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2022 September 16 - Board of Trustees Academic, Research, and Student Success Committee Agenda and Minutes

Board of Trustees, East Tennessee State University

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EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES
ACADEMIC, RESEARCH, AND STUDENT SUCCESS COMMITTEE
SEPTEMBER 2022 MEETING

8:00–9:30 a.m. EDT
Friday
September 16, 2022

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

COMMITTEE MEMBERS

Janet Ayers, Committee Chair
Charles Allen, Jr.
Dr. Virginia Foley
Dr. Linda Latimer
Melissa Steagall-Jones

—
AGENDA

- I. Call to Order
- II. Roll Call
- III. [Approval of the Committee Minutes from April 22, 2022](#)

ACTION ITEMS

- IV. [Recommendations for Tenure upon Appointment](#) – *McCorkle* (10 minutes)

INFORMATION AND DISCUSSION ITEMS

- V. [Academic Action Notification for Period of January 1, 2022 through July 31, 2022](#)
– *McCorkle* (5 minutes)
- VI. [Annual Institutional Review for Graduate Medical Education](#) – *Block/Linville*
(10 minutes)
- VII. [SACSCOC Reaffirmation Update](#) – *McCorkle/Clavier* (10 minutes)
- VIII. [Office of Military and Veterans Services Update](#) – *Sherlin/Bishop* (10 minutes)
- IX. [ETSU Research Corporation Update](#) – *Golden* (30 minutes)

GENERAL INFORMATION ITEMS

- X. Committee Discussions
 - General Discussion
- XI. Other Business
- XII. Adjournment

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES

ACTION ITEM

DATE: September 16, 2022

ITEM: Approval of the Minutes from April 22, 2022

COMMITTEE: Academic, Research, and Student Success Committee

RECOMMENDED ACTION: Approve

PRESENTED BY: Adam Green
Board Secretary

The minutes of the April 22, 2022 meeting of the Academic, Research, and Student Success Committee are included in the meeting materials.

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

RESOLVED: The reading of the minutes of the April 22, 2022 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

April 22, 2022
Johnson City, Tennessee

The East Tennessee State University Board of Trustees' Academic, Research, and Student Success Committee met on Friday, April 22, 2022, at 8 a.m. in the East Tennessee Room of the D.P. Culp Student Center.

I. Call to Order

Committee Chair Janet Ayers called the meeting to order at 8 a.m.

II. Roll Call

Board Secretary Dr. Adam Green led the roll call. Since Committee Chair Janet Ayers participated remotely, in accordance with Tennessee Code § 8-44-108 section (c) (3), Dr. Green asked Committee Chair Ayers for the record if she could clearly hear so that she could participate in the meeting and if she would identify any persons present in the room with her from which she was participating in the meeting. She reported that she could hear and was alone. Those in attendance stated that they could hear Committee Chair Ayers.

Additionally, Dr. Green stated that because a trustee is participating remotely, any votes must be taken by roll call. Committee members present were:

Trustee Charles Allen
Trustee Virginia Foley
Board Chair Dr. Linda Latimer
Trustee Melissa Steagall-Jones
Committee Chair Janet Ayers (participated remotely)
Absent: Student Trustee Kara Gilliam

Dr. Green reported to the committee chair that a quorum was present. In addition to the committee members, Trustees Steven DeCarlo and Dorothy Grisham participated in the meeting.

III. Approval of the Academic, Research, and Student Success Committee Minutes from February 18, 2022

The minutes from February 18, 2022, were approved as submitted, with Trustee Steagall-Jones making the motion and Trustee Foley seconding the motion. The motion passed unanimously after a roll call vote.

IV. Promotion and Tenure of Faculty Members

Provost Kimberly McCorkle presented the recommendation for faculty candidates for tenure and promotion. In total, 65 faculty were presented for consideration. This included 33 faculty members who were recommended for tenure; 37 who were recommended for promotion to Associate Professor; and 20 who were presented for promotion to Professor. The committee voted to approve the staff recommendation to award tenure and promotion to the faculty members presented for consideration, with Trustee Foley making the motion and Trustee Steagall-Jones seconding the motion. The motion passed unanimously after a roll call vote.

