

EAST TENNESSEE STATE UNIVERSITY  
BOARD OF TRUSTEES  
ACADEMIC, RESEARCH, AND STUDENT SUCCESS COMMITTEE  
FEBRUARY 2020 MEETING

10:15 – 11:45 am ET  
Friday  
February 21, 2020

The Millennium Center  
2001 Millennium Pl  
Johnson City, TN

AGENDA

- I. Call to Order
- II. Roll Call
- III. [Approval of the Committee Minutes from November 15, 2019](#)

**ACTION ITEMS** (5 minutes)

- IV. [Student Immunization Requirements Rule](#) (Roll Call Required)

**INFORMATION AND DISCUSSION ITEMS** (40 minutes)

**Academics and Students:** (15 minutes)

- V. [Academic Action Notification for Period of August 1, 2019 through December 31, 2019](#)
  - VI. [Title IX Athletic Update – New Program](#)
  - VII. [Graduate Medical Education’s Annual Institutional Review, Executive Summary](#)
- Research** (25 minutes)
- VIII. [Update and Discussion on Ballard and the Coordinating Council](#)
  - IX. [Discussion of Research Scientist Database/East Tennessee State University Digital Commons](#)

**GENERAL INFORMATION ITEMS** (30 minutes)

- X. Committee Discussion and Strategic Planning
  - VP for Research and Innovation
  - ETSU-Eastman Valleybrook Opportunities
  - General Discussion

XI. Other Business

XII. Adjournment

EAST TENNESSEE STATE UNIVERSITY  
BOARD OF TRUSTEES

ACTION ITEM

DATE: February 21, 2020

ITEM: Approval of Committee Minutes from November 15, 2019

COMMITTEE: Academic, Research, and Student Success Committee

RECOMMENDED ACTION: Approve

PRESENTED BY: Adam Green  
Secretary

The minutes of the November 15, 2019 meeting of the Academic, Research, and Student Success Committee are included in the meeting materials.

**MOTION: I move that the Academic, Research, and Student Success Committee adopt the resolution, approving the minutes as outlined in the meeting materials.**

**RESOLVED: The reading of the minutes of the November 15, 2019 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

November 15, 2019  
Johnson City, Tennessee

The East Tennessee State University Board of Trustees' Academic, Research and Student Success Committee met at 9:45 a.m. on Friday, November 15, in the Millennium Center

**I. Call to Order**

Dr. Linda Latimer, chair of the Academic, Research and Student Success Committee, called the meeting to order at 9:45 a.m.

**II. Roll Call**

Board Secretary Dr. Adam Green led the roll call. Committee members present were:

Chairman Linda Latimer  
Trustee Janet Ayers  
Trustee Virginia Foley  
Trustee David Golden

Other Board of Trustees members present were:

Trustee Scott Niswonger, Chair, Board of Trustees

**III. Approval of Minutes of the Academic, Research and Student Success Committee  
September 20, 2019**

The minutes for the September 20 Academic, Research and Student Success Committee meeting were reviewed. Trustee Golden made a motion for approval; the motion was seconded, and the minutes were unanimously approved.

**IV. Out-of-Cycle Tenure Actions**

Dr. Wilsie Bishop, Senior Vice President for Academics, presented recommendations to award tenure with the rank of associate professor to Dr. Deborah Dumphy in the College of Nursing and to award tenure with the rank of professor to Dr. Trena M. Paulus in the Department of Family Medicine in the Quillen College of Medicine. She reviewed the qualifications of both and noted that both are significant recruits for the university.

Trustee Ayers moved to approve the recommendations. The motion was seconded by Trustee Golden and unanimously approved.

## **V. Title IX Athletic Update**

Mr. Scott Carter, Director of Intercollegiate Athletics, delivered a presentation on Title IX Recommendations for ETSU Athletics (*see PowerPoint slides included in meeting materials*). In his presentation, Mr. Carter provided background on Title IX, which addresses issues of gender discrimination in colleges and universities, and discussed ETSU's ongoing efforts to remain in compliance with Title IX by expanding opportunities for women's participation in intercollegiate athletics. Pursuant to these efforts and after seeking the advice of a consultant – Ms. Felecia Mulkey, Head Acrobatics and Tumbling Coach at Baylor University – ETSU is seeking to establish a new Acrobatics and Tumbling program for women. Mr. Carter discussed the advantages of this rapidly growing sport, for which ETSU already has available space for practices and meets. It would appeal to a broad recruiting base and provide more than 40 opportunities for female student-athletes. Twelve equivalency scholarships would be available. The program could begin in 2021 and have a budget built primarily upon non-scholarship enrollees from both in- and out-of-state.

Discussion ensued in which committee members asked why tumbling was recommended over such sports as stunt, gymnastics, or rugby, which could potentially result in greater revenue. Mr. Carter replied that the enthusiasm for tumbling among prospective students as well as current cheerleaders and dance team members was a factor, as was advice from other athletic directors regarding the greater potential for injury with other sports. Mr. Carter and President Brian Noland indicated that they could provide the due diligence that was completed by ETSU Athletics in preparing to make the recommendation.

## **VI. ETSU School of Graduate Studies Update**

Dr. Sharon James McGee, dean of the School of Graduate Studies, delivered a presentation updating board members on the school (*see PowerPoint slides included in meeting materials*). In her presentation, she discussed the vision and role of the School of Graduate Studies. She noted that there are over 150 ways for students to find areas of interest in graduate school at ETSU, where graduate students have an average age of 30, with many balancing work, school and family responsibilities. The number of total options for degrees and certificates has increased, and the total number of degrees and certificates awarded between the academic years of 2008-09 and 2018-19 has increased by 37.8%. She said a master's degree is becoming an entry-level requirement in many fields. Dr. McGee noted several programs that are experiencing growth in applications, including the Joint Doctor of Nursing Practice Program between ETSU and TTU; the Clinical Alcohol and Drug Abuse Counseling Studies Certificate, which is often added by Master of Social Work students; the Global Sport Leadership doctoral program, which is now in its third year and has experienced full cohorts each year; and the Brand and Media Strategy Program. Dr. McGee pointed out that a decrease in applications and enrollment

by international students is an area of concern, not only at ETSU but nationwide; after seeing significant growth over the past several years, the international student application rate dropped significantly from 2018 to 2019, and the enrollment has dropped from a high of 261 in 2017 to 192 in 2019. Dr. McGee asked committee members to help tell the story of Graduate Studies at ETSU.

Following the presentation, committee members asked how recruitment efforts might be improved. Dr. McGee stated that the School of Graduate Studies will be working with the marketing area with an initial marketing campaign targeting both undergraduate students and working adults in the geographic areas of central Tennessee, the Appalachian Highlands and its border counties, and Greenville/Spartanburg, South Carolina. Discussion ensued regarding the budget for marketing, how best to target the right prospective students for programs offering the skill sets that will be most needed in three to five years, the issue of higher cost of graduate study at ETSU compared to other institutions, and how ETSU tracks alumni employment and salary information. President Noland said that tracking such information is an area of opportunity for the university; some colleges currently do better than others at tracking this information, and improvements in tracking this information will be an important responsibility of the new alumni administrator when that currently vacant position is filled. Dr. Mike Hoff, Associate Vice President/Chief Planning Officer, noted that he and the director of Career Services are currently working with colleges to relaunch Destination Surveys to collect such information; he said that within the next year, ETSU's key performance indicators could include employment in field and ability to pay back.

## **VII. Update on Liaison Committee on Medical Education (LCME) Site Visit**

Dr. William Block, Dean, Quillen College of Medicine reported on the Oct. 27-30 site visit by the LCME, which visits each of 156 allopathic medical schools that are member institutions. He noted that there were 19 areas of concern, 11 of which were judged as non-compliant, at the last site visit in 2011; the College of Medicine was then under an academic warning for a period of time as the issues were corrected. At the end of this year's site visit, the LCME team gave a reading with their areas of concern, which they will present to the LCME Board; Quillen College of Medicine will receive a final letter in February. This year, nine areas of concern were noted out of 93 elements, and Dr. Block said he anticipates that eight of those will be judged as in compliance with monitoring. Among those eight are one related to the College's interactions with Ballard, which the LCME wishes to monitor due to a new Memorandum of Understanding being in place; one related to ongoing monitoring of new diversity initiatives that were put in place 18 months ago; and another related to an earlier curriculum integration effort that had stalled but will be remedied by the curriculum review taking place during the current academic year. The ninth area of concern relates to health insurance for students once they turn 26 years of age; Dr. Block said this is more problematic and is an issue that is being faced by medical schools across the nation. Dr. Block stated this was a positive site visit overall

and much improved over the previous site visit, and he gave credit to Dr. Ken Olive, Associate Dean for Academic Affairs at Quillen, and his team for their work in leading the preparations for the site visit.

*Committee members and President Noland congratulated Dr. Block and the College on the successful site visit and praised Dr. Block for his leadership.*

### **VIII. Update on College of Medicine Research Activities**

Dr. Block stated that much of this agenda item was moved to the full Board meeting with an update on research. Dr. Hoff said that at the Board meeting, members would see a specific breakdown of research expenditures.

He told the committee that he would continue working on a research scorecard and is currently working on activity tracking methods to ensure accuracy in reporting. He compared the planned scorecard to the temperature indicators on a car dashboard. The scorecard will include types of research, types of funding, journal publications and more. Chair Latimer expressed curiosity as to whether the scorecard would also include such items as conference presentations by faculty and how much research funding comes from private corporations. Dr. Hoff also mentioned that Board members could look at the Sherrod Library's Digital Commons online to look at real-time downloads of ETSU publications.

Dr. Block provided an update on the College of Medicine's position of Associate Dean for Research, which was called for in the prior strategic plan but had not been filled. He said the Associate Dean for Graduate Education who ran the Ph.D. program stepped down in the summer, giving College administrators the opportunity to "reimagine" the position. The new position of Associate Dean for Research and Graduate Education, which oversees research efforts across departments to create synergy, was filled as of Nov. 1 by Dr. Greg Ordway, who previously chaired Pharmacology and served as interim chair of Biomedical Sciences when it was formed through the merger of five basic sciences departments.

### **IX. Update and Discussion: Ballad MOU and ETSU/Ballad Coordinating Council**

Dr. David Linville, Associate Vice President for Health Affairs, provided an update on the Memorandum of Understanding (MOU) between ETSU and Ballad Health that the Board saw in its last meeting. He pointed out that the MOU provides a structure that will help define how the two entities interact, plan, and solve problems. The MOU calls for a Coordinating Council to serve as a sort of board of directors with equal representation from both ETSU and Ballad; this council will have three sub-councils in the areas of research, clinical service, and education, which will do the "heavy lifting" involved in planning, problem-solving, and more. This council met for the first time on Nov. 14,

2019, and discussed the history of the university's relationship with Ballard and its legacy organizations, Mountain States Health Alliance and Wellmont Health Systems. Dr. Linville said there is currently no guiding proposal, but rather numerous contracts in different areas. The council discussed cataloging and prioritizing those agreements, and looked at ways to plan together and have a method in place to address issues or problems that arise. A charter for the partnership between ETSU and Ballard should be completed in December.

In a Q&A following his update. Dr. Linville said the Coordinating Council is expected to meet every other month, with subcouncils meeting more frequently, although that timeline may be changed as needed. Trustee Golden recommended that a standing agenda item be added to the Academic, Research and Student Success Committee meetings for updates on the activities of this partnership; Chair Latimer concurred. Dr. Linville also said that one theme of the Coordinating Council discussion was redefining and simplifying how the entities work together, and Dr. Block will be the primary point of contact for ETSU Health. President Noland also pointed out that during the Coordinating Council meeting, it was stated that Ballard was "educationally agnostic," meaning that it works with and provides training opportunities for multiple institutions, but he noted that Dr. Block had said that the COPA "doesn't allow (them) to be agnostic" and that ETSU is Ballard's primary educational partner. Dr. Linville added that while Ballard does have training opportunities for students from other institutions, Ballard cannot reach its goals without being an academic health sciences center, and ETSU is the vehicle to make that happen. Chair Latimer also indicated that Ballard's stated support for ETSU was a deciding factor in passage of the COPA. A list of the contracts is being prepared that will indicate the current status of each.

