



**Middle Tennessee State University
Board of Trustees
Finance and Personnel Committee**

Tuesday, November 11, 2025

MEC Training Room – 2nd Floor
Miller Education Center
503 East Bell Street
Murfreesboro, Tennessee 37130



**Middle Tennessee State University
Board of Trustees**

Finance and Personnel Committee

November 11, 2025

AGENDA

Call to Order and Opening Remarks

Roll Call

Approval of Minutes (Action).....Tab 1

Compensation (Action)Tab 2

Performance-Based Pay Update (Information)Tab 3

2025-2026 October Revised Budget (Action)Tab 4

Closing Remarks

Adjournment



**Middle Tennessee State University
Board of Trustees**

Finance and Personnel Committee

Action Item

DATE: November 11, 2025

SUBJECT: **Approval of Minutes**

PRESENTER: Pete DeLay
Committee Chair

BACKGROUND INFORMATION:

The Finance and Personnel Committee met on August 19, 2025. Minutes from this meeting are provided for your review and approval.

**MIDDLE TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES**

**FINANCE AND PERSONNEL COMMITTEE
MINUTES**

The Finance and Personnel Committee met on Tuesday, August 19, 2025, in the Miller Education Center Meeting Room at Middle Tennessee State University.

Call to Order

Committee Chair Pete DeLay called the meeting to order at 11:30 a.m. and welcomed trustees, MTSU staff, and guests.

Roll Call

University Counsel James Floyd called the roll. The following Committee members were in attendance: J.B. Baker, John Floyd, Jimmy Granbery, Bill Jones, Kari Neely, Vice Chair Chris Karbowski Vanek, Michael Wade, Chad White, and Michai Mosby. Committee Chair Pete DeLay participated electronically and, in accordance with T.C.A. §8-44-108(c)(3), confirmed that he could hear those present and that no one else was in the room with him. A quorum was declared.

Also present were Joe Bales, Vice President for University Advancement; Mark Byrnes, University Provost; Andrew Oppmann, Vice President for Marketing and Communications; Drew Harpool, Interim Vice President for Business and Finance; Yvette Clark, Vice President for Information Technology and Chief Information Officer; Danny Kelley, Interim Vice President for Student Affairs and Dean of Students; Leah Ladley, Chief Audit Executive; James Floyd, University Counsel and Board Secretary; President Sidney A. McPhee, and Kim Edgar, Assistant to the President and Chief of Staff.

Approval of Minutes – Action

The first agenda item was the approval of the minutes from the May 20, 2025, Finance and Personnel Committee meeting. Trustee Jones moved to approve the minutes from the May 20, 2025, meeting, and Trustee Wade seconded the motion. A roll call vote was taken, and the motion to approve the minutes from the May 20, 2025, Finance and Personnel Committee meeting passed unanimously.

Naming of an Academic Unit – Action

The next item on the agenda, presented by Dr. McPhee, was the recommendation to approve naming the College of Media and Entertainment in recognition of a significant donor gift. Vice Chair Vanek moved to approve the naming, and Trustee Jones seconded the motion. A roll call vote was taken, and the motion passed unanimously.

Capital Projects Status Update – Information

Bill Waits, Assistant Vice President for Campus Planning, provided an update on selected capital projects:

- **Smith Student-Athlete Performance Center** – Substantially complete; dedication ceremony held July 30, 2025.
- **Applied Engineering Building** – Substantially complete; ribbon cutting held August 6, 2025.
- **Renovations to Rutledge Hall and Kirksey Old Main** – Comprehensive renovation projects; estimated completion summer 2026.
- **Aerospace Campus in Shelbyville** – Phase I will support the Professional Pilot concentration; construction delayed due to wetlands permitting.
- **Murphy Center Renovation/Addition** – Major project estimated at \$190 million; designer selected.
- **Hotel Development (P3)** – Lease negotiations with developer's lender ongoing; complex approval process anticipated.

- **P3 Residence Hall (approx. 550 beds)** – State Building Commission approved the Predevelopment Agreement; Land Lease Agreement expected in November. Site demolition of Womack Lane housing is scheduled to begin in September 2025.
- **Parking Garage (550 spaces)** – Design underway; estimated cost approximately \$35,000–40,000 per space.

Discussion followed regarding costs, rezoning, and state approval processes.

Capital Disclosures – Action

The next item on the agenda, also presented by Bill Waits, was a recommendation for the approval of the disclosure of renovations to Beasley Hall student housing, estimated at \$7.7 million. Work will occur in two phases (summer 2026 and summer 2027) and include restroom renovations, window replacements, and plumbing upgrades. Trustee Baker moved to approve the disclosure of renovations to Beasley Hall, and Trustee Wade seconded the motion. A roll call vote was taken, and the motion to approve the disclosure of renovations to Beasley Hall passed unanimously.