V. Academic Action Notification for Period of August 1, 2021, through December 31, 2021

Provost McCorkle provided an overview of academic activities from August to December 2021. During this time, the curriculum review processes at the university assessed and approved 31 curriculum actions. All notifications within this period have been sent to THEC.

VI. ETSU Ballard Health Strong BRAIN Institute – Project Status Report

Dr. Wallace Dixon, Founding Director of the Strong BRAIN Institute (SBI), provided an overview of the activities of the Strong BRAIN Institute at Ballard Health. Dr. Dixon's presentation provided a detailed look at adverse childhood experiences (ACEs), which include abuse, neglect, and household dysfunction. He also discussed the effects of adverse childhood experiences on opportunities, behaviors, and physical and mental health. The SBI aims to promote awareness and support for the research of ACEs, as well as the development and dissemination of evidence-based practices that prevent, reduce, or mitigate the harmful effects of ACEs.

Funded through a 5-year gift from Ballard Health, the SBI is currently engaged with several statewide and regional projects and partnerships, including:

- The State Department of Health Office of Injury Prevention has contracted with the SBI to develop a state template for recognizing trauma-informed workplaces.
- The institute offers free level one micro-credential training for the public.
- The SBI is developing a 30-hour professional certificate program.
- The Gatton College Culture of Resilience Project provides training to the College of Pharmacy's administration, faculty, and staff in building a resilient culture to increase understanding of ACEs adversity.
- The Clemmer College Culture of Resilience Project strengthens participants' understanding of ACEs and trauma-informed behaviors for faculty, staff, and students. K-12 mentors receive free training in compassionate teaching.
- The SBI is the lead institution for a national affiliation group known as the CURE, Colleges and Universities for Resilience working group.

Committee topics of discussion included:

- Dr. Latimer inquired about the distribution and education efforts for of K-12 professionals already working in the field, such as principals or guidance counselors, as well as those able to identify adverse childhood experiences in younger children. Dr. Dixon mentioned that the State of Tennessee has its own trauma-informed schools initiative, Project AWARE. Project AWARE is working directly with Tennessee school systems and is collaborating with the SBI as a stakeholder in developing best practices for workplaces.
- Trustee Virginia Foley praised the Strong Brain Institute for providing the region with free micro-credential training. She noted that the Superintendent's network had been informed of the trauma-informed training, and many schools are taking advantage of the program.
- Committee Chair Ayers requested that Dr. Dixon share the Level 1 Micro-Credential Training link with the Board members. She wants to ascertain how this training can be disseminated to pediatricians' offices, daycare centers, scout troops, and other local organizations.
- President Noland provided background on the conceptualization of the Strong BRAIN Institute, noting that Dr. Dixon and a group of campus scholars formed an interdisciplinary workgroup to look into the idea of resilience in the context of increasing retention and persistence rates. When this information was presented to ETSU's senior management and college deans, they gained insight and appreciation of what ETSU's students were experiencing. The dissemination of these concepts to Ballad Health resulted in a \$1 million grant and the formation of the institute's foundation.

VII. Alternative Spring Break

Dr. Joe Sherlin and Ms. Joy Fulkerson provided an overview of Alternative Breaks, a student success initiative at the university. The presentation included highlights of the program, which allows students to travel to remote locations during university breaks to explore social justice issues and participate in service projects. These opportunities help students build meaningful connections with faculty, staff, and peers while enhancing their personal growth. This past spring, students traveled to Memphis, looking at food security and sustainability; New Orleans, looking at education and youth development; Nashville, looking at health care access; and Danville, Kentucky looking at alcohol and substance abuse.

Trustee Steagall-Jones believes this initiative can significantly alter the lives of ETSU's students and has high hopes for its expansion. She prompted the committee to consider how these students could impact this region, the nation, and the world.