## **X. Committee Discussions**

Chair Latimer discussed the subject of agenda items and asked committee members to contact the Board Secretary with ideas and suggestions of topics, allowing adequate time for the university to prepare for presentation on those topics. She noted that while the committee has been highly focused on the Ballard merger, it has a fiduciary responsibility to cover many other topics, as well, including revisiting topics covered in previous meetings. She stated that ETSU has "one of the strongest boards in the state," and she would like to see the board be more interactive and help the university as much as possible. Committee members agreed, and Trustee Golden suggested that in preparing for presentations, university staff assume that the committee members will have read the presentation materials prior to the meetings, and that instead of going over the exact same material, they could provide in advance a list of their top three questions on the given topic on which they would like for the trustees to provide input. He also suggested the use of consent agendas to take care of the more transactional items, leaving more committee time to address "longer horizon" topics, such as what new academic programs might be needed to address job market needs of the future. Committee members concurred that seeing presentations twice – both in committee and full board – is not



necessary. Another suggestion was a “picture” of topics anticipated to be addressed by the board over the next 12 to 18 months. Chair Latimer noted that sometimes, the agenda she has prepared after reviewing the minutes of previous meetings gets changed before the committee meetings, and she would prefer to have a conversation about the agenda and would welcome suggestions. President Noland said he understood Chair Latimer’s concern and said the agenda changes have been a function of staff figuring out time and sequence. He said preparation for the next board meeting will begin soon, and he said he welcomes topics and themes; he also noted that he has covered a long-range picture of broad themes with Board Chairman Scott Niswonger. Trustee Golden challenged staff to think of and schedule the topics on which they would like the board’s opinion and input.

It was also noted that conversations should begin now on topics where engagement with legislators, fellow members of the six local governed state public institution boards, and other key stakeholders to advocate for the needs of ETSU are critical.

## **XI. Adjournment**

The committee meeting concluded at 11:25 a.m. and was adjourned by Chair Latimer.

EAST TENNESSEE STATE UNIVERSITY  
BOARD OF TRUSTEES

ACTION ITEM

DATE: February 21, 2020

ITEM: Rule for ETSU Student Immunization Requirements

COMMITTEE: Academic, Research, and Student Success Committee

RECOMMENDED ACTION: Approve (Roll Call)

PRESENTED BY: Jeff Howard  
Associate Vice President for Student Life and Enrollment

The Rules for ETSU Student Immunization Requirements outline the immunizations needed for attendance at the University. The requirements meet the Tennessee Department of Health guidelines and distinguish what is required of part time, full time, online, residential, international, and clinical health science students.

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

**RESOLVED: The Board of Trustees adopts the ETSU Student Immunization Requirements Rule advancing the rule in the rulemaking process, provided that the University is authorized to make any necessary edits resulting from the public hearing.**

Rules  
of  
East Tennessee State University, Johnson City  
Chapter 240-06-04  
Student Immunization Requirements

New

Table of Contents is added to Chapter 0240-06-04 Student Immunization Requirements and shall read as follows:

Table of Contents

0240-06-04-.01	Immunization Requirements	0240-06-04-.04	Other Requirements
0240-06-04-.02	Documentation Related to Specific Illnesses	0240-06-04-.05	Information Provided to Students
0240-06-04-.03	Exemptions		

0240-06-04-.01 Immunization Requirements is added to Chapter 0240-06-04 Student Immunization Requirements and shall read as follows:

**0240-06-04-.01 Immunization Requirements**

- (1) Unless otherwise exempted by this rule or by other law, all full-time students admitted to East Tennessee State University (ETSU) must provide health information to ETSU that establishes the student's compliance with the recommended immunization schedule for measles, mumps, rubella, and varicella for adults, issued by the Centers for Disease Control and Prevention.
- (2) Unless otherwise exempted by this rule or by other law, all students under the age of Twenty-Two (22) who reside in ETSU residential facilities must provide proof of adequate immunization against meningococcal disease as recommended for adults by the Centers for Disease Control and Prevention.
- (3) Unless otherwise exempted by this rule or by other law, no new incoming student will be allowed to move into campus housing without providing proof of adequate immunization as required by statute.
- (4) Acceptable forms or proof of immunization
  - (a) General proof of immunization
    1. Proof of prior or current military service shall be considered proof of the recommended immunizations.
    2. If allowed by law or Department of Health rule or guideline, students with proof of graduation from a Tennessee high school after a certain date shall not be required to submit evidence of the recommended immunizations, except as required by law.
    3. Any proof deemed acceptable by regulation or statute.

Authority: T.C.A. § 49-7-124(g).

0240-06-04-.02 Documentation Related to Specific Illnesses is added to Chapter 0240-06-04 Student Immunization Requirements and shall read as follows:

**0240-06-04-.02 Documentation Related to Specific Illnesses.**

(1) Varicella

- (a) Documentation of two (2) doses of varicella-containing vaccine administered at least twenty-eight (28) days apart; or
- (b) Laboratory evidence of immunity; or
- (c) A history verified by a physician, advanced practice nurse, physician's assistant, or health department of varicella disease; or
- (d) Any other regulatory or statutory requirement.

(2) Measles, Mumps, and Rubella

- (a) Documentation of two (2) doses of vaccine against measles, mumps, and rubella administered at least twenty-eight (28) days apart and no earlier than four (4) days before the first birthday; or
- (b) Laboratory evidence of immunity; or
- (c) Any other regulatory or statutory requirement.

Authority: T.C.A. § 49-7-124(g).

0240-06-04-.03 Exemptions is added to Chapter 0240-06-04 Student Immunization Requirements and shall read as follows:

**0240-06-04-.03 Exemptions.**

- (1) Students enrolling in a course of study that is exclusively online and does not involve any experiential component shall not be asked to provide immunization information.
- (2) Varicella – Students born before January 1, 1980 are not required to present proof of adequate immunization against varicella.
- (3) MMR – Students born before January 1, 1957 are not required to present proof of adequate immunization against measles, mumps, and rubella.
- (4) Students may be exempted
  - (a) Where a physician licensed by the board of medical examiners, the board of osteopathic examiners, or a health department certifies in writing that a particular vaccine is contraindicated for one of the following reasons:
    - 1. The student meets the criteria for contraindication set forth in the manufacturer's vaccine package insert; or
    - 2. The student meets the criteria for contraindication published by the Centers for Disease Control and Prevention; or
    - 3. In the best professional judgement of the physician, based upon the student's medical condition and history, the risk of harm from the vaccine outweighs the potential benefit.

- (b) Where a parent or guardian, or, in the case of an adult student, the student, provides the school with a written statement, affirmed under the penalties of perjury, that the vaccination conflicts with the religious tenets and practices of the parent or guardian or, in the case of an adult student, the student.

(5) Any other regulatory, statutory, or legal exemption.

Authority: T.C.A. § 49-7-124(g).

0240-06-04-.04 Other Requirements is added to Chapter 0240-06-04 Student Immunization Requirements and shall read as follows:

**0240-06-04-.04 Other Requirements.**

- (1) Notwithstanding the foregoing, any applicant enrolling in a health sciences clinical program must present proof of compliance with the immunization schedule for healthcare personnel issued by the Centers for Disease Control and Prevention.
- (2) Notwithstanding the foregoing, international students are required to comply with the immunization schedule issued by the Centers for Disease Control and Prevention.

Authority: T.C.A. § 49-7-124(g).

0240-06-04-.05 Information Provided to Students is added to Chapter 0240-06-04 Student Immunization Requirements and shall read as follows:

**0240-06-04-.05 Information Provided to Students.**

- (1) ETSU will provide each new incoming student with detailed information concerning the risk factors for hepatitis B infection and meningococcal meningitis and the availability and effectiveness of vaccine for persons who are at risk of the disease.
- (2) Each new incoming student under the age of 18 years must return a completed waiver form indicating that ETSU has provided the information required in this section.
- (3) Each new incoming student 18 years and older must complete the electronic waiver indicating that ETSU has provided the information required in this section.

Authority: T.C.A. § 49-7-124(g).

EAST TENNESSEE STATE UNIVERSITY  
BOARD OF TRUSTEES

INFORMATION ITEM

DATE: February 21, 2020

ITEM: Academic Action Notification for Period of August 1, 2019 through December 31, 2019

COMMITTEE: Academic, Research, and Student Success Committee

PRESENTED BY: Wilsie Bishop  
Senior Vice President for Academics and Interim Provost

The ETSU Board of Trustees has directed that staff provide periodic updates on select academic actions. The following agenda materials provide a memorandum outlining the academic action notifications for the period of August 1 through December 31, 2019 which consists of:

**Academic Actions Submitted as Notifications to THEC**

<i>Type of Action</i>	<i>Quantity</i>
Establish New Certificate (12-23 Credits)	1
Change Name/Title for Program or Concentration	1
Change (Increase or Decrease) the Number of Credits in an Existing Program	3
Inactivation of an Academic Program or Concentration	1
Termination of Certificate Programs	5

**Academic Actions Submitted to ETSU Board of Trustees**

<i>Type of Action</i>	<i>Quantity</i>
Revise Policy – Admission	7
Revise Program Progression Policy	3
Establish Minor – (18-21 Credits)	2
Substantive Revision of Concentration	1
Change Name/Title for Program or Concentration/Minor	1
Inactivation of an Academic Program or Concentration	1
Termination of Certificate Programs	5

# Academic Actions Notifications

## For the Period of August 1, 2019 through December 31, 2019

East Tennessee State University Board of Trustees  
Academic and Student Affairs Committee  
February 2020

The ETSU Board of Trustees must be apprised of select academic actions taken by the university on a periodic basis. Frequently, broad-sweeping academic actions must occur in response to new or revised guidelines and expectations from sources outside of ETSU such as federal, state, industry, and accrediting agencies.

### Academic Actions Submitted to THEC via Notification Schedule

#### Establish New Certificate (12-23 Credits)

- 1 ***C4 Sport Nutrition (15 Credits)*** The new certificate coursework complements programs in nutrition and sports science. Kalman and Campbell of the International Society of Sport Nutrition (ISSN) organization reports that "sport nutrition and sports science are in an era of unprecedented growth and new knowledge is constantly evolving" and the future of sport nutrition will require the integration of different disciplines. This is an area of emerging research.

#### Change Name/Title for Program or Concentration

- 2 ***Clinical Psychology Concentration name changed to Clinical Psychological Sciences.*** This brings the concentration name in line with our child psychological sciences concentration, and this vernacular is becoming more common in psychology.

#### Change (Increase or Decrease) the Number of Credits in an Existing Program

- 3 ***EdD Educational Leadership.*** Credits changed from 42-66 to 42-78
- 4 ***MS Geosciences.*** Credits changed from 30 to 30-33
- 5 ***PhD Nursing.*** Credits changed from 60 to 60-68

#### Inactivation of an Academic Program or Concentration

- 6 ***MS Entrepreneurial Leadership.*** Student interest in the current program has been low. Inactivation will provide time for program faculty to plan concentration revisions and re-launch changed program in the future. TEACH OUT PLAN: Of the 5 current students, 2 will graduate prior to program inactivation, 1 has completed all concentration-specific courses, and 1 has indicated an intent to transfer to a different concentration. The remaining student will have the opportunity to complete the concentration.

#### Termination of Certificate Programs

- 7 ***Mathematical Modeling in Biosciences.*** The certificate is a low-producing program. Only one student has enrolled in the program since 2014 and is the only one that graduated.
- 8 ***Business Administration.*** The enrollment in the certificate program has been declining. Students prefer to earn a master's degree. There have been no enrollments/graduates for the past two years.
- 9 ***Post DNP Family Nurse Practitioner.*** The Post-DNP Family Nurse Practitioner Program will be terminated and the name of the current Post-MSN Family Nurse Practitioner Program will be renamed to Post-Graduate Family Nurse Practitioner. Students, whether post- MSN or post DNP, take the same courses to prepare them for certification as a Family Nurse Practitioner. It is inefficient to offer two certificate programs for the same certification.
- 10 ***Post DNP Executive Leadership in Nursing.*** The Post-DNP Executive Leadership Certificate will be terminated because the content will be covered in the Post-Graduate Nursing Administration certificate. Students, whether Post-MSN or Post-DNP, take the same courses to prepare them for certification as a nurse administrator. The courses in the certificate program will align with the current requirements for certification as a Nurse Administrator through the certifying agencies.

- 11 **Post DNP Psychiatric Mental Health Nurse Practitioner.** The Post-DNP Psychiatric Mental Health Nurse Practitioner Program will be terminated because the content will be covered in the Post-Graduate Psychiatric Mental Health Nurse Practitioner. Students, whether post-MSN or post-DNP, take the same courses to prepare them for certification as a Psychiatric Mental Health Nurse Practitioner. This aligns with current standards for certificate programs as outlined by accreditation agencies.

## Academic Action Notifications to the ETSU Board of Trustees

### Revise Policy - Admission

- 12 **MS Digital Marketing.** Revised to remove the GMAT requirement. This requirement is not as popular or needed in today's extremely competitive environment.
- 13 **MBA Business Administration.** Revised to eliminate the GMAT requirement and current set of foundation courses prior to program entry. The department has developed an alternate pathway for students to achieve needed foundational knowledge that does not include extensive coursework.
- 14 **MSW Social Work.** Revised to eliminate the additional autobiographic statement not exceeding 1470 words. The department's graduate faculty decided to only require the essay required by Graduate Studies.
- 15 **Sport Management.** Revised to eliminate the GRE as a requirement for admission. Removing the GRE requirement will allow the program to become more competitive nationally, as more online sport management programs have removed this requirement.
- 16 **PharmD/MBA.** Admissions requirements published in the Catalog are changed to reflect a revised method of program entrance for students who lack an undergraduate business degree.
- 17 **Graduate Certificate: Clinical Alcohol and Drug Abuse Counseling Studies.** Currently the program exempts current ETSU students from providing transcripts and letters of recommendations to this program. These exemptions are incompatible with the new CRM software, and thus removed from the admission policy.
- 18 **Graduate Certificate: Teaching English to Speakers of Other Languages.** The proposal is to eliminate the GRE as a requirement to the program given the lack of confidence in the test's reliability.

