of Human Resources, Director of Environmental Health and Safety and Emergency Management, and the Recording Secretary join the voting members in closed session.

Upon motion duly made, seconded and approved, the Board convened in closed session to:

- prevent the disclosure of privileged or confidential personnel information pursuant to North Carolina General Statute, Section 126-24 and to prevent the disclosure of privileged or confidential emergency response plans pursuant to North Carolina General Statute, Section 132-1.6 [N.C.G.S. §143-318.11(a)(1)];

OPEN SESSION RECONVENED: Upon motion duly made, seconded and approved, the Board reconvened in open session at 1:45 p.m.

PROPOSED MILLENNIAL CAMPUS

Paul Forte, Vice Chancellor for Business Affairs, presented information for the proposed expansion of the millennial campus for Board of Trustee approval. This proposed expansion will include:

- 1) West Campus Residential Mountaineer Hall and Appalachian Heights, approximately 16.45 acres
- 2) East Campus Residential Summit, Appalachian, Cone, East, Lovill, Cannon, Hoey, White and Doughton Halls, approximately 9.11 acres
- 3) East Campus surface parking lots, approximately 1.74 acres
- 4) Garwood Hall parking lot and River Street parking deck, approximately 10 acres
- 5) Alice Roess Dining Hall and Steam Plant, approximately 5.06 acres
- 6) Schaefer Center for the Performing Arts, approximately 1.97 acres
- 7) Peacock Hall, Edwin Duncan, Chapel Wilson, Turchin Visual Arts Center, Library Parking Deck, and surface parking lots, approximately 14.13 acres
- 8) Holmes Convention Center and surface parking lots, approximately 15.96 acres
- 9) McKinney Alumni Center, approximately .893 acres
- 10) New River Light and Power, approximately 51.655 acres
- 11) State Farm, approximately 190 acres

Mr. Forte stated that these properties have the potential for building multiple parking structures, opportunities to enhance the university's research, teaching, and service missions, as well as both short-term and long-term economic development of its service area. Potential construction projects could take advantage of public/private partnerships made possible by millennial campus designation.

Following discussion, the motion was made and seconded to approve the expansion of the millennial campus as presented. The motion carried.

APPROVAL OF CAPITAL PROJECTS

Mr. Paul Forte, Vice Chancellor for Business Affairs, presented the following capital projects for Board of Trustee approval:

- 1) Panhellenic Hall Elevator Modernization – This project was approved in December 2018 for \$700K. Construction bids were received at \$700K. State Construction Office wants an increase in project authority for contingency. Requesting an increase authority to \$750K
- 2) Jerry Moore Plaza - will be in front of the Endzone costing \$495,000 which will be funded by donations.
- 3) Advance Planning - Dining Renovations, for the All You Care to Eat (AYCE) dining, costing \$210,674 which is less than 10% of the estimated project cost. This will require Board of Governor approval since total project is over \$750K.
- 4) Advance Planning - Bookstore Renovations, costing \$170,036 which is less than 10% of the estimated project cost. This will require Board of Governor approval since total project is over \$750K.

- 5) Quinn Hall Renovations - Includes installing new hardwood sports floor, costing \$730,128 which will be funded by student fees.
- 6) Parking Lot Improvements - Replace gates and integration into computerized management system, costing \$730,202 which will be funded by parking receipts.

Following discussion, the motion was made and seconded to approve these capital projects as presented. The motion carried.

ADJOURNEMENT: There being no further business, the meeting adjourned at 1:55 p.m.

Respectfully submitted,

Diane Pitts

Faculty Recommended for
Promotion
 Board of Trustees Meeting — March 27, 2020

Beaver College of Health Sciences:

Christiana, Rich	Department of Health and Exercise Science
Hege, Adam	Department of Health and Exercise Science
van Werkhoven, Herman	Department of Health and Exercise Science
Fiske, Beth	Department of Nursing
Gutschall, Melissa	Department of Nutrition and Health Care Management
Rabinowitz, Erik	Department of Recreation Management and Physical Education
Sibley, Ben	Department of Recreation Management and Physical Education
Weddell, Melissa	Department of Recreation Management and Physical Education
MacNamara, Maureen	Department of Social Work
Wright, Rachel	Department of Social Work

College of Arts and Sciences:

Wright, Alice	Department of Anthropology
Hansell, Thomas	Department of Appalachian Studies
Ledford, Katherine	Department of Appalachian Studies
Bellemer, Andrew	Department of Biology
Estep, Matthew	Department of Biology
Hopton, Sarah Beth	Department of English
Vernon, Zachary	Department of English
Wilson, Jennifer	Department of English
Martin, Derek	Department of Geography & Planning
Shay, Elizabeth	Department of Geography & Planning
Farley, Kathy Webb	Department of Government & Justice Studies
Marcum, Cathy	Department of Government & Justice Studies