VIII. Committee Discussions

Committee Chair Ayers requested periodic updates on the implementation of ideas and initiatives discussed during committee sessions, noting the committee's interest in regional economic growth.

IX. Other Business

No other business was brought before the committee.

X. Adjournment

The committee was adjourned with Trustee Virginia Foley making the motion and Trustee Melissa Steagall-Jones making the second.

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES

ACTION ITEM

DATE: September 16, 2022

ITEM: Recommendations for Tenure upon Appointment

COMMITTEE: Academic, Research, and Student Success

RECOMMENDATION: Approve

PRESENTED BY: Dr. Kimberly D. McCorkle
Provost and Senior Vice President for Academics

The University awards tenure to faculty whose professional abilities and accomplishments warrant the degree of permanence afforded by academic tenure. Faculty rank recognizes the past achievements of a faculty member and expresses confidence in their capability of even greater accomplishments and increased levels of responsibilities that support the mission of the University.

MOTION: I move that the Academic, Research, and Student Success Committee recommend adoption of the following Resolution by the Board of Trustees:

RESOLVED: Faculty rank and the awarding of tenure is granted to the faculty members recommended by the President in the particular unit, department or college as outlined in the meeting materials.



**East Tennessee State University
Office of the President**

Box 70734 • Johnson City, Tennessee 37614-1710 • (423) 439-4211 • Fax: (423) 439-4004

September 16, 2022

Adam Green, EdD
Secretary to ETSU Board of Trustees

Dr. Green,

I recommend the Board of Trustees award the appropriate faculty rank and tenure upon appointment to the individuals whose accomplishments are described below.

Recommended for Tenure upon Appointment

Dr. Walid Alali

Biostatistics & Epidemiology
College of Public Health

Dr. Walid Alali was appointed to the faculty in Biostatistics & Epidemiology in the College of Public Health on September 1st, 2022. This recommendation for Dr. Alali's tenure at the rank of Associate Professor is presented with the full support of the Biostatistics & Epidemiology faculty, the department chair, the college dean, and the provost. Dr. Alali comes to ETSU from Kuwait University where he held the rank of Associate Professor. Dr. Alali's research interests are in the field of epidemiology of infectious diseases including antimicrobial resistance and food safety. He has published 70 peer-reviewed papers and is the author of three book chapters. Dr. Alali earned a M.S. in Epidemiology from Kansas State University and a Ph.D. in Epidemiology from Texas A & M University. In addition to the Ph.D., Dr. Alali also earned a Doctor of Veterinary Medicine degree from Jordan University of Science and Technology. Dr. Alali has also earned a number of awards including the University of Georgia's Creative Research Medal Award and the Larry Beuchat Young Researcher Award presented by the International Association for Food Protection.

Ms. Elizabeth Blair Jones

Sherrod Library
University Libraries

Ms. Elizabeth Blair Jones will be appointed Associate Dean for Services, Technologies, and Collections in Sherrod Library effective September 26th, 2022. This recommendation for Ms. Jones's appointment with tenure at the rank of Associate Professor is presented with the full support of the faculty, the library dean, and the provost. Ms. Jones holds a Master of Library Science Degree from North Carolina Central University. She also earned a B.A. in Psychology from the University of West Georgia. Ms. Jones come to ETSU from the University of Louisiana at Lafayette where she held the rank of Assistant Professor and served as Assistant Dean of

Public Services for more than 5 years. Ms. Jones is the author of five peer-reviewed journal articles and has authored a number of book reviews and Reference Works entries. She was awarded “Article of the Year” in 2019 by the Louisiana Library Association. She also has exceptional performance reviews in teaching and a strong record of service to the profession and to the college and university where she was employed. has served on numerous university committees and for two years she served as an abstract reviewer for the Council on Undergraduate Research, National Council on Undergraduate Research.