### Revise Program Progression Policy

- 19 **PHD in Nursing.** This revision is needed to be consistent with the progression policy established by the School of Graduate Studies, and to align with the current progression requirement for students in graduate nursing courses. The way the policy is currently written could potentially allow a student who achieves a "C" in all nursing courses, with a resulting GPA of 2.0, to progress in the program. However, this does not align with the 3.0 GPA required by the School of Graduate Studies.
- 20 **MFA in Studio Art.** The current policy indicates that MFA students can retake the candidacy review up to two times after completing nine additional credits, for a total of three attempts. There is a consensus among Art & Design Department faculty that MFA students be allowed only one attempt to retake the candidacy review. Two total attempts are seen as adequate and appropriate for this professional and terminal degree.
- 21 **BSN in Nursing.** All students admitted to the nursing major must earn a minimum grade of "C" (2.0) in each required theory and/or clinical nursing course and must achieve an overall average of 75% on all exams (content and final) within a didactic course to pass the course. This action is for ETSU to maintain an 85% first time pass rate on the National Council Licensure Examination for Registered Nurses (NCLEX).

### Establish Minor (18-21 Credits)

- 22 **Allied Health.** 18-credit minor fully online in Allied Health. Some students are not accepted into one of the current four undergraduate programs offered by the department, for many reasons, and this minor would assist students by working on a minor and hopefully reapply next year. Students would also be deemed eligible for financial aid while providing an opportunity to further their career.
- 23 **Early Childhood Emergent Inquiry.** 18-credit minor fully online affords students, especially those who are working professionals, an opportunity to complete an undergraduate degree that is partially online, and to choose a minor that is also in the field of Early Childhood. Also, having established a relationship with the Department of Early Childhood Education, these students will be inclined to enroll in the Early Childhood fully online master's program at ETSU.



### **Substantive Revision - Concentration**

- 24 **Foreign Languages Major, B.A. (German Concentration)**. The revision of the curriculum presents a better and more targeted preparation of graduates for the job market as well as a design of a course of study that attracts more students to the German program at ETSU.

### **Change Name/Title for Program or Concentration/Minor**

- 25 **Applied Spanish: Community Studies name changed to Spanish for the Professions**. The current title, “Applied Spanish: Community Studies Minor,” does not accurately communicate the goals of the minor, which is to equip students with the skills necessary to use Spanish in a variety of professional fields.

### **Inactivation of an Academic Program or Concentration**

- 26 **MS Entrepreneurial Leadership**. Student interest in the current program has been low. Inactivation will provide time for program faculty to plan concentration revisions and re-launch changed program in the future. TEACH OUT PLAN: Of the 5 current students, 2 will graduate prior to program inactivation, 1 has completed all concentration-specific courses, and 1 has indicated an intent to transfer to a different concentration. The remaining student will have the opportunity to complete the concentration.

### **Termination of Certificate Programs**

- 27 **Mathematical Modeling in Biosciences**. The certificate is a low-producing program. Only one student has enrolled in the program since 2014 and is the only one that graduated.
- 28 **Business Administration**. The enrollment in the certificate program has been declining. Students prefer to earn a master's degree. There have been no enrollments/graduates for the past two years.
- 29 **Post DNP Family Nurse Practitioner**. The Post-DNP Family Nurse Practitioner Program will be terminated and the name of the current Post-MSN Family Nurse Practitioner Program will be renamed to Post-Graduate Family Nurse Practitioner. Students, whether post- MSN or post DNP, take the same courses to prepare them for certification as a Family Nurse Practitioner. It is inefficient to offer two certificate programs for the same certification.
- 30 **Post DNP Executive Leadership in Nursing**. The Post-DNP Executive Leadership Certificate will be terminated because the content will be covered in the changed Post-Graduate Nursing Administration certificate. Students, whether Post-MSN or Post-DNP, take the same courses to prepare them for certification as a nurse administrator. The courses in the certificate program will align with the current requirements for certification as a Nurse Administrator through the certifying agencies.
- 31 **Post DNP Psychiatric Mental Health Nurse Practitioner**. The Post-DNP Psychiatric Mental Health Nurse Practitioner Program will be terminated because the content will be covered in the Post-Graduate Psychiatric Mental Health Nurse Practitioner. Students, whether post-MSN or post-DNP, take the same courses to prepare them for certification as a Psychiatric Mental Health Nurse Practitioner. This aligns with current standards for certificate programs as outlined by accreditation agencies.

EAST TENNESSEE STATE UNIVERSITY  
BOARD OF TRUSTEES

INFORMATION ITEM

DATE: February 21, 2020

ITEM: Title IX Athletic Update – New Program

COMMITTEE: Academic, Research, and Student Success Committee

PRESENTED BY: Scott Carter  
Athletic Director

During the September 2018 meeting of the Board of Trustees, a report detailing the findings of the 2017-18 ETSU intercollegiate athletic program review related to compliance with Title IX of the Educational Amendments of 1972 was given. That report summarized the distribution of sport opportunities and financial support within intercollegiate athletics at ETSU, as well as outlined the recommendations identified by the consultants working on the report.

At the November 2019 Academic, Research, and Student Success Committee meeting, Scott Carter provided an update to that report previously given to the Board of the Trustees, which included an overview of the work underway within the Department of Intercollegiate Athletics to establish a program in Acrobatics and Tumbling to address the recommendations outlined in the report.

A request was made by the committee to return and present supplemental information regarding the Acrobatics and Tumbling program. Scott Carter will provide a follow-up presentation of information requested from the previous meeting.

FROM: Dr. Richard L. Sander, Executive in Residence  
SUBJECT: ETSU Athletics NCAA Division 1 and Title IX  
DATE: January 9, 2020

East Tennessee State University is a member of NCAA Division 1 Athletics (351 schools), the highest level of competition sanctioned by the NCAA. Division 1 schools have larger budgets and award more scholarships than Division 2 and 3 levels. One of the main requirements to be a Division 1 program is that each school must sponsor a minimum of 14 sports which must be a combination of either 7 men's and 7 women's or 6 men's and 8 women's. Of these sports, 2 sports of each gender must be team sports. ETSU currently sponsors 19 sports (10 women's sports and 9 men's sports). There are many requirements established by the NCAA for a sport to be recognized as a sanctioned sport. Scholarship maximums, dates of competition, length of season are examples of some of the controls established by the NCAA.

The NCAA sponsors 24 sports and holds 90 NCAA championships. The NCAA also recognizes emerging sports for women in an attempt to provide more participation opportunities for women (which are not included in the 24 total sports). Emerging sports are identified as those that have significant interest and have a good chance of ultimately becoming an NCAA championship sport. All of these emerging sports do meet requirements for Title IX of the Educational Act of 1972.

ETSU Athletics' role is to operate an NCAA Division 1 FCS (Football Championship Subdivision) Athletic Program, following all the regulations established by the NCAA. ETSU is a member of the Southern Conference with one of its major goals to compete for conference championships and advance to NCAA Championships. Because of the extensive rules and regulations, each sport must be carefully scrutinized to insure compliance. The athletic department is responsible not only for compliance but also rules education for coaches, student athletes and supporters.

Across the nation, there are many other sports in which students compete that are not sanctioned by the NCAA. These sports for the most part are club sports which are managed by student activities and do not have the same requirement for competition and eligibility as do NCAA sanctioned sports. These non-NCAA sanctioned sports range from archery to quidditch to sailing to ultimate frisbee to any activity that someone might consider a sport. There are many of these sports that compete against outside competition but may or may not have any uniform governing body and thus have very limited control mechanisms. In almost all cases, these sports do not come under the purview of the Athletic Department.

Because of the mission of ETSU Athletics and the organizational structure of the University, NCAA sanctioned sports are the responsibility of ETSU Athletics while other sports are the responsibility of Student Activities.

NCAA SPONSORED SPORTS. (ETSU participates)

1. Baseball (M)
2. Basketball (M&W)
3. Beach Volleyball (W)
4. Bowling (W)
5. Cross Country (W)
6. Fencing (M&W)
7. Field Hockey (W)
8. Football (M)
9. Golf (M&W)
10. Gymnastics (M&W)
11. Ice Hockey (M&W)
12. Lacrosse (M&W)
13. Rifle (M&W)
14. Rowing (W)
15. Skiing (M&W)
16. Soccer (M&W)
17. Softball (W)
18. Swimming and Diving (M&W)
19. Tennis (M&W)
20. Track and Field -Indoor (M&W)
21. Track and Field – Outdoor (M&W)
22. Volleyball (M&W)
23. Water Polo (M&W)
24. Wrestling (M)

Emerging sports

1. Acrobatics and Tumbling
2. Equestrian
3. Rugby
4. Triathlon
5. Women's wrestling



# ETSU ATHLETICS

NCAA and Title IX

## Acrobatics and Tumbling

Criteria	Good = 3 points	Average = 2 points	Poor = 1 point	Total
1. Impact on Title IX	40 or more student-athletes	20 to 39 student-athletes	Less than 20 student-athletes	3
2. Cost of implementation (investment)	Less than \$100,000	\$100,000 to \$500,000	\$500,000 or greater	3
3. Ongoing cost of operation (annual budget)	Less than \$500,000	\$500,000 to \$1 million	\$1 million or greater	3
4. Number of incremental new students	30 or more	15-29	Less than 15	3
a. Scholarship budget	Less than \$200,000	\$200,000 to \$300,000	Greater than \$300,000	3
b. Non-scholarship new students	25 or more	15 to 24	Less than 15	3
5. Pool of available recruits – ability to recruit quality student-athletes	Large pool of scholarship and walk-on student-athletes	Average pool of scholarship and walk-on student-athletes	Small pool of scholarship and minor pool of walk-on student-athletes	3
6. Success of program				0
a. Building the ETSU Brand	Major opportunity	Average opportunity	Little to no opportunity	3
b. Interest of fan base and alumni	High – 500 or more	Average – 250 to 500	Low – less than 250	2
c. Likelihood of winning percentage of competitions	High – 75% or higher	Average – 50% to 75%	Low – less than 50%	2
7. Facility availability	Good – available facility at available time of year	Average – available facility at difficult time of year	Poor – No available facility	3
8. Facility – appropriate facility design/availability	Minimal modification	Significant modification or equipment	Major – have to build or travel to practice or competitive facility	3

ETSU Title IX – January 2020

Acrobatics & Tumbling

## Acrobatics and Tumbling

9. Availability of coaching staff	Large pool of coaches at reasonable salary	Available pool of coaches at high level salary	Limited supply of coaches	2
10. Accessibility of competition (travel)	Minimal travel to close competitions	Significant travel to close competitions	Significant travel to distant competitions	3
11. Revenue generation capacity potential – ticket sales and donations	High – generate \$50,000 or more	Average – generate between \$25,000 and \$50,000	Low – generate less than \$25,000	1
12. Operational Impact – facility, officials, volunteers, etc.	Little significant support for competition and practice	Significant set-up for competition and practice	Significant set-up and cost for competition alone	3
13. Impact on support staff – academic support, athletic training, strength and conditioning, etc.	Minimal amount of support required for student-athletes	Fair amount of support required for student-athletes	Significant amount of support required for student-athletes	2
			TOTAL	45

ETSU Title IX – January 2020

Acrobatics & Tumbling

## Beach Volleyball

Criteria	Good = 3 points	Average = 2 points	Poor = 1 point	Total
1. Impact on Title IX	40 or more student-athletes	20 to 39 student-athletes	Less than 20 student-athletes	1
2. Cost of implementation (investment)	Less than \$100,000	\$100,000 to \$500,000	\$500,000 or greater	2
3. Ongoing cost of operation (annual budget)	Less than \$500,000	\$500,000 to \$1 million	\$1 million or greater	3
4. Number of incremental new students	30 or more	15 to 29	Less than 15	1
a. Scholarship budget	Less than \$200,000	\$200,000 to \$300,000	Greater than \$300,000	3
b. Non-scholarship new students	25 or more	15 to 24	Less than 15	1
5. Pool of available recruits – ability to recruit quality student-athletes	Large pool of scholarship and walk-on student-athletes	Average pool of scholarship and walk-on student-athletes	Small pool of scholarship and minor pool of walk-on student-athletes	2
6. Success of program				0
a. Building the ETSU Brand	Major opportunity	Average opportunity	Little to no opportunity	2
b. Interest of fan base and alumni	High – 500 or more	Average – 250 to 500	Low – less than 250	3
c. Likelihood of winning percentage of competitions	High – 75% or higher	Average – 50% to 75%	Low – less than 50%	2
7. Facility availability	Good – available facility at available time of year	Average – available facility at difficult time of year	Poor – No available facility	1
8. Facility – appropriate facility design/availability	Minimal modification	Significant modification or equipment	Major – have to build or travel to practice or competitive facility	1