Classified Employee Grievance Report – Information

Laura Jent, Assistant Vice President for Human Resources, presented the Classified Employee Grievance Annual Report as the next agenda item. She informed the Committee that TCA §49-8-117 requires each State University Board to provide an annual report to the education committees of the Senate and the House of Representatives summarizing the number of grievances filed by classified individuals who have been demoted, suspended, or terminated. She reported that one classified employee grievance was filed in 2025; the case remains pending an appeal.

P3 Resolution – Action

Drew Harpool, Interim Vice President for Business and Finance, presented the next agenda item, which was a request to approve a resolution and memorandum of understanding for tax-exempt financing for the P3 residence hall project. Trustee Baker moved to approve the resolution and

memorandum of understanding, and Trustee White seconded the motion. A roll call vote was taken, and the motion to approve the resolution and memorandum of understanding passed unanimously.

Foundation Update – Information

The final item on the agenda was an update on philanthropic giving, presented by Vice President for University Advancement Joe Bales. Highlights included:

- FY25 total gifts, pledges, and commitments, approximately \$21–22 million, consistent with recent years.
- Increase in nondeductible gifts, particularly in engineering/mechatronics.
- True Blue Give campaign exceeded \$1 million, with 1,600 donors.
- Alumni donor participation remains below 8% nationally.
- MTSU Foundation investments continue to yield ~7.4% long-term returns.
- Staffing challenges and implementation of a new CRM were noted.

Closing Remarks and Adjournment

Committee Chair DeLay adjourned the meeting at 12:16 p.m.

Respectfully submitted,

Finance and Personnel Committee



**Middle Tennessee State University
Board of Trustees**

Finance and Personnel Committee

Action Item

DATE: November 11, 2025

SUBJECT: **Compensation**

PRESENTER: Laura Jent
Assistant Vice President for Human Resources

BACKGROUND INFORMATION:

Policy 808 – Compensation Reporting and Approvals requires the Board of Trustees to approve salary increases of MTSU employees.

On June 17, 2025, the MTSU Board of Trustees approved the allocation of the state appropriation salary pool of \$3.2 million to employees. The approval involved the implementation of an across-the-board raise of 1.8% or \$750, whichever is greater, for employees on the payroll as of June 30, 2025. These increases were implemented on the July 31, 2025, payroll for classified and administrative staff and on August 31, 2025, for faculty.

Since the State only partially funds the salary pool, the University is committed to providing additional funding of \$2.6 million and is recommending the

implementation of market salary increases for faculty and staff similar to prior years. Of these funds, \$2.15 million will be allocated to salary increases and the remaining to employee benefit costs associated with these increases.

The market adjustments will be based on 2024-25 CUPA data and will be effective January 1, 2026, for employees on the payroll as of December 31, 2025.



**Middle Tennessee State University
Board of Trustees**

Finance and Personnel Committee

Information Item

DATE: November 11, 2025

SUBJECT: **Performance-Based Awards**

PRESENTER: Drew Harpool
Interim Vice President for Business and Finance

BACKGROUND INFORMATION:

An update will be provided on the status of providing performance-based awards to University employees.



**Middle Tennessee State University
Board of Trustees**

Finance and Personnel Committee

Action Item

DATE: November 11, 2025

SUBJECT: **2025-26 October Revised Budget**

PRESENTERS: Drew Harpool
Interim Vice President for Business and Finance

BACKGROUND INFORMATION:

The Board of Trustees are charged with approving the operating budgets and setting the fiscal policies for Middle Tennessee State University. As required by THEC, one of the three budgets submitted by the University annually is an October (Revised) budget.

The attached budget submitted for your review and approval contains the following changes since the July (Original) Budget:

- Adjustments to Tuition and Fee Revenue to include the remaining tuition and enrollment increases.
- Increased state appropriations to reflect additional funding for the Medical Education Program jointly administered by MTSU and Meharry Medical College.

- Adjustments to expenditure budgets for (1) re-budgeting of various student fee balances from the prior year, (2) personnel salary and benefit increases, (3) scholarship increases, and (4) purchases in process at year end but not be completed until the current fiscal year.