Dr. Holly Wei

Graduate Nursing
College of Nursing

Dr. Holly Wei was appointed Associate Dean for Research and Scholarship in the College of Nursing on August 29th, 2022. This recommendation for Dr. Wei’s appointment with tenure at the rank of Professor is presented with the full support of the faculty, the associate dean for graduate nursing, the college dean, and the provost. Dr. Wei comes to ETSU from the University of Louisville School of Nursing where she served as Professor and Assistant Dean for the PhD program. Dr. Wei holds a B.S.N. from North Carolina Central University. She earned an M.S.N. and Ph.D. in Nursing from the University of North Carolina at Chapel Hill. In addition to having more than 15 years of experience as a clinician and nurse researcher, Dr. Wei has an impressive record of scholarship, teaching and service. She has won more than 20 honors or awards including Nurse Educator of the Year from the North Carolina Nurses Association, the Leininger Caring Culture Award from the International Association for Human Caring, and was appointed to the Fellowship for the Bluegrass Academic Leadership Academy. Dr. Wei is the co-author of three textbooks and 3 book chapters. She has published 48 peer-reviewed articles and her work has appeared in the International Journal of Nursing Sciences and the Journal of Nursing Management. Her work has been cited more than 1300 times. In addition to her impressive scholarship, she has a strong service record. Her service includes contributions to Advances in Nursing Science, the Association of Leadership Science in Nursing, and the North Carolina Nurses Association.

I am honored to recommend for tenure the faculty named in this letter.

Sincerely,



Brian Noland
President

Copies:

Kimberly D. McCorkle, Provost
Human Resources

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES

INFORMATION ITEM

DATE: September 16, 2022

ITEM: Academic Action Notification for Period of January 1, 2022 through July 31, 2022

COMMITTEE: Academic, Research, and Student Success

PRESENTED BY: Dr. Kimberly D. McCorkle
Provost and Senior Vice President for Academics

This information item is being presented to the ETSU Board of Trustees as an update regarding academic action items that are subsequently submitted to the Tennessee Higher Education Commission (THEC) as notification items. The following agenda materials outline the academic action notifications for the period of January 1, 2022 through July 31, 2022, which consist of:

<i>Type of Action – THEC Notification</i>	<i>Quantity</i>
Academic Program Modification	1
Revise Curriculum Substantive – Credit Change	2
Establish New Certificate Undergraduate	1
Establish New Certificate Graduate	1
Establish New Concentration in an Existing Program	1
Change Name/Title of Academic Program or Concentration	2

Items identified in the table above are represented by the following curriculum descriptions:

Academic Program Modification

B.B.A. in Supply Chain Management

The Bachelor of Business Administration in Supply Chain Management (B.B.A.-SCM) program will reinforce analytical skills, leadership knowledge, tools, and strategic thinking that will enable students to analyze complex business problems with modern technology, make better decisions, and effectively manage supply chains in a wide range of companies and industries. It will provide students with the fundamentals and skills needed to build and advance their SCM careers.

The B.B.A.-SCM degree will offer three concentrations:

- Supply Chain Marketing - focusing on demand/marketing management, product design and launch.

- Supply Chain Leadership - focusing on supply chain integration, strategy and change management.
- Supply Chain Operations and Analytics - focusing on technology enablement, performance management and analytics.

These concentrations have been strategically selected to support student pursuit of highly critical areas in SCM. The interdisciplinary curriculum emphasizes advanced concepts in SCM, going beyond the basic mechanics of source, make, and delivery processes. It combines quantitative and qualitative courses to enhance critical thinking, communication, and technical skills in the area of supply chain management. The B.B.A.-SCM program will not only provide students with requisite skills needed for SCM, but also an in-depth and specialized knowledge of emerging cutting-edge topics in SCM (e.g., analytics, optimization, entrepreneurship, etc.). Consequently, students will have an advantage in the competitive supply chain job market.

Revise Curriculum: Substantive – Credit Change

Geographical Information Systems Graduate Certificate

Applicants for the Geographical Information Systems Graduate Certificate Program (GISC) are generally graduate students in other departments or professionals seeking GIS skills for professional growth. The current 18 credit certificate includes research-based courses outside the specific focus of GIS professional skill areas. This has made the certificate less competitive for currently enrolled students and those with prior master's degrees. Therefore, to provide a focus on technical skills needed for GIS professional development, a 12-credit graduate GIS certificate is proposed. The 12-credit certificate is aligned with similar programs offered by peer institutions.