ETSU Title IX - January 2020

Beach Volleyball

## Beach Volleyball

9. Availability of coaching staff	Large pool of coaches at reasonable salary	Available pool of coaches at high level salary	Limited supply of coaches	3
10. Accessibility of competition (travel)	Minimal travel to close competitions	Significant travel to close competitions	Significant travel to distant competitions	2
11. Revenue generation capacity potential – ticket sales and donations	High – generate \$50,000 or more	Average – generate between \$25,000 and \$50,000	Low – generate less than \$25,000	1
12. Operational Impact – facility, officials, volunteers, etc.	Little significant support for competition and practice	Significant set-up for competition and practice	Significant set-up and cost for competition alone	1
13. Impact on support staff – academic support, athletic training, strength and conditioning, etc.	Minimal amount of support required for student-athletes	Fair amount of support required for student-athletes	Significant amount of support required for student-athletes	3
			TOTAL	32

ETSU Title IX - January 2020

Beach Volleyball

## Bowling

Criteria	Good = 3 points	Average = 2 points	Poor = 1 point	Total
1. Impact on Title IX	40 or more student-athletes	20 to 39 student-athletes	Less than 20 student-athletes	1
2. Cost of implementation (investment)	Less than \$100,000	\$100,000 to \$500,000	\$500,000 or greater	3
3. Ongoing cost of operation (annual budget)	Less than \$500,000	\$500,000 to \$1 million	\$1 million or greater	3
4. Number of incremental new students	30 or more	15 to 29	Less than 15	1
a. Scholarship budget	Less than \$200,000	\$200,000 to \$300,000	Greater than \$300,000	3
b. Non-scholarship new students	25 or more	15 to 24	Less than 15	1
5. Pool of available recruits – ability to recruit quality student-athletes	Large pool of scholarship and walk-on student-athletes	Average pool of scholarship and walk-on student-athletes	Small pool of scholarship and minor pool of walk-on student-athletes	3
6. Success of program				0
a. Building the ETSU Brand	Major opportunity	Average opportunity	Little to no opportunity	1
b. Interest of fan base and alumni	High – 500 or more	Average – 250 to 500	Low – less than 250	1
c. Likelihood of winning percentage of competitions	High – 75% or higher	Average – 50% to 75%	Low – less than 50%	2
7. Facility availability	Good – available facility at available time of year	Average – available facility at difficult time of year	Poor – No available facility	3
8. Facility – appropriate facility design/availability	Minimal modification	Significant modification or equipment	Major – have to build or travel to practice or competitive facility	3

ETSU Title IX – January 2020

Bowling

## Bowling

9. Availability of coaching staff	Large pool of coaches at reasonable salary	Available pool of coaches at high level salary	Limited supply of coaches	3
10. Accessibility of competition (travel)	Minimal travel to close competitions	Significant travel to close competitions	Significant travel to distant competitions	2
11. Revenue generation capacity potential – ticket sales and donations	High – generate \$50,000 or more	Average – generate between \$25,000 and \$50,000	Low – generate less than \$25,000	1
12. Operational Impact – facility, officials, volunteers, etc.	Little significant support for competition and practice	Significant set-up for competition and practice	Significant set-up and cost for competition alone	3
13. Impact on support staff – academic support, athletic training, strength and conditioning, etc.	Minimal amount of support required for student-athletes	Fair amount of support required for student-athletes	Significant amount of support required for student-athletes	3
			TOTAL	37

ETSU Title IX – January 2020

Bowling



## Field Hockey

Criteria	Good = 3 points	Average = 2 points	Poor = 1 point	Total
1. Impact on Title IX	40 or more student-athletes	20 to 39 student-athletes	Less than 20 student-athletes	2
2. Cost of implementation (investment)	Less than \$100,000	\$100,000 to \$500,000	\$500,000 or greater	1
3. Ongoing cost of operation (annual budget)	Less than \$500,000	\$500,000 to \$1 million	\$1 million or greater	1
4. Number of incremental new students	30 or more	15 to 29	Less than 15	2
a. Scholarship budget	Less than \$200,000	\$200,000 to \$300,000	Greater than \$300,000	1
b. Non-scholarship new students	25 or more	15 to 24	Less than 15	1
5. Pool of available recruits – ability to recruit quality student-athletes	Large pool of scholarship and walk-on student-athletes	Average pool of scholarship and walk-on student-athletes	Small pool of scholarship and minor pool of walk-on student-athletes	1
6. Success of program				0
a. Building the ETSU Brand	Major opportunity	Average opportunity	Little to no opportunity	1
b. Interest of fan base and alumni	High – 500 or more	Average – 250 to 500	Low – less than 250	1
c. Likelihood of winning percentage of competitions	High – 75% or higher	Average – 50% to 75%	Low – less than 50%	1
7. Facility availability	Good – available facility at available time of year	Average – available facility at difficult time of year	Poor – No available facility	1
8. Facility – appropriate facility design/availability	Minimal modification	Significant modification or equipment	Major – have to build or travel to practice or competitive facility	1

ETSU Title IX – January 2020

Field Hockey

## Field Hockey

9. Availability of coaching staff	Large pool of coaches at reasonable salary	Available pool of coaches at high level salary	Limited supply of coaches	2
10. Accessibility of competition (travel)	Minimal travel to close competitions	Significant travel to close competitions	Significant travel to distant competitions	3
11. Revenue generation capacity potential – ticket sales and donations	High – generate \$50,000 or more	Average – generate between \$25,000 and \$50,000	Low – generate less than \$25,000	1
12. Operational Impact – facility, officials, volunteers, etc.	Little significant support for competition and practice	Significant set-up for competition and practice	Significant set-up and cost for competition alone	1
13. Impact on support staff – academic support, athletic training, strength and conditioning, etc.	Minimal amount of support required for student-athletes	Fair amount of support required for student-athletes	Significant amount of support required for student-athletes	2
			TOTAL	23

ETSU Title IX – January 2020

Field Hockey

## Gymnastics

Criteria	Good = 3 points	Average = 2 points	Poor = 1 point	Total
1. Impact on Title IX	40 or more student-athletes	20 to 39 student-athletes	Less than 20 student-athletes	1
2. Cost of implementation (investment)	Less than \$100,000	\$100,000 to \$500,000	\$500,000 or greater	2
3. Ongoing cost of operation (annual budget)	Less than \$500,000	\$500,000 to \$1 million	\$1 million or greater	2
4. Number of incremental new students	30 or more	15 to 29	Less than 15	2
a. Scholarship budget	Less than \$200,000	\$200,000 to \$300,000	Greater than \$300,000	1
b. Non-scholarship new students	25 or more	15 to 24	Less than 15	1
5. Pool of available recruits – ability to recruit quality student-athletes	Large pool of scholarship and walk-on student-athletes	Average pool of scholarship and walk-on student-athletes	Small pool of scholarship and minor pool of walk-on student-athletes	3
6. Success of program				0
a. Building the ETSU Brand	Major opportunity	Average opportunity	Little to no opportunity	3
b. Interest of fan base and alumni	High – 500 or more	Average – 250 to 500	Low – less than 250	3
c. Likelihood of winning percentage of competitions	High – 75% or higher	Average – 50% to 75%	Low – less than 50%	1
7. Facility availability	Good – available facility at available time of year	Average – available facility at difficult time of year	Poor – No available facility	2
8. Facility – appropriate facility design/availability	Minimal modification	Significant modification or equipment	Major – have to build or travel to practice or competitive facility	2

ETSU Title IX – January 2020

Gymnastics

## Gymnastics

9. Availability of coaching staff	Large pool of coaches at reasonable salary	Available pool of coaches at high level salary	Limited supply of coaches	3
10. Accessibility of competition (travel)	Minimal travel to close competitions	Significant travel to close competitions	Significant travel to distant competitions	3
11. Revenue generation capacity potential – ticket sales and donations	High – generate \$50,000 or more	Average – generate between \$25,000 and \$50,000	Low – generate less than \$25,000	1
12. Operational Impact – facility, officials, volunteers, etc.	Little significant support for competition and practice	Significant set-up for competition and practice	Significant set-up and cost for competition alone	2
13. Impact on support staff – academic support, athletic training, strength and conditioning, etc.	Minimal amount of support required for student-athletes	Fair amount of support required for student-athletes	Significant amount of support required for student-athletes	2
			TOTAL	34

ETSU Title IX – January 2020

Gymnastics

## Lacrosse

Criteria	Good = 3 points	Average = 2 points	Poor = 1 point	Total
1. Impact on Title IX	40 or more student-athletes	20 to 39 student-athletes	Less than 20 student-athletes	2
2. Cost of implementation (investment)	Less than \$100,000	\$100,000 to \$500,000	\$500,000 or greater	2
3. Ongoing cost of operation (annual budget)	Less than \$500,000	\$500,000 to \$1 million	\$1 million or greater	2
4. Number of incremental new students	30 or more	15 to 29	Less than 15	2
a. Scholarship budget	Less than \$200,000	\$200,000 to \$300,000	Greater than \$300,000	1
b. Non-scholarship new students	25 or more	15 to 24	Less than 15	1
5. Pool of available recruits – ability to recruit quality student-athletes	Large pool of scholarship and walk-on student-athletes	Average pool of scholarship and walk-on student-athletes	Small pool of scholarship and minor pool of walk-on student-athletes	3
6. Success of program				0
a. Building the ETSU Brand	Major opportunity	Average opportunity	Little to no opportunity	2
b. Interest of fan base and alumni	High – 500 or more	Average – 250 to 500	Low – less than 250	2
c. Likelihood of winning percentage of competitions	High – 75% or higher	Average – 50% to 75%	Low – less than 50%	1
7. Facility availability	Good – available facility at available time of year	Average – available facility at difficult time of year	Poor – No available facility	2
8. Facility – appropriate facility design/availability	Minimal modification	Significant modification or equipment	Major – have to build or travel to practice or competitive facility	1

ETSU Title IX – January

Lacrosse

## Lacrosse

9. Availability of coaching staff	Large pool of coaches at reasonable salary	Available pool of coaches at high level salary	Limited supply of coaches	1
10. Accessibility of competition (travel)	Minimal travel to close competitions	Significant travel to close competitions	Significant travel to distant competitions	3
11. Revenue generation capacity potential – ticket sales and donations	High – generate \$50,000 or more	Average – generate between \$25,000 and \$50,000	Low – generate less than \$25,000	1
12. Operational Impact – facility, officials, volunteers, etc.	Little significant support for competition and practice	Significant set-up for competition and practice	Significant set-up and cost for competition alone	1
13. Impact on support staff – academic support, athletic training, strength and conditioning, etc.	Minimal amount of support required for student-athletes	Fair amount of support required for student-athletes	Significant amount of support required for student-athletes	2
			TOTAL	29

ETSU Title IX – January

Lacrosse

## Rowing

Criteria	Good = 3 points	Average = 2 points	Poor = 1 point	Total
1. Impact on Title IX	40 or more student-athletes	20 to 39 student-athletes	Less than 20 student-athletes	3
2. Cost of implementation (investment)	Less than \$100,000	\$100,000 to \$500,000	\$500,000 or greater	1
3. Ongoing cost of operation (annual budget)	Less than \$500,000	\$500,000 to \$1 million	\$1 million or greater	1
4. Number of incremental new students	30 or more	15 to 29	Less than 15	3
a. Scholarship budget	Less than \$200,000	\$200,000 to \$300,000	Greater than \$300,000	1
b. Non-scholarship new students	25 or more	15 to 24	Less than 15	3
5. Pool of available recruits – ability to recruit quality student-athletes	Large pool of scholarship and walk-on student-athletes	Average pool of scholarship and walk-on student-athletes	Small pool of scholarship and minor pool of walk-on student-athletes	3
6. Success of program				0
a. Building the ETSU Brand	Major opportunity	Average opportunity	Little to no opportunity	2
b. Interest of fan base and alumni	High – 500 or more	Average – 250 to 500	Low – less than 250	2
c. Likelihood of winning percentage of competitions	High – 75% or higher	Average – 50% to 75%	Low – less than 50%	1
7. Facility availability	Good – available facility at available time of year	Average – available facility at difficult time of year	Poor – No available facility	1
8. Facility – appropriate facility design/availability	Minimal modification	Significant modification or equipment	Major – have to build or travel to practice or competitive facility	1