**MIDDLE TENNESSEE STATE UNIVERSITY
ANALYSIS OF BUDGET CHANGES FOR REVENUE CATEGORIES
OCTOBER BUDGET 2025-26**

	<u>2024-25 Estimated Budget</u>	<u>2025-26 July Budget</u>	<u>2025-26 October Budget</u>	<u>Difference</u>
Tuition and Fees	\$ 207,695,700	\$ 207,612,900	\$ 217,315,800	\$ 9,702,900
State Appropriations	146,853,600	149,679,100	150,594,400	915,300
Federal Grants and Contracts	1,150,000	1,150,000	1,150,000	-
Local Grants and Contracts	60,000	60,000	60,000	-
State Grants & Contracts	45,000	45,000	45,000	-
Private Grants & Contracts	282,500	282,500	282,500	-
Private Gifts	5,000	-	-	-
Sales & Services of Educ Activities	666,300	703,400	703,400	-
Sales & Services of Other Activities	20,129,100	19,891,300	21,502,200	1,610,900
Other Sources	<u>2,971,800</u>	<u>2,960,800</u>	<u>1,960,800</u>	<u>(1,000,000)</u>
	<u><u>\$ 379,859,000</u></u>	<u><u>\$ 382,385,000</u></u>	<u><u>\$ 393,614,100</u></u>	<u><u>\$ 11,229,100</u></u>

MIDDLE TENNESSEE STATE UNIVERSITY
UNRESTRICTED EDUCATION AND GENERAL EXPENDITURES BY FUNCTIONAL CATEGORY
OCTOBER BUDGET 2025-26

	Estimated Budget 2024-25	July Budget 2025-26	October Budget 2025-2026	Difference
Instruction	\$ 195,755,500	\$ 182,717,800	\$ 200,935,900	\$ 18,218,100
Research	13,521,500	6,974,700	13,560,500	6,585,800
Public Service	8,749,000	5,041,600	8,810,300	3,768,700
Academic Support	40,081,700	39,124,100	42,012,300	2,888,200
Student Services	45,822,500	43,291,400	47,611,400	4,320,000
Institutional Support	31,992,600	29,047,600	33,109,800	4,062,200
Operation and Maintenance	35,347,300	34,125,000	37,925,600	3,800,600
Scholarships and Fellowships	40,621,500	31,555,100	41,257,200	9,702,100
Transfers	11,408,800	10,507,700	1,876,300	(8,631,400)
Total	\$ 423,300,400	\$ 382,385,000	\$ 427,099,300	\$ 44,714,300

**MIDDLE TENNESSEE STATE UNIVERSITY
UNRESTRICTED EDUCATION AND GENERAL EXPENDITURES BY NATURAL CATEGORY
OCTOBER BUDGET 2025-26**

	Estimated Budget 2024-25	July Budget 2025-26	October Budget 2025-26	Difference
Professional Salaries	\$ 167,118,500	\$ 172,676,600	\$ 176,023,600	\$ 3,347,000
Other Salaries	28,495,200	28,444,500	29,383,400	938,900
Employee Benefits	71,494,600	73,401,200	73,718,900	317,700
Travel	5,644,300	5,336,000	5,494,000	158,000
Operating Expense	135,173,100	88,619,400	137,025,700	48,406,300
Capital Outlay	3,965,900	3,399,600	3,577,400	177,800
Transfers	11,408,800	10,507,700	1,876,000	(8,631,700)
Total	\$ 423,300,400	\$ 382,385,000	\$ 427,099,000	\$ 44,714,000

**MIDDLE TENNESSEE STATE UNIVERSITY
ANALYSIS OF BUDGET CHANGES FOR AUXILIARIES
OCTOBER BUDGET 2025-26**

<u>Auxiliary</u>	<u>2024-25 Estimated Budget</u>	<u>2025-26 July Budget</u>	<u>2025-26 October Budget</u>	<u>Difference</u>
Bookstore	\$ 355,000	\$ 390,500	\$ 390,500	\$ -
Food Service	2,000,000	2,200,000	2,400,000	200,000
Housing	17,036,000	15,684,000	16,019,000	335,000
Vending	14,000	14,000	14,000	-
Recreational Center	3,037,230	3,101,230	3,172,230	71,000
Post Office	542,300	612,300	612,300	-
Parking Services	5,095,700	5,200,700	5,200,700	-
Residential & Commercial Rentals	50,000	100,000	100,000	-
Health Services	4,364,300	4,504,300	4,629,300	125,000
TN Miller Coliseum	633,700	658,200	658,200	-
Student LD Service	-	-	100	100
TOTAL	<u>\$ 33,128,230</u>	<u>\$ 32,465,230</u>	<u>\$ 33,196,330</u>	<u>\$ 731,100</u>