Film Production Graduate Certificate

The proposed revision to this certificate will reduce total certificate credits from 15-credits to 12-credits. A 12-credit certificate is more competitive with similar programs at peer institutions, more attractive to students. The core content of the certificate is retained in this proposed revision.

Establish New Certificate – Undergraduate

Certificate in Brewing and Distillation Studies

As a result of strong interest in the Brewing and Distillation minor, area businesses have requested opportunities to access this curriculum. A proposed undergraduate certificate is being proposed. This certificate will be accessible to non-traditional populations across the region. The 10-credit certificate will be available to both students enrolled at ETSU as well as individuals in the community interested in personal and professional growth in this area of study.

Establish New Certificate – Graduate

Graduate Certificate in History

Graduate certificates are popular offerings at universities across the country and are recognized as positive credentialing for professionals. This 12-credit certificate will support those interested

in establishing a pathway to graduate work in History and related fields while serving the professional needs of those interested in additional credentialing in historical research in areas such as Appalachian Studies, Historical Policies, American History and others. It is anticipated that this certificate program will attract new students to the History department.

Establish New Concentration in an Existing Program

B.B.A. Marketing - Concentration in Entrepreneurship

This concentration will provide students with another set of monetizable tools/skills for employment - either as part of a large company, part of a growth organization or as a startup founder/co-founder. The new concentration will allow students to develop career opportunities and experiences while exploring startups as a career choice. It is anticipated that this concentration will attract new students, interested in Entrepreneurship, to the college and the university.

Change Name/Title of Academic Program or Concentration

Nursing - Executive Leadership Concentration – ETSU Program

The current concentration title does not adequately describe the scope and applications to which the concentration may be applied. The proposed concentration title represents a more appropriate Healthcare focus. The proposed change would be to rename the concentration from Executive Leadership to Nursing and Healthcare Leadership.

Nursing - Executive Leadership Concentration – ETSU/TTU Joint Program

The current concentration title does not adequately describe the scope and applications to which the concentration may be applied. The proposed concentration title represents a more appropriate Healthcare focus. The proposed change would be to change the concentration name from Executive Leadership to Nursing and Healthcare Leadership.

Additional Curriculum Action Items:

During the period from January 1, 2022 through July 31, 2022, curriculum action was taken on items not required to be submitted to THEC. These curriculum items are approved at the university level. Curriculum items in this category consist of the following items:

<i>Type of Action – University Level Approval</i>	<i>Quantity</i>
Establish Academic Unit: Center or Institute	2
Revise Curriculum Substantive	8
Establish Academic Minor	1
Revise Academic Minor	1
Establish Articulation Policy (Degrees & Certificates)	1
Revise Program Policy - Admission	13
Revise Program Policy - Progression	1
Revise Articulation Agreement	2

Items identified in the table above are represented by the following curriculum descriptions:

Establish Academic Unit: Center or Institute

Institute for Appalachian Music and Culture

This proposal will further the mission and focus of the Center of Excellence for Appalachian Studies and Services via activities associated with research, scholarship, creative activity and community outreach with a focus on the distinctive music and culture of the region. This institute will formalize the fourth component of the Center of Excellence for Appalachian Studies and Services. Currently, there are three other focus areas for the Center: Regional Resources Institute, the Archives of Appalachia, and the Reece Museum. The proposed institute will directly align with the central mission of the Center and formalize a wider scope of activities associated with the Center.

Center for Interprofessional Collaboration

This proposal is the work of an interprofessional team of educators, researchers, and clinicians at the East Tennessee State University Academic Health Sciences Center (ETSU-AHSC), who came together to redefine the educational process for health professions students. This redefined process will better prepare them to work as part of a patient-centered, team-based process of clinical care providers. One step in this process is the establishment of a Center to facilitate the implementation and evaluation of a multi-modal team-based approach to the education and clinical training of ETSU health professions students. The purpose of the Center is to leverage and organize campus educational and research efforts to maximize the quality and relevance of the education of ETSU health professions students.