ETSU Title IX – January 2020

Rowing

## Rowing

9. Availability of coaching staff	Large pool of coaches at reasonable salary	Available pool of coaches at high level salary	Limited supply of coaches	2
10. Accessibility of competition (travel)	Minimal travel to close competitions	Significant travel to close competitions	Significant travel to distant competitions	2
11. Revenue generation capacity potential – ticket sales and donations	High – generate \$50,000 or more	Average – generate between \$25,000 and \$50,000	Low – generate less than \$25,000	1
12. Operational Impact – facility, officials, volunteers, etc.	Little significant support for competition and practice	Significant set-up for competition and practice	Significant set-up and cost for competition alone	1
13. Impact on support staff – academic support, athletic training, strength and conditioning, etc.	Minimal amount of support required for student-athletes	Fair amount of support required for student-athletes	Significant amount of support required for student-athletes	1
			TOTAL	29

ETSU Title IX – January 2020

Rowing

## Stunt\*

Criteria	Good = 3 points	Average = 2 points	Poor = 1 point	Total
1. Impact on Title IX	40 or more student-athletes	20 to 39 student-athletes	Less than 20 student-athletes	3
2. Cost of implementation (investment)	Less than \$100,000	\$100,000 to \$500,000	\$500,000 or greater	3
3. Ongoing cost of operation (annual budget)	Less than \$500,000	\$500,000 to \$1 million	\$1 million or greater	3
4. Number of incremental new students	30 or more	15 to 29	Less than 15	1
a. Scholarship budget	Less than \$200,000	\$200,000 to \$300,000	Greater than \$300,000	3
b. Non-scholarship new students	25 or more	15 to 24	Less than 15	3
5. Pool of available recruits – ability to recruit quality student-athletes	Large pool of scholarship and walk-on student-athletes	Average pool of scholarship and walk-on student-athletes	Small pool of scholarship and minor pool of walk-on student-athletes	3
6. Success of program				0
a. Building the ETSU Brand	Major opportunity	Average opportunity	Little to no opportunity	3
b. Interest of fan base and alumni	High – 500 or more	Average – 250 to 500	Low – less than 250	2
c. Likelihood of winning percentage of competitions	High – 75% or higher	Average – 50% to 75%	Low – less than 50%	2
7. Facility availability	Good – available facility at available time of year	Average – available facility at difficult time of year	Poor – No available facility	3
8. Facility – appropriate facility design/availability	Minimal modification	Significant modification or equipment	Major – have to build or travel to practice or competitive facility	3

ETSU Title IX – January 2020

\*Not an NCAA sport

Stunt

## Stunt\*

9. Availability of coaching staff	Large pool of coaches at reasonable salary	Available pool of coaches at high level salary	Limited supply of coaches	2
10. Accessibility of competition (travel)	Minimal travel to close competitions	Significant travel to close competitions	Significant travel to distant competitions	3
11. Revenue generation capacity potential – ticket sales and donations	High – generate \$50,000 or more	Average – generate between \$25,000 and \$50,000	Low – generate less than \$25,000	1
12. Operational Impact – facility, officials, volunteers, etc.	Little significant support for competition and practice	Significant set-up for competition and practice	Significant set-up and cost for competition alone	3
13. Impact on support staff – academic support, athletic training, strength and conditioning, etc.	Minimal amount of support required for student-athletes	Fair amount of support required for student-athletes	Significant amount of support required for student-athletes	2
			TOTAL	43

ETSU Title IX – January 2020

\*Not an NCAA sport

Stunt

## Swimming

Criteria	Good = 3 points	Average = 2 points	Poor = 1 point	Total
1. Impact on Title IX	40 or more student-athletes	20 to 39 student-athletes	Less than 20 student-athletes	2
2. Cost of implementation (investment)	Less than \$100,000	\$100,000 to \$500,000	\$500,000 or greater	1
3. Ongoing cost of operation (annual budget)	Less than \$500,000	\$500,000 to \$1 million	\$1 million or greater	1
4. Number of incremental new students	30 or more	15 to 29	Less than 15	2
a. Scholarship budget	Less than \$200,000	\$200,000 to \$300,000	Greater than \$300,000	1
b. Non-scholarship new students	25 or more	15 to 24	Less than 15	2
5. Pool of available recruits – ability to recruit quality student-athletes	Large pool of scholarship and walk-on student-athletes	Average pool of scholarship and walk-on student-athletes	Small pool of scholarship and minor pool of walk-on student-athletes	3
6. Success of program				0
a. Building the ETSU Brand	Major opportunity	Average opportunity	Little to no opportunity	2
b. Interest of fan base and alumni	High – 500 or more	Average – 250 to 500	Low – less than 250	3
c. Likelihood of winning percentage of competitions	High – 75% or higher	Average – 50% to 75%	Low – less than 50%	1
7. Facility availability	Good – available facility at available time of year	Average – available facility at difficult time of year	Poor – No available facility	1
8. Facility – appropriate facility design/availability	Minimal modification	Significant modification or equipment	Major – have to build or travel to practice or competitive facility	2

ETSU Title IX – January 2020

Swimming

## Swimming

9. Availability of coaching staff	Large pool of coaches at reasonable salary	Available pool of coaches at high level salary	Limited supply of coaches	3
10. Accessibility of competition (travel)	Minimal travel to close competitions	Significant travel to close competitions	Significant travel to distant competitions	3
11. Revenue generation capacity potential – ticket sales and donations	High – generate \$50,000 or more	Average – generate between \$25,000 and \$50,000	Low – generate less than \$25,000	1
12. Operational Impact – facility, officials, volunteers, etc.	Little significant support for competition and practice	Significant set-up for competition and practice	Significant set-up and cost for competition alone	1
13. Impact on support staff – academic support, athletic training, strength and conditioning, etc.	Minimal amount of support required for student-athletes	Fair amount of support required for student-athletes	Significant amount of support required for student-athletes	2
			TOTAL	31

ETSU Title IX – January 2020

Swimming

Criteria	Acro & Tumb	Beach Volleyball	Bowling	Field Hockey	Gymnastics	Lacrosse	Rowing	Stunt *	Swimming
1. Impact on Title IX	3	1	1	2	1	2	3	3	2
2. Cost of implementation	3	2	3	1	2	2	1	3	1
3. Ongoing cost of operation	3	3	3	1	2	2	1	3	1
4. Number of incremental new students	3	1	1	2	2	2	3	1	2
a. Scholarship budget	3	3	3	1	1	1	1	3	1
b. Non-scholarship - new students	3	1	1	1	1	1	3	3	2
5. Pool of available recruits	3	2	3	1	3	3	3	3	3
6. Success of program									
a. Building the ETSU Brand	3	2	1	1	3	2	2	3	2
b. Interest of fanbase and alumni	2	3	1	1	3	2	2	2	3
c. Winning	2	2	2	1	1	1	1	2	1
7. Facility impact	3	1	3	1	2	2	1	3	1
8. Facility availability	3	1	3	1	2	1	1	3	2
9. Availability of coaching staff	2	3	3	2	3	1	2	2	3
10. Accessibility of competition (travel)	3	2	2	3	3	3	2	3	3
11. Revenue generation capacity	1	1	1	1	1	1	1	1	1
12. Operational impact	3	1	3	1	2	1	1	3	1
13. Impact on support services and staff	2	3	3	2	2	2	1	2	2
TOTALS	45	32	37	23	34	29	29	43	31

Good = 3 points, Average = 2 points, Poor = 1 point

\*Not NCAA sport

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EAST TENNESSEE STATE UNIVERSITY  
BOARD OF TRUSTEES

INFORMATION ITEM

DATE: February 21, 2020

ITEM: Graduate Medical Education's Annual Institutional Review, Executive Summary

COMMITTEE: Academic, Research, and Student Success Committee

PRESENTED BY: William A. Block, Jr.  
Vice President for Clinical Affairs and Dean of Medicine

The Quillen College of Medicine operates training programs for resident and fellow physicians in 15 different specialty specific programs, also known as graduate medical education (GME) programs. The Accreditation Council for Graduate Medical Education (ACGME) is the accrediting body for GME programs and prescribes accreditation standards for the Sponsoring Institution (the university) and individual GME programs. The associate dean for graduate medical education in the Quillen College of Medicine serves as the ACGME defined Designated Institutional Official (DIO) and is responsible for ensuring oversight of GME programs and maintenance of accreditation. The ACGME accreditation standards require the DIO to provide a written report to the governing board of the Sponsoring Institution on an annual basis. The report includes specific information related to performance indicators, action plans, and monitoring procedures. This report has been compiled under the direction of the DIO and approved by the governing body for GME programs in college, the Graduate Medical Education Committee. This report, the Annual Institutional Review Executive Summary, is included in meeting materials for your review.



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# **EAST TENNESSEE STATE UNIVERSITY**

## ***GRADUATE MEDICAL EDUCATION***

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***2018 - 2019***

## ***ANNUAL INSTITUTIONAL REVIEW EXECUTIVE SUMMARY***

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## Table of Contents

<b>Introduction.....</b>	<b>1</b>
<b>Graduate Medical Education.....</b>	<b>1</b>
<b>Goals .....</b>	<b>1</b>
<b>Scope .....</b>	<b>1</b>
<b>GME Office .....</b>	<b>2</b>
<b>Resident and Fellow Salary and Benefits .....</b>	<b>3</b>
<b>Graduate Medical Education Committee (GMEC) Report .....</b>	<b>5</b>
<b>Performance Indicators .....</b>	<b>6</b>
<b>Results of the most recent institutional self-study visit .....</b>	<b>6</b>
<b>CLER Site Visit .....</b>	<b>6</b>
<b>Accreditation Status, Citations, and Concerns of the Sponsoring Institution .....</b>	<b>7</b>
<b>National Residency Match Program (NRMP) Results of the Sponsored Programs .....</b>	<b>8</b>
<b>Longevity of Program Directors and Program Coordinators in their Respective Roles .....</b>	<b>8</b>
<b>Results of the ACGME Annual Resident/Fellow and Faculty Surveys .....</b>	<b>10</b>
<b>Accreditation Status, Citations, and Concerns of Sponsored Programs .....</b>	<b>11</b>
<b>Citations and Concerns by Categories (as of June 30, 2019) .....</b>	<b>12</b>
<b>Institutional Action Plans .....</b>	<b>14</b>

## Introduction

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The Accreditation Council for Graduate Medical Education (ACGME) requires each institution sponsoring ACGME accredited training programs to perform an Annual Institutional Review (AIR). The AIR demonstrates that the sponsoring Institution's Graduate Medical Education Committee (GMEC) performs effective oversight of the Sponsoring Institution's accredited programs.

The AIR report was presented to, and approved by, the Graduate Medical Education Committee (GMEC) on January 23, 2020. In accordance with the ACGME Institutional Requirements, the approved AIR is hereby presented to the Sponsoring Institution's Governing Body, which is the East Tennessee State University Board of Trustees.

## Graduate Medical Education

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The James H. Quillen College of Medicine at East Tennessee State University was established for the purpose of providing physicians and medical care to the people in the surrounding regions. The college of medicine is a publicly supported academic institution dedicated to excellence in medical care, biomedical research, and health education. The college of medicine recognizes the importance that graduate medical education plays in obtaining the above goals. Residency programs maintained by the college of medicine serve an integral place in the education of medical students and the research activities of the institution. The residency and fellowship programs provide service, teaching, and educational opportunities for the area and, overall, result in improvement of the health care in northeast Tennessee and the surrounding Appalachian region. Through its diverse resources, the college of medicine endeavors to meet selected community and regional needs by identification, creation, and execution of the necessary programs to accommodate those needs. This effort includes providing the fiscal support, human resources, and educational opportunities for maintaining excellent residency programs.

The college of medicine is committed to conduct these programs in compliance with the institutional and specific requirements of the Accreditation Council for Graduate Medical Education (ACGME), the Joint Commission, and in the accordance with all applicable federal and state laws and regulations.

## Goals

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- To provide excellent training for both primary and specialist physicians, with emphasis on training primary care physicians to serve the rural environment;
- To promote an academic environment that nurtures both research and scholarly activity at both the resident and faculty level;
- To strengthen public/private partnerships with surrounding healthcare related institutions;
- To enhance delivery of patient care services to our region;
- To gain recognition by both the region's public and professional community as the center for excellent healthcare delivery and research in northeast Tennessee and southwest Virginia.

## Scope

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The James H. Quillen College of Medicine at East Tennessee State University is an ACGME Sponsoring Institution. In the 2018 – 2019 academic year, there were 15 ACGME accredited training programs and 252 residents and fellow trainees. Residents and fellows rotate at four major hospitals, Johnson City Medical Center, Holston Valley

Medical Center, Bristol Regional Medical Center, and the VA Healthcare System in Johnson City, along with numerous other teaching sites.