ATTACHMENT 2

Relyea, Scott	Department of History
Stewart, Bruce	Department of History
Fournier, Jean-Francois	Department of Languages, Literatures and Cultures
Gardner, Darci	Department of Languages, Literatures and Cultures
Cook, William	Department of Mathematical Sciences
Gosky, Ross	Department of Mathematical Sciences
Young, Erica	Department of Mathematical Sciences
Elmore, Richard	Department of Philosophy & Religion
Hankins, Charles Davis	Department of Philosophy & Religion
Amet, Francois	Department of Physics & Astronomy
McGahee, Courtney	Department of Physics & Astronomy
Jameson, John Paul	Department of Psychology
Monroe, Andrew	Department of Psychology
Wingrove, Twila	Department of Psychology
Yarbrough, Jamie	Department of Psychology
Lamont, Ellen	Department of Sociology

College of Fine and Applied Arts:

Rall, Michael	Department of Applied Design
Nystrom, Mark	Department of Art
Gray, Jennifer	Department of Communications
McCreery, Stephen	Department of Communications
Ignatov, Anatoli	Department of Sustainable Development
Ferrell, Jeremy	Department of Sustainable Technology & the Built Environment

Reich College of Education:

Benson, Kristen	Department of Human Development & Psychological Counseling
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ATTACHMENT 2

Gambrel, Laura	Department of Human Development & Psychological Counseling
Johnson, Glenda	Department of Human Development & Psychological Counseling
Schwarze, Mark	Department of Human Development & Psychological Counseling
Van Horne, Jill	Department of Human Development & Psychological Counseling
Gummerson, William	Department of Leadership & Educational Studies

Walker College of Business:

Bagley, Pennie	Department of Accounting
Eller, Christopher Kevin	Department of Accounting
McSwain, Dwayne	Department of Accounting
Romanus, Robin	Department of Accounting
Bruner, David	Department of Economics
Stoddard, Brock	Department of Economics
McNeil, Chris	Department of Finance, Banking & Insurance
Dixon-Fowler, Heather	Department of Management

University Libraries

Mitchem, Pam	Library
Rhodes, Kelly	Library
Rice, Dea	Library
Rice, Scott	Library
Wiswell, John	Library

University College

Carroll, Elizabeth	University Writing Center
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Vitas of Faculty Recommended for
Tenure
 Board of Trustees Meeting – March 27, 2020

Beaver College of Health Sciences:

Christiana, Richard	Department of Health and Exercise Science
van Werkhoven, Herman	Department of Health and Exercise Science
Hege, Adam	Department of Health and Exercise Science
Fiske, Elizabeth	Department of Nursing
MacNamara, Maureen	Department of Social Work
Wright, Rachel	Department of Social Work

College of Arts and Sciences:

Wright, Alice	Department of Anthropology
Bellemer, Andrew	Department of Biology
Estep, Matt C.	Department of Biology
Hopton, Sarah Beth	Department of English
Vernon, Zackary	Department of English
Shay, Elizabeth	Department of Geography & Planning
Martin, Derek J.	Department of Geography & Planning
Farley, Kathryn E. Webb	Department of Government and Justice Studies
Relyea, Scott	Department of History
Fournier, Jean Francois	Department of Language, Literature & Culture
Gardner, Darci	Department of Language, Literature & Culture
Young, Erica Slate	Department of Mathematical Sciences

Vitas of Faculty Recommended for
Tenure
 Board of Trustees Meeting – March 27, 2020

Elmore, Richard	Department of Philosophy and Religion
Hankins, Davis	Department of Philosophy & Religion
Amet, Francois	Department of Physics and Astronomy
McGahee, Courtney	Department of Physics & Astronomy
Monroe, Andrew E.	Department of Psychology
Lamont, Ellen	Department of Sociology

College of Fine and Applied Arts:

Rall, Michael	Department of Applied Design
Connell, Andrea	Department of Art
McCreery, Stephen	Department of Communication
Ignatov, Anatoli	Department of Sustainable Development
Ferrell, Jeremy C,	Department of Sustainable Technology and the Built Environment

Hayes School of Music:

Chapman, Alicia M.	Hayes School of Music
McCandless, Greg	Hayes School of Music

Vitas of Faculty Recommended for
Tenure
Board of Trustees Meeting – March 27, 2020

Reich College of Education:

Benson, Kristen	Department of Human Development & Psychological Counseling
Gambrell, Laura	Department of Human Development & Psychological Counseling
Johnson, Glenda	Department of Human Development & Psychological Counseling
Schwarze, Mark	Department of Human Development & Psychological Counseling
Van Horne, Jill	Department of Human Development & Psychological Counseling

University Libraries:

Patillo, Ericka J.	Library
Rice, Dea Miller	Library
Wiswell, John	Library

Walker College of Business:

Eller, C. Kevin	Department of Accounting
McSwain, Dwayne N.	Department of Accounting
Romanus, Robin	Department of Accounting
Ramalingam, Abhijit	Department of Economics
Stoddard, Brock	Department of Economics