Revise Curriculum: Substantive

Communication Studies B.A./B.S.

The proposed major revision aligns Communication Studies curriculum with learning outcomes established by the National Communication Association (NCA). This revision will create flexibility for students, allowing them to craft a major that meets their professional/aspirational interests.

Nutrition

The program of study proposed revision is in a response to updated 2022 Accreditation Standards as established by the Accreditation Council for Education in Nutrition and Dietetics (ACEND). The revised standards require curricular alignment implementation by Fall 2022. The aim of this proposed revision is to replace ALHE courses with new courses that meet program outcomes as well as student learning outcomes addressed in the updated 2022 Accreditation Standards. There is no overall program credit change associated with this revision.

B.S. Sport and Recreation Mgmt - Sport Mgmt Concentration

The proposed change involves updating the curriculum to include two courses that are more specific to the concentration and moving two currently required sport specific courses to the elective section of the program. There is no program credit change associated with this revision.

B.B.A. – General Management Concentration, Human Resources Concentration, International Business, and Legal Studies Concentration

The proposed revision is to develop a core set of management classes (12 credits total) for all management concentrations to close gaps in the curriculum and better prepare graduates for careers that involve leading and managing people. This change will make our graduates more competitive in the job market as well as bringing our program in line with similar programs across the region and nation.

B.B.A. Core

The addition of BADM 1130 to the B.B.A. core will enhance student retention for the College of Business and Technology. The university as a whole has witnessed increases in retention of students who have taken ETSU 1020. By adding the first-year experience requirements to assignments in BADM 1130, as well as maintaining the overall introduction to business through guest speakers in various majors and industry, students will gain hands-on experience with many of the valuable services offered to students within the college and university, while gaining a broad overview of the business field. The B.B.A. core will include BADM 1130 Introduction to Business as a core course requirement.

B.S. Computing - Information Systems Concentration

Adding CSCI 4800 to the core for all concentrations will help assure students are better prepared for professional life and have more options for jobs after graduation. Currently, CSCI 4770 provides career readiness opportunities to the IS concentration. Removing this CSCI 4770 from the concentration and replacing it with CSCI 4800 will afford all computing students the same opportunity in career readiness.

Psychology M.A./Ph.D. - Clinical Psychology Concentration (Clinical Internship)

The Clinical Psychology Ph.D. program was reviewed by the American Psychological Association's Commission on Accreditation in 2017-2018. This was also the first review following the introduction of a number of new accreditation requirements. Changes as a result of these new requirements include new courses and the revision of content in others. As a result, student transcripts will be aligned with experience and training and there will be a reduction of fees in internship. These changes bring this program in-line with accreditation standards.

B.B.A. Finance - Financial Services Concentration (formerly banking), Corporate Finance and Investments Concentration

The revision of the Finance major will better prepare students for careers in their chosen field. Feedback from the departmental advisory board indicated that the curriculum should include additional data analysis opportunities for students to be better equipped for the workforce, career-specific licensure, and graduate education.

Establish Academic Minor

Fine and Performing Arts Honors Studies

The Fine & Performing Arts Studies Honors minor will equip students with the mindset, knowledge, and skills to develop their artistic identities across a range of media, while developing an interdisciplinary-driven understanding of various art forms through interaction with fellow students and faculty from across the campus. Establishing this minor will allow students in the Bert C Bach Fine & Performing Arts Scholars program opportunities to study, develop, and implement interdisciplinary projects leading toward preparation for professional practices with partners in education, government, industry, and nonprofit sectors.

Revise Academic Minor

Advertising Minor Program

Advertising Graphics (ADVR 2070) has become less important for professional preparation in the field of advertising. Greater emphasis is now placed on audience research, which is central to the curriculum in MCOM 3500 - Audience Insights. ADVR 2070 will be replaced with MCOM 3500; this revision will affect only those students minoring in advertising and does not affect the total credits associated with the minor.