Residency/Fellowship Programs	
Family Medicine Bristol	IM Pulmonary/Critical Care
Family Medicine Johnson City	Obstetrics/Gynecology
Family Medicine Kingsport	Orthopaedics
Internal Medicine	Pathology
IM Cardiology	Pediatrics
IM Gastroenterology	Psychiatry
IM Infectious Disease	Surgery
IM Oncology	

## GME Office

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### Staff:

Michael Ostapchuk, MD, MSED  
Associate Dean for Graduate Medical Education (GME)  
Designated Institutional Official (DIO)

John B. Schweitzer, MD  
Assistant Dean GME

Debra Shaw  
Assistant Dean GME  
Ombudsperson

Renee McNeely  
Institutional Coordinator GME

Sissy Shipley  
Administrative Coordinator GME

Stephanie Nave  
Office Coordinator GME

Tawana Holland  
Medical Education Coordinator  
Johnson City Medical Center

Rita Forrester  
Medical Education Coordinator  
Holston Valley Medical Center

On July 25, 2018, Dr. William Block was appointed Interim Dean for the Quillen College of Medicine. He served in this capacity until February 6, 2019, when he became permanent Dean. Dr. Block continues to be dedicated to furthering the mission of the medical school including graduate medical education.

Dr. Diana Heiman, Professor of Family Medicine, will begin appointment as Assistant Dean for Well-Being, GME on July 1, 2019. In this role, Dr. Heiman will create an Institution wide curriculum for resident, fellow, and faculty well-being. Dr. Heiman stepped down as Family Medicine Johnson City program director June 30, 2019 to begin this GME role.

The DIO and Ombudsperson continued semiannual meetings with the residents/fellows from each program to get their input on their programs. The program's resident/fellow surveys are reviewed and areas showing noncompliance are discussed in detail. With the approval of the learners, the DIO provides feedback from the meetings and discusses any issues with the program director to provide corrective guidance.

On April 10 and 17, 2019, the GME conducted the institutions first residents as teacher's workshops. These required workshops were for all first year residents at the institution. Half of the residents attended each of two days. Residents were assigned to individual tables of no more than six residents. Several faculty volunteered to be facilitators at the two sessions. Topics covered included Microskills of Teaching, Orienting Learners, Giving

Feedback, Teaching Procedures, Bedside Teaching, and Patient Education. Evaluations for the two workshops was very positive. These workshops will be repeated annually for all first year residents.

Dr. Dawn Tuell, the Pediatric program director became Interim Chair of Pediatrics on January 1, 2019. She continues in her role of program director until a new chair is appointed.

## Resident/Fellow Salary and Benefits

The total resident salaries and benefits paid by hospitals for 2018 – 2019 was \$15,757,327.

PGY Level	2017/2018 Salaries	2018/2019 Salaries (2% increase)	2019/2020 Salaries (3% increase)
PGY I	49,122	50,104	51,607
PGY II	50,589	51,601	53,149
PGY III	52,400	53,448	55,051
PGY IV	53,403	55,491	57,156
PGY V	56,396	57,524	59,250
PGY VI	58,537	59,708	61,499

### Insurance Benefits:

#### **Health Insurance**

The resident health insurance is provided through United Healthcare. Residents may elect single coverage or family coverage. Premiums are shared by the university and the resident. The resident portion is \$35.00 for single coverage and \$75.00 for family coverage. The premiums are payroll deducted monthly.

#### **Vision**

If enrolled in the health insurance through United Healthcare residents also receive vision coverage at no additional premium. For explanation of full benefits log in to myuhcvision.com.

#### **Dental**

Resident/fellow dental insurance is provided by Guardian. Residents may elect single coverage or family coverage. Premiums are shared by the university and the resident. If the resident has elected to United Healthcare coverage, the resident's premium is covered in the \$35 single/\$75 family health care premium; however, if the resident declined health coverage, the dental premium is \$15 single/\$35 family.

#### **Life**

A basic term life insurance policy is available for each resident in the amount of \$50,000. No life insurance is available for dependents. Residents may elect to purchase additional life insurance up to \$500,000.

#### **Disability**

Individual disability policies with monthly benefits of 60% salary, after 90 days of disability are available for the resident only. Additional coverage may be purchased by the resident.

#### **Professional Liability Insurance**

As a resident physician with East Tennessee State University under the State of Tennessee your professional liability coverage will be provided by the Tennessee Claims Commission Act (TCA 9-8.301 et sq). The limits of liability are \$300,000 per plaintiff/\$1 million dollars per occurrence. State law provides that residents have absolute immunity from liability for acts or omissions within the scope of their employment, unless the acts or omissions are willful, malicious, criminal, or done for personal gain.

**Other Benefits:**

Free membership to the Center for Physical Activities, Resident Assistance Program, Impaired Physicians Program through TMA, Tuition Reimbursement for resident's spouse and dependent children, Deferred Compensation Program.

**Leave:****Vacation/Annual Leave**

All residents may receive up to 15 days annual leave per contract year. Unused vacation days may not be carried over from year to year.

**Administrative Leave**

Residents may receive two (2) days administrative leave during their first year at the discretion of each program. Residents on tracks longer than one year may receive up to five (5) days administrative leave to be taken anytime during their tenure.

**Educational Leave**

A maximum of five (5) days per contract year is allotted. The resident/fellow may petition the Program Director for an additional five (5) days per contract year. These days will not carry over into a new contract year.

**Sick Leave**

Sick leave is provided at the rate of one (1) day per month, and may accumulate to a total of not more than sixty (60) days for continuous service.

**Family Medical Leave Act (FMLA)**

Residents are entitled to the provisions of the Family Medical Leave Act of 1993. This leave is without pay, but use of accrued sick and vacation leave may be used as part of the family leave. In order to be considered eligible under the FMLA guidelines, a resident must (1) have worked for the University for at least 12 months; and (2) have worked at least 1,250 hours during the year preceding the start of the leave.

**Maternity/Paternity Leave**

Maternity leave is available to eligible residents for the birth or adoption of a child under the Family Medical Leave Act (FMLA) and the Tennessee Maternity Leave Act (TMLA). This leave is without pay, but use of accrued sick and annual leave may be used as part of this leave.

**Military Leave**

Residents who are members of any reserve component of the armed forces of the United States or of the Tennessee National Guard may be entitled to leave of absence from their duties for all periods of military service during which they are engaged in the performance of duty or training in the services of Tennessee, or of the United States, under competent orders.

**Civil Leave**

Residents shall be granted civil leave when, in obedience to a subpoena or direction by proper authority, the resident appears as witness for the federal government, the State of Tennessee, or a political subdivision of the State, or when it is necessary to attend any court in connection with official duties or serve on a jury in any state or federal court.

**Resident Sick Leave Bank**

The purpose of the ETSU Resident Sick Leave Bank is to provide emergency paid sick leave to members of the residency programs who have suffered an unexpected personal illness, surgery, injury or disability with complications beyond their control and who have exhausted their personal sick leave. By definition, "unexpected personal illness", does not include recovery following childbirth. Unforeseen complications during pregnancy would be a qualifying event.

## Graduate Medical Education Committee (GMEC) Report

### 2018 – 2019 GMEC Voting Members

Name	Specialty/Position
Dr. Mike Ostapchuk	Associate Dean/DIO, Graduate Medical Education
Dr. Mark Brummel	Family Medicine Kingsport Program Director
Dr. Shambhavi Chandraiah	Psychiatry Program Director
Ms. Ronda Gentry	Quality Director Ballad Health
Dr. Diana Heiman	Family Medicine Johnson City Program Director
Dr. Kent Hjerpe	Obstetrics and Gynecology Program Director
Dr. Devapiran Jaishankar	Medical Oncology Program Director
Dr. Daniel Krenk	Orthopedic Program Director
Ms. Kathy Kunisch	Coordinator, Family Medicine
Dr. Korsica Lassiter	Surgery Resident, Chair Resident Leadership Committee
Dr. Joe Lee	Surgery Program Director
Dr. Matt Loos	Vice President, Chief Medical Officer, JCMC
Dr. Kevin Metzger	Family Medicine Resident, Johnson City Family Medicine
Dr. James Myers	Internal Medicine Program Director
Dr. John Schweitzer	Assistant Dean, GME
Ms. Debra Shaw	Assistant Dean, GME
Dr. Salah Shurbaji	Pathology Program Director
Dr. Amanda Stoltz	Family Medicine Bristol Program Director
Dr. Geeta Tadepalli	Psychiatry Resident
Dr. Dawn Tuell	Program Director, Pediatrics

During the 2018 - 2019 academic year, the GMEC met 10 times. Meetings included reports from the DIO, hospital CMO's and VA DEO, Quality and Patient Safety Officer, Resident Leadership Committee, Chair of the Policy Subcommittee, and Program Coordinator Committee.

The committee approved:

1. One new program (Addiction Medicine – Family Medicine Johnson City)
2. Three new program directors (Family Medicine Bristol, Family Medicine Johnson City, Addiction Medicine)

On June 24, 2019, the Institution submitted an application to the Family Medicine Review Committee for a new Addiction Medicine fellowship to be housed in the Department of Family Medicine. Planning for this fellowship had been occurring throughout the academic year with collaboration between the College of Medicine and Ballad Health. Addiction Medicine faculty were hired and curriculum design took place over the year. Our region has significant issues with addiction. This fellowship will provide excellent educational training in this area. At the May 23, 2019 GMEC meeting, appointment of the program director, Dr. Joyce Troxler, was approved. The application was not complete for this meeting. Therefore, the committee voted to allow the DIO and one other member of the committee to review the application for approval once completed and asking for committee approval by email. On June 20, 2019, the DIO submitted to the GMEC voting members the application by email with the recommendation to be approved. The voting committee members voted unanimously for the approval. The application requests approval for two fellows per year. The application will be reviewed at the October 17 – 18, 2019 FM RC meeting.

The GMEC conducted four special reviews during the 2018 – 2019 academic year. The first was for the Psychiatry program on November 29, 2018. This was a follow-up of a special review done January 30, 2018. The GMEC closely monitored the plan of action for each recommendation provided in the special review. The program underwent an ACGME site visit on March 6, 2018 and received an ACGME letter of notification on May 30, 2018

placing the program on probationary accreditation with sixteen citations. The GMEC closely monitored the plan of action for these citations. The program had a follow-up ACGME site visit on January 22, 2019. The program received an ACGME letter of notification on June 18, 2019 giving a status of continued accreditation. The RC found 15 of the 16 initial citations resolved. The GMEC continues to follow the programs plans of actions, from the special review and the ACGME letter of notification citations, not yet resolved.

Special reviews for Cardiology, IM, and Surgery were done in June 2019. All three were based on downward trends in the 2019 ACGME resident/fellow annual surveys. The plans of action for each programs recommendations will be followed by the GMEC until resolved.

## GMEC Policy Subcommittee

2018- 2019 GMEC Policy Subcommittee	
Name	Specialty/Position
Dr. John Schweitzer	Chair, Assistant Dean, GME
Dr. Beth Fox	GME Family Medicine Director
Dr. Caleb Smith	Resident, Family Medicine Kingsport
Dr. Kent Hjerpe	OB/GYN Program Director
Ms. Debra Shaw	Assistant Dean, GME
Ms. Patti Taylor	Program Coordinator, OB/GYN
Mr. Terry Xixis	Program Coordinator, Family Medicine Johnson City
Dr. Maria Zayko	Resident, Pathology
Dr. Tazley Hobbs	Resident, Psychiatry

The GMEC Policy Subcommittee chair presented eight updated policies which to and were approved by the GMEC.

Policies Updated and Approved 2018 - 2019		
Resident Eligibility& Selection	Presence of Other Learners	Non-Renewal of Resident Contract
Social Networking	Worker’s Compensation	Due Process
Termination	Impairment	

## GMEC Performance Indicators

The GMEC has identified the following performance indicators as important to its success in fulfilling its mission:

- Results of the most recent Institutional Self-Study
- Results of the Clinical Learning Environment Review (CLER) visits
- Accreditation status, citations and concerns of the Sponsoring Institution
- National Residency Match Program (NRMP) results of the sponsored programs
- Longevity of Program Directors and Program Coordinators in their respective roles
- Results of the ACGME Annual Resident/Fellow and Faculty Surveys
- Accreditation status, citations and concerns of each of the sponsored programs
- Completion of prior year AIR Action Plans

## Results of the most recent institutional self-study visit

The Institutional Self-Study is tentatively due October 1, 2022.

## CLER Site Visit

The last CLER Site Visit was on December 19-20, 2017. A follow-up visit has not been scheduled.



## Accreditation Status, Citations, and Concerns of the Sponsoring Institution

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The sponsoring institution received an ACGME Letter of Notification on March 28, 2019 stating the institution received Continued Accreditation Status. The letter listed one extended citation and two resolved citations.

### Extended Citation:

#### Non-Compliance: 04/19/2017

#### Structure for Educational Oversight, GMEC, Responsibilities (Institutional Requirement I.B.4, I.B.4.b), I.B.4.b).(2))

GMEC responsibilities must include review and approval of annual recommendations to the Sponsoring Institution's administration regarding resident/fellow stipends and benefits. (Core)

The information provided to the IRC does not demonstrate substantial compliance with the requirements. It was reported at the site visit that while the DIO discusses resident salaries and benefits with the GMEC, the GMEC does not provide recommendations. Minutes of the Sponsoring Institution's GMEC meetings do not document review or approval of recommendations related to resident stipends and benefits. (SR, p. 15; IRQ, Attachment—GMEC Minutes)

**Continued Non-Compliance: 01/14/2019** The information provided to the Institutional Review Committee ("IRC") does not demonstrate substantial compliance with the requirements. Recent meeting minutes of the Graduate Medical Education Committee ("GMEC") that document the review and approval of recommendations to administration regarding resident/fellow stipends and benefits were not available for review.