**MIDDLE TENNESSEE STATE UNIVERSITY
SUMMARY OF RESTRICTED CURRENT FUNDS AVAILABLE AND APPLIED
OCTOBER BUDGET 2025-26**

Revenues	2024-25 Estimated Budget	2025-26 July Budget	2025-26 October Budget	Difference
Tuition and Fees	\$ 1,400,000	\$ 1,400,000	\$ 1,400,000	\$ -
Federal Grants and Contracts	51,000,000	47,500,000	54,000,000	6,500,000
State Appropriations: Centers of Excellence	452,000	461,400	461,300	(100)
State Appropriations: Special Allocations	489,500	489,500	489,500	-
State Grants & Contracts	53,000,000	51,000,000	55,000,000	4,000,000
Local Grants & Contracts	75,000	75,000	85,000	10,000
Private Grants & Contracts	500,000	500,000	500,000	-
Private Gifts	3,000,000	3,000,000	3,000,000	-
Endowment Income	650,000	750,000	800,000	50,000
Other Income	2,000,000	1,750,000	2,000,000	250,000
Total Revenues	<u>\$ 112,566,500</u>	<u>\$ 106,925,900</u>	<u>\$ 117,735,800</u>	<u>\$ 10,809,900</u>
Expenses				
Instruction	\$ 2,600,000	\$ 2,600,000	\$ 3,250,000	\$ 650,000
Research	6,000,000	5,000,000	6,000,000	1,000,000
Public Service	6,500,000	6,750,000	9,500,000	2,750,000
Academic Support	450,000	400,000	450,000	50,000
Student Services	4,750,000	4,000,000	4,750,000	750,000
Institutional Support	175,000	150,000	170,000	20,000
Operation and Maintenance	2,100,000	100,000	100,000	-
Scholarships and Fellowships	89,500,000	87,900,000	92,500,000	4,600,000
Auxiliary Enterprises	-	-	-	-
Total Expenses	<u>\$ 112,075,000</u>	<u>\$ 106,900,000</u>	<u>\$ 116,720,000</u>	<u>\$ 9,820,000</u>

**MIDDLE TENNESSEE STATE UNIVERSITY
BUDGET SUMMARY
OCTOBER BUDGET 2025-26**

	<u>2024-25</u>	<u>2025-26</u>	<u>2025-26</u>
	<u>Estimated Budget</u>	<u>July Budget</u>	<u>October Budget</u>
Beginning Fund Balance	\$ 60,232,300	\$ 17,282,400	\$ 46,976,380
Revenue	525,553,730	521,776,130	544,546,230
Expenses	<u>568,503,630</u>	<u>521,750,230</u>	<u>577,015,630</u>
Ending Fund Balance	<u>\$ 17,282,400</u>	<u>\$ 17,308,300</u>	<u>\$ 14,506,980</u>

**MIDDLE TENNESSEE STATE UNIVERSITY
TSSBA DEBT SERVICE COVERAGE - DISCLOSED PROJECTS ADJUSTMENT
OCTOBER BUDGET 2025-26**

<u>Project Name</u>	<u>Total Project Budget</u>	<u>Amt. Financed by TSSBA</u>	<u>Est. Annual Debt Service</u>	<u>Est. Annual Related Fee Rev</u>
Estimated Budget:				
New Parking Structure	30,700,000	30,700,000		
Addition & Renovations to Murphy Center	41,000,000	41,000,000		
Multi-sport Indoor Practice Facility	28,400,000	28,400,000		
Athletic Video Board Upgrades	3,900,000	3,900,000		
Floyd Stadium Turf Replacement	1,300,000	1,300,000		
Reese Smith Jr Field Turf Installation	1,500,000	1,500,000		
July Budget:				
New Parking Structure	30,700,000	30,700,000		
Addition & Renovations to Murphy Center	41,000,000	41,000,000		
Multi-sport Indoor Practice Facility	28,400,000	28,400,000		
Renovations to Floyd Stadium	24,000,000	24,000,000		
Floyd Stadium Turf Replacement	1,300,000	1,300,000	295,000	
Reese Smith Jr Field Turf Installation	1,500,000	1,500,000		
October Budget:				
New Parking Structure	30,700,000	30,700,000		
Addition & Renovations to Murphy Center	41,000,000	41,000,000		
Multi-sport Indoor Practice Facility	28,400,000	28,400,000		
Renovations to Floyd Stadium	24,000,000	24,000,000		
Floyd Stadium Turf Replacement	1,300,000	1,300,000	295,000	
Reese Smith Jr Field Turf Installation	1,500,000	1,500,000		