Establish Articulation Policy (Degrees & Certificates)

Grad Certificate Data Analytics MBA

Students completing the Graduate Certificate in Data Analytics may wish to continue and expand their studies by completing a Master of Business Administration. This proposal would allow students to transfer certificate courses into the Master of Business Administration program.

Revise Program Policy - Admission

DNP Nursing ETSU/TTU

The current MSN-DNP admission criteria limits the application pool to only those who have a Master of Science in Nursing. The nation-wide trend is to broaden admissions allowing students with masters in non-nursing healthcare and related business programs to apply. The Inclusion of nurses with other master's level management/leadership degrees will enhance and broaden nursing's influence in healthcare. The proposed admission criteria will make our program more competitive and bring it in line with other similar programs across the state and nation. The proposal has been evaluated and approved at TTU School of Nursing, and the ETSU-TTU DNP Program Administrative Council.

DNP Nursing ETSU

The current MSN-DNP admission criteria limits the application pool to only those who have a Master of Science in Nursing. The nation-wide trend is to broaden admissions allowing students with masters in non-nursing healthcare and related business programs to apply. The Inclusion of nurses with other master's level management/leadership degrees will enhance and broaden nursing's influence in healthcare. The proposed admission criteria will make our program more competitive and bring it in line with other similar programs across the state and nation. The proposal has been evaluated and approved at the ETSU School of Nursing.

DNP Nursing - Nursing and Healthcare Leadership Concentration

The recommended revision is to remove requirements on who must submit letters of reference and allow students to submit 3 letters of reference and clarify instructions regarding submission of the writing sample.

M.A. Brand and Media Strategy

This proposed admission policy adds submission of a portfolio for review or a research paper as well as the inclusion of language to ensure that applicants submit all admission requirements to the online application system in the College of Graduate and Continuing Studies.

M.S. Computer Science

This recommended policy change will require prospective students to submit a professional resume as part of the application materials. The policy revision will help ensure that our students have the background and qualifications appropriate for this program.

M.S. Information Systems

This recommended policy change will require prospective students to submit a professional resume as part of the application materials and will also require that prospective students have prior coursework in appropriate areas of analysis and design as well as specific mathematics areas.

M.S. Biology

The Department of Biological Sciences has voted to drop the GRE requirement for admission to the M.S. in Biology program for the Biology and Biomedical Sciences concentrations. This decision is based on recent evidence showing that GRE scores are not good indicators of

academic success at the graduate level. To replace the GRE, the graduate committee will admit students based on their academic record, personal statement, letters of recommendation and an interview process.

Master of Business Administration (MBA)

This revision is needed to align this program with similar programs across the region and nation. The revised policy will provide the flexibility for a 3-person team from the MBA Committee to consider students who have professional work experience as an alternative to the GMAT score. This will allow the department to be more competitive with other universities in our admissions requirements. This may also lead to increased enrollment for the ETSU MBA program.

Nutrition Major B.S.

Currently, there is no established grade point average (GPA) for admission to the nutrition undergraduate major. In an effort to provide more definitive guidelines for admissions, as well as establishing a standard for accreditation purposes, a minimum total GPA of 2.8 is being proposed.

Biomedical Sciences Ph.D.

Removing the GRE score as an application requirement is occurring across the state and nation. By recommending the removal of the GRE this program will align the application requirements with many other peer and regional biomedical science graduate programs. It is anticipated that this revision will also increase the number of new applications to the biomedical science graduate program.

Health Care Management Graduate Certificate

The admission policy is being revised to make admission guidelines clear, consistent, and identify additional items required beyond Graduate College admissions.

Biostatistics Graduate Certificate

This recommended admission revision will remove the requirement of recommendation letters, add the submission of a resume or CV, and a statement of interest as part of the admission process.