Institution Response: 7/17/2019 The Institution recognizes that the GMEC must review and approve the annual recommendations to the Sponsoring Institution's administration regarding resident/fellow stipends and benefits. The Institution provided the following explanation in the 2018 Web ADS update. "At the December 7, 2017 GMEC meeting, the DIO discussed the resident/fellow stipends and benefits for the upcoming academic year, 2018 - 2019. After discussion, the recommendation was to increase the resident/fellow stipends/benefits by 2% from the previous year. The GMEC agreed to allow the DIO to meet with the administration of each hospital to discuss this increase. There was no vote on increasing the stipends/benefits for the upcoming year at that meeting. The DIO discussed with the DEO of the Veterans Hospital and the CMO's of all other affiliated hospitals the Institutions desire to increase the stipends/benefits. All of the parties agreed to the 2% increase. After receiving the Institution's Letter of Notification dated, March 27, 2018 the Institution realized the GMEC had failed to vote on the increase. In order to rectify this error, the DIO asked for a vote to take place. On March 28, 2018, the DIO, in an email, requested the voting members of the GMEC to vote on the stipend/benefit increase by 2% from the previous year. There was a 100% response with 100% agreement to increase the stipend/benefit by 2%. This is recorded as an addendum in the March 22, 2018 GMEC minutes. These minutes were approved at the April 26, 2018 GMEC meeting. The Institution and GMEC are committed to review and approve the annual recommendations to the Sponsoring Institution's administration regarding resident/fellow stipends and benefits. For future years the DIO and GMEC will discuss, recommend, and vote on all stipend/benefits decisions at the beginning of the calendar year." The Institution unfortunately forgot to upload the minutes for the March 22, 2018 GMEC meeting to our Web ADS update. To rectify the error the Institution uploaded the March 22, 2018 minutes in the "Annotated GMEC Minutes" of the "Institutional Review Upload" found under the "Site Visit" tab as instructed by Ms. Orndorff, Associate Executive Director of the Institutional Review Committee.

## National Residency Match Program (NRMP) Results of the Sponsored Programs

Programs continue to be very successful in the NRMP.

Program	2015 Quota/Filled	2016 Quota/Filled	2017 Quota/Filled	2018 Quota/Filled	2019 Quota/Filled
FM Bristol	8/8	8/8	8/8	8/8	8/8
FM JC	6/6	6/6	6/6	6/6	6/6
FM Kingsport	6/6	6/6	6/6	6/6	6/6
IM	21/21	22/22	22/22	12/12	16/16
Cardiology	3/3	3/3	3/3	3/3	3/3
GI	2/2	2/2	2/2	2/2	2/2
ID	2/1	2/0	2/2	3/0	2/2
Oncology	3/3	1/1	2/2	3/3	2/2
Pul/CC	3/3	1/1	2/2	2/2	2/2
OB/GYN	3/3	3/3	3/3	4/4	3/3
Pathology	2/2	2/2	2/2	2/2	2/2
Pediatrics	7/7	7/7	7/7	7/7	7/7
Psychiatry	4/4	5/5	5/5	5/5	5/5
Surgery	8/8	7/7	7/7	7/6	9/9

## Longevity of Program Directors and Program Coordinators in their Respective Roles

The GMEC approved three new program directors during the 2018 – 2019 academic year.

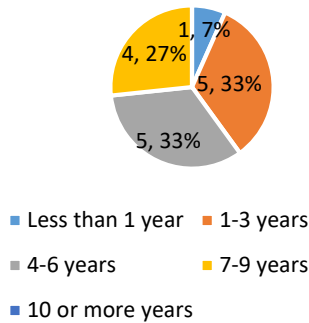
1. Dr. Amanda Stoltz replaced Dr. Greg Clarity as program director at the Bristol Family Medicine Residency. Dr. Clarity stepped down as program director after serving in that role for 10 years to become clinic director. Dr. Stoltz had served as associate program director for five years. The GMEC approved her appointment at the December 6, 2018 meeting.
2. Dr. James Holt was approved as interim program director of Johnson City Family Medicine at the May 23, 2019 GMEC meeting. Dr. Holt began as interim program director on July 1, 2019. He is a Professor of Family Medicine and was program director for this program in the past. He has agreed to function as interim until a permanent program director is hired. The department is currently conducting a national search for this position. Dr. Holt replaced Dr. Diana Heiman who had been program director for seven years. Dr. Heiman took a position in GME as Assistant Dean for Well-Being to begin July 1, 2019 as noted above.
3. Dr. Joyce Troxler was approved as program director for the Addiction Medicine Fellowship at the May 23, 2019 GMEC meeting. Dr. Troxler was recruited to ETSU to begin an Addiction Medicine Fellowship.

### Program Director changes over the last five academic years:

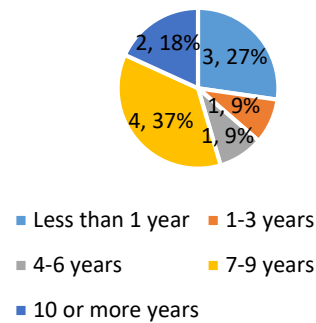
- 2014-2015- Mark Brummel (FMKGPT), Stephen Geraci (IM), Jonathan Moorman (IM), Devapiran Jaishankar (Oncology), Jay Mehta (Pulmonary/Critical Care)
- 2015-2016- Girendra Hoskere (Pulmonary/Critical Care), Keith Huffaker (OB/GYN), Tom Jernigan (OB/GYN), Jay Griffith (Psychiatry), Shambhavi Chandraiah (Psychiatry)
- 2016-2017- Deidre Pierce (IM)
- 2017-2018- Kent Hjerpe (OB/GYN), James Myers (IM), Paras Patel (ID)
- 2018-2019 – Amanda Stoltz (FM Bristol), Jim Holt (FM Johnson City), Joyce Troxler (Addiction Medicine)

Program	Length	Program Director	Program Coordinator	Total # of Residents	Accreditation	
					Original	Effective Date
Institutional Office	--	Michael Ostapchuk, MD, (DIO)		--	--	1/14/2019
Bristol Family Medicine	3 years	Amanda Stoltz, MD (<1)	Ms. Julie Robinette (9)	24	7/26/1976	1/30/2019
Johnson City Family Medicine	3 years	Diana L Heiman, MD (7.5)	Ms. Jennifer Edwards (<1)	18	9/11/1979	1/30/2019
Kingsport Family Medicine	3 years	Mark Brummel, DO (5)	Ms. Amy Murphy (13)	18	9/29/1975	1/30/2019
Internal Medicine	3 years	James Myers, MD (1)	Ms. Heather Grove (4)	72	5/1/1977	1/25/2019
Infectious Disease	2 years	Paras Patel, MD (1)	Ms. Carla Hill (9)	4	7/1/1987	1/25/2019
Cardiovascular Disease	3 years	Vijay K Ramu, MD (6.5)	Ms. Carla Hill (9)	9	7/1/1987	1/25/2019
Oncology	2 years	Devapiran Jaishankar, MD (4.5)	Ms. Carla Hill (9)	4	7/1/1997	1/25/2019
Pulmonary Disease and Critical Care	3 years	Girendra Hoskere, MD (3)	Ms. Carla Hill (9)	6	7/1/2000	1/25/2019
Gastroenterology	3 years	Mark F Young, MD (8)	Ms. Carla Hill (9)	6	7/1/2010	1/25/2019
Obstetrics and Gynecology	4 years	Kent Hjerpe, MD (1)	Ms. Tracy Barry (<1)	12	5/20/1993	2/6/2019
Orthopaedic Surgery	5 years	Dan Krenk, DO (6)	Ms. Stacy Christian (8)	10	7/1/2011	7/1/2019
Pathology - Anatomic & Clinical	4 years	Salah Shurbaji, MD (8)	Ms. Terri McFeature (23)	8	7/1/1983	1/14/2019
Pediatrics	3 years	Dawn S Tuell, MD (7)	Ms. Kortni Lindsay (<1)	21	4/7/1991	1/28/2019
Psychiatry	4 years	Shambhavi Chandraiah, MD (3.3)	Ms. Dakotah Phillips (2.3)	18	11/8/1985	4/26/2019
Surgery	5 years	Joseph R Lee, MD (5.3)	Ms. Julie Simerly (7)	30	7/1/1978	1/17/2019

Program Director Length of Service



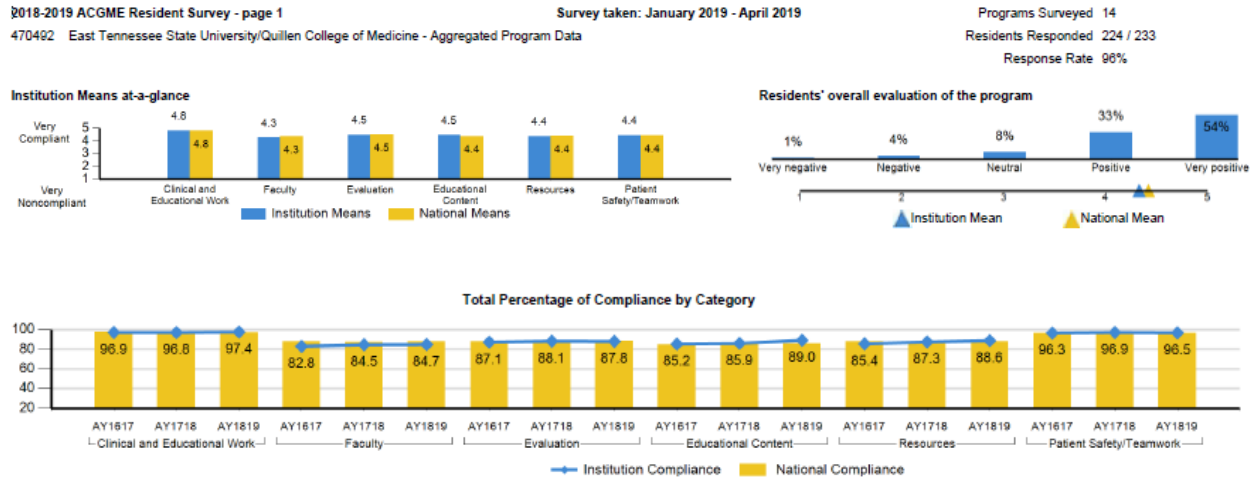
Program Coordinator Length of Service



## Results of the ACGME Annual Resident/Fellow and Faculty Surveys

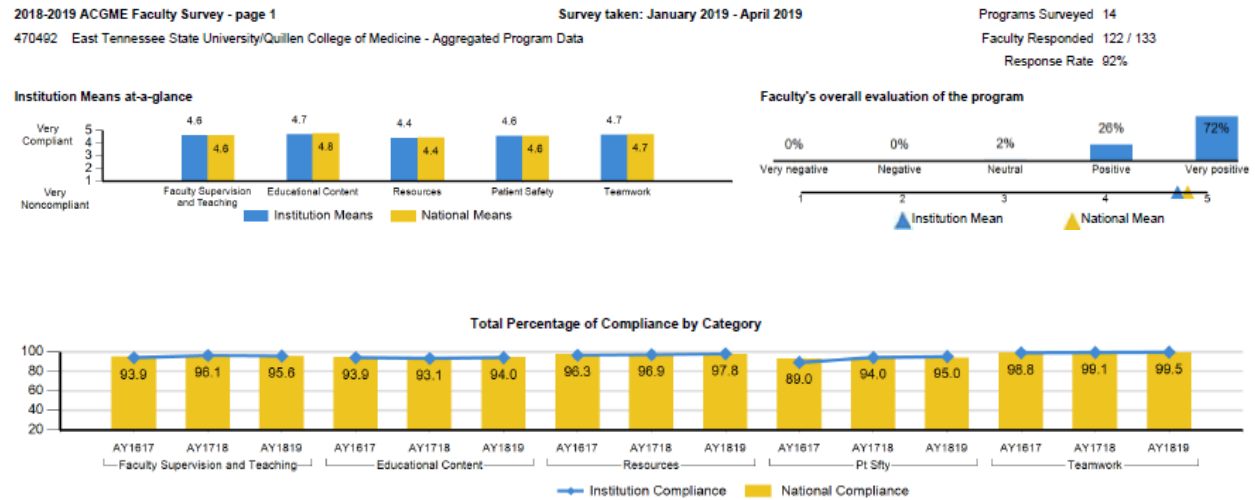
### Resident Results

The residents' satisfaction with their ETSU Graduate Medical Education experience (Institutional Mean) is comparable with the National Mean. However, 5% of ETSU residents and fellows view their programs negatively (4%) or very negatively (1%), and 8% had a neutral view. This has improved slightly since the last survey of 2017 – 2018 where 1% of ETSU residents and fellows view their programs very negatively and 5% view their programs as negative. The neutral response was 8% on that survey.



### Faculty Results

ETSU's teaching faculty's overall evaluation of the quality of their respective programs is near the national mean.



## Accreditation Status, Citations, and Concerns of Sponsored Programs

Program	Status	Self-Study or Next Site Visit	Citations	Concerns
Bristol Family Medicine	CA	10/1/2020-SV	0	0
Johnson City Family Medicine	CA	5/1/2020-SV	0	1
Kingsport Family Medicine (Core)	CA	10/1/2023-SS	0	0
Kingsport FM (Osteopathic Recognition)	CA	10/1/2023-SS	4	0
Internal Medicine	CA	9/17/2019-SV	0	1
Infectious Disease	CA	9/17/2019-SV	0	0
Cardiovascular Disease	CA	9/17/2019-SV	0	0
Oncology	CA	9/17/2019-SV	0	0
Pulmonary Disease and Critical Care	CA	9/17/2019-SV	0	0
Gastroenterology	CA	9/17/2019-SV	0	0
Obstetrics and Gynecology	CA	TBD	0	0
Orthopaedic Surgery	PA	7/1/2021-SV	4	0
Pathology - Anatomic & Clinical	CA	4/1/2020-SV	0	0
Pediatrics	CA	4/1/2020-SV	0	0
Psychiatry	CA	7/1/2023-SS	1	0
Surgery	CA	6/1/2020-SS	0	0

CA – continued accreditation

CW – continued accreditation with warning

IA – initial accreditation

AW – accreditation withheld

P – probation (accredited)

PA – pre-accreditation

SS – self-study

SV – site visit

The psychiatry program underwent an ACGME site visit on March 6, 2018 and received an ACGME letter of notification on May 30, 2018 placing the program on probationary accreditation with sixteen citations. The GMEC closely monitored the plan of action for each citation. The program had a follow-up ACGME site visit on January 22, 2019. The program received an ACGME letter of notification on June 18, 2019 giving a status of continued accreditation. The RC found 15 of the 16 initial citations resolved. The GMEC continues to follow the programs plans of actions, from the special review and the ACGME letter of notification citations, not yet resolved.

The FM Kingsport residency program had an ACGME Osteopathic Recognition Site Visit on January 23, 2019. The program had received Initial Recognition effective July 1, 2016 and this was the two-year follow-up visit. On May 30, 2019, the program received ACGME notification the program had moved to Continued Recognition. The letter noted six resolved citations and four new citations. The program's plan of action for these citations are being monitored by the GMEC until resolved.

The Orthopaedic residency program received an ACMGE letter of notification on February 15, 2019, stating continued Pre-Accreditation. This program became part of ETSU in January 2018. Prior to this time, it was an AOA accredited residency program managed by Wellmont Hospital System (now part of Ballad Health). The letter noted two extended citations, two new citations, and four resolved citations. The program resubmitted an application and citation responses to move to Initial Accreditation on June 24, 2019. The application will be reviewed at the September 14, 2019 Orthopaedic RC meeting. Much work has been done to bring the program into total compliance with the ACGME Orthopaedic Program Requirements. The program has been required by AOA to develop a plan for either continuation of current resident trainees until they graduate or help them move

to another program. This plan is to be submitted to the AOA by September 1, 2019. The Institution's plan will state the current residents will complete their training in this program.

### Citations and Concerns by Categories (as of June 30, 2018)

Citation Category	Citations
Institutional Support	1
Resident Appointment	0
Program Personnel and Resources	3
Education Program	5
Evaluation	1
	<b>10</b>

Concern Category	Concerns
Education Content	0
Education Environment	0
Resident Scholarly Environment	0
Evaluation	1
Faculty Supervision	0
Learning and Working Environment	1
	<b>2</b>

Citation Category	Number of Citations	Specialties/Subspecialty Receiving Citation
<b>1. Institutional Support</b>		
A. Institutional Support-Sponsoring Institution	1	Sponsoring Institution
B. Institutional Support-Program Director		
C. Institutional Support-Participating Institution		
D. Facilities-Educational Space Including Library		
E. Facilities-Clinical Space		
F. Medical Records Retrieval		
G. On-call Rooms		
H. Appropriate Food Services		
I. Safety/Security		
J. Patient Support Services		
<b>2. Resident Appointment</b>		
A. Resident Appointment Issues		
<b>3. Program Personnel &amp; Resources</b>		
A. Qualifications of Program Director		
B. Responsibilities of Program Director		
C. Qualifications of Faculty		
D. Responsibilities of Faculty	2	1 Orthopaedic Surgery, 1 FM Kingsport (Osteopathic Faculty Responsibilities)
E. Other Program Personnel		
F. Resources	1	Psychiatry
<b>4. The Education Program</b>		
C. Progressive Resident Responsibility		

D. ACGME Competencies		
D.1. Patient Care		
D.2. Medical Knowledge		
D.3. Practice-based Learning and Improvement		
D.4. Interpersonal and Communication Skills		
D.5. Professionalism		
D.6. Systems Based Practice		
E. Educational Program - Didactic Components		
F. Educational Program - Patient Care Experience	1	Orthopaedic Surgery
G. Educational Program - Procedural Experience	1	Orthopaedic Surgery
H. Service to Education Imbalance		
I. Scholarly Activities	3	1 Orthopaedic Surgery, 2 FM Kingsport (Osteopathic Scholarly Activity)
J. Supervision		
K. Learning and Working Environment		
K.1. 80 Hours per week		
K.2. 1 day in 7 free		
K.3. Minimum Time Off Between Scheduled Duty Periods		
K.4. Maximum Duty Period Length		
K.5. In-House Call Frequency		
K.6. Moonlighting		
K.7. Other		
K.8. Oversight		
K.9. Culture of Professional Responsibilities		
K.10. Transitions of Care		
K.11. Maximum Frequency of In-House Night Float		
K.12. At-Home Call		
K.13. Patient Safety		
K.14. Quality Improvement		
K.15. Well-Being		
K.16. Fatigue Mitigation		
K.17. Teamwork		
5. Evaluation		
A. Evaluation of Residents		
A.1. Evaluation of Patient Care		

A.2. Evaluation of Medical Knowledge		
A.3. Evaluation of Practice-based Learning/Improvement		
A.4. Evaluation of Interpersonal/Communication Skills		
A.5. Evaluation of Professionalism		
A.6. Evaluation of Systems-based Practice		
B. Evaluation of Faculty	1	FM Kingsport (Osteopathic Faculty)
C. Evaluation of Program		
D. Performance on Board Exams		

## Institutional Action Plans

### 2018 – 2019 Institutional Action Plans

Action Item	Description	Goal	Status	Target
Hospital Billing	GME to use the New Innovation Program to bill hospitals for resident/fellow monthly salaries & benefits	Currently working with Ballad in implementing the new process. Will begin working with the VA	Billing is now being done for Ballad Health with NI information. The VA continues to request monthly duty hour reports.	Completed
Resident/fellow salaries & benefits	To work with hospital partners to reach at least the mean GME salary for residents/fellows in the southern region as reported by the AAMC	Currently asking for a 3% increase in resident salary and benefits for the upcoming academic year 2019 – 2020	The hospital affiliates agreed to a 3%/year increase beginning 2019-2020 for a total of three years.	Completed to be reassessed in 2021 - 2022
Resident as Teachers	Conduct resident as teachers workshops for all first year residents	Conduct the first annual resident as teachers workshop in the spring of 2019	The first workshops conducted April 2019. The second workshops scheduled for April 15 and May 6 2020.	Completed
Accreditation subcommittee	Begin meeting to review all accreditation issues	The committee will review all accreditation issues and bring monthly report to GMEC	The decision was made to not form this committee but continue oversight of all accreditation issues with the GMEC.	On Hold
Wellness curriculum	Develop and present wellness curriculum	Develop curriculum to be presented annually to residents	Dr. Diana Heiman was appointed Assistant Dean for GME – Wellness July 2019. She continues	In Progress



			to develop the wellness curriculum.	
Data about practice habits	All programs have difficulty in obtaining both attending and resident performance data from the hospitals for review. CRIMSON system implemented at JCMC in Fall 2015 With creation of merged health system Ballad, planning for single EHR and data system.	Continue discussions with college and hospital leadership on improving data sharing.  Have an increase in the 2018 – 2019 resident survey compliance in this area	Progressing – discussions have taken place with Chief Academic Officer for Ballad Health to provide this information. This is still in progress.	In Progress
Faculty development	Need for expanding central GME faculty development around teaching and evaluation.	Office of GME to design and implement ongoing series, explore opportunities with Office of Academic and Faculty Affairs	Progressing	In Progress
Addition of Addiction Medicine Fellowship	Develop Addiction Medicine Fellowship.	ACGME accredited fellowship with two fellows.	The Addiction Medicine Fellowship was granted Initial ACGME Accreditation October 2019.	In Progress

## 2019 – 2020 Institutional Action Plans

Action Item	Description	Goal	Status	Target
Standardized Diversity Goals across each program	Develop standardized goals for recruitment of a diverse group of residents and fellows.	Each program use the goals when recruiting new applicants.	On going	July 2020
Wellness Curriculum	Develop and present wellness curriculum	Develop curriculum presented annually to residents.	Needs assessment survey occurring in January 2020. Survey given to all residents and fellows.	July 2020
Wellness Subcommittee	Create a wellness subcommittee to enhance the wellness curriculum.	One to two resident/fellow members from each program. Include faculty member as well.	Committee in the process of being formed	Fully functioning by July 2020
Addition of Addiction Medicine Fellowship	Develop Addiction Medicine Fellowship.	ACGME accredited fellowship with two fellows.	The Addiction Medicine Fellowship was granted Initial ACGME Accreditation October 2019.	Completed- First fellows to start July 2020

Resident food access across hospital campuses	There is inconsistency with food access across our hospitals	Have access to food similar across all facilities in the Ballad system	Discussing with Chief Academic Officer for Ballad Health	July 2020
Data about practice habits	All programs have difficulty in obtaining both attending and resident performance data from the hospitals for review. CRIMSON system implemented at JCMC in Fall 2015 With creation of merged health system Ballad, planning for single EHR and data system.	Continue discussions with college and hospital leadership on improving data sharing.	Progressing – discussions have taken place with Chief Academic Officer for Ballad Health to provide this information. This is still in progress.	July 2020
Faculty development	Need for expanding central GME faculty development around teaching and evaluation.	Office of GME to design and implement ongoing series, explore opportunities with Office of Academic and Faculty Affairs	In Progress	In Progress

EAST TENNESSEE STATE UNIVERSITY  
BOARD OF TRUSTEES

INFORMATION ITEM

DATE: February 21, 2020

ITEM: Update and Discussion on Ballad and the Coordinating Council

COMMITTEE: Academic, Research, and Student Success Committee

PRESENTED BY: David Linville  
Executive Vice Provost for Academics and Health

The ETSU Ballad MOU provides a set of principles and operating guidelines to support the institutions' strategic relationship and to benefit the respective goals of Ballad, ETSU, and ETSU Health. The joint purpose and objectives of the agreement include:

- Educating and training current and future healthcare providers and related professionals in the region to possess the knowledge, skills, and abilities necessary to improve the health of the people living in the region;
- Improving the health of the region by addressing the leading health determinants and challenges of the region through an integrated and collaborative program of inter-professional education, research, clinical care, and community-based activities;
- Working together to provide, within the region, high quality, affordable, and accessible healthcare across the clinical spectrum and individual lifespan;
- Advancing the understanding of health and disease through research and translating these advances into improved healthcare delivery and effective community health improvement programs;
- Working toward the adoption and development of inter-operability of information, health records, clinical, and research platforms that effect goals set forth in the MOU to ensure clinical, financial and analytical data is available for patient care, research and quality improvement purposes.

A Coordinating Council with senior leadership from ETSU and Ballad ensures close and on-going collaboration, in addition to three sub-councils providing specific oversight in the areas of education, research, and clinical operations. Dr. Linville gives an update on the Coordinating Council and activities with Ballad for discussion.

EAST TENNESSEE STATE UNIVERSITY  
BOARD OF TRUSTEES

INFORMATION ITEM

DATE: February 21, 2020

ITEM: Discussion of Research Scientist Database/East Tennessee  
State University Digital Commons

COMMITTEE: Academic, Research, and Student Success Committee

PRESENTED BY: Mike Hoff  
Associate Vice President/Chief Planning Officer

To promote the research and scholarly activity of faculty at East Tennessee State University the institution joined the digital commons network. The digital commons is also a place for faculty at ETSU to identify other ETSU faculty with common research interests for collaboration. Dr. Mike Hoff will provide a brief overview of the website: <https://dc.etsu.edu/>