Epidemiology Graduate Certificate

This recommended admission revision will remove the requirement of recommendation letters, add the submission of a resume or CV, and a statement of interest as part of the admission process.

Revise Program Policy - Progression

B.S. Human Services

This progression policy is being recommended because students enrolled in human services could reach graduation with a GPA that would satisfy the university requirement for graduation but not criteria established by the department. This was problematic for a small number of students who may have met University graduation requirements but not have been eligible for

the Human Services BS. By aligning graduation GPA requirements for the department and the University, there will no longer be the possibility of graduation issues for some students.

Revise Articulation Agreement

Film Production Graduate Certificate

This proposal is to amend the current articulation agreement to allow graduate film certificate students to take classes in the master's degree in Brand and Media Strategy concurrently without finishing the certificate first.

Health Sciences and Pharmacy 3 + 1 Program

Epidemiology is no longer required for the Health Sciences course of study. Additionally, the department is adding the Biomedical Sciences concentration so the program curriculum components will change to accommodate this; this revised agreement will have no impact on current articulation degree requirements.

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES

INFORMATION ITEM

DATE: September 16, 2022

ITEM: Annual Institutional Review for Graduate Medical Education

COMMITTEE: Academic, Research, and Student Success

PRESENTED BY: Dr. William Block
Vice President for Clinical Affairs

Dr. David Linville
Associate Vice President for Clinical Affairs

The Quillen College of Medicine operates training programs for resident and fellow physicians in 17 different specialty 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 and continuing 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. The 2020 and 2021 reports have been compiled under the direction of the DIO and approved by the governing body for GME programs in college, the Graduate Medical Education Committee. The Annual Institutional Review Executive Summary reports are included in the meeting materials.

EAST TENNESSEE STATE UNIVERSITY

GRADUATE MEDICAL EDUCATION



2019 - 2020

ANNUAL INSTITUTIONAL REVIEW EXECUTIVE SUMMARY

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Introduction

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 April 7, 2022. According to the ACGME Institutional Requirements, the approved AIR is hereby presented to the Sponsoring Institution's Governing Body, the East Tennessee State University Board of Trustees.

Graduate Medical Education

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 of graduate medical education 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

- 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 the 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

The James H. Quillen College of Medicine at East Tennessee State University is an ACGME Sponsoring Institution. In the 2019 – 2020 academic year, there were 16 ACGME accredited programs with Orthopaedic Surgery and Addiction Medicine on initial accreditation with 246 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	
Addiction Medicine	IM Oncology
Family Medicine Bristol	IM Pulmonary/Critical Care
Family Medicine Johnson City	Obstetrics/Gynecology
Family Medicine Kingsport	Orthopaedic Surgery
Internal Medicine	Pathology
IM Cardiology	Pediatrics
IM Gastroenterology	Psychiatry
IM Infectious Disease	Surgery

GME Office

Staff:

Michael Ostapchuk, MD, MEd
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; retired 10/13/2019
Kathy Olinger; hired 10/14/2019
Medical Education Coordinator
Bristol Regional Medical Center
Holston Valley Medical Center

Dr. Diana Heiman, Professor of Family Medicine, began her 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 non-compliance 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.

The Covid-19 pandemic affected many of the annual workshops and meetings beginning March of 2020. The Residents as Teachers and ADS meetings were canceled due to the inability to meet in person. Beginning April 2020 all university offices closed and employees were instructed to work remotely. Due to the safeguards implemented during the onset of the pandemic GMEC monthly meetings began being held virtually using the Zoom meeting platform. GME instructed programs to conduct virtual didactic sessions. The new incoming resident and fellow orientation had to be held virtually as well.

Resident/Fellow Salary and Benefits

The total salaries and benefits paid by hospitals for 2019 – 2020 was \$15,982,772.74.

PGY Level	2018/2019 Salaries (2% increase)	2019/2020 Salaries (3% increase)	2020/2021 Salaries (3% increase)
PGY I	50,104	51,607	53,155
PGY II	51,601	53,149	54,744
PGY III	53,448	55,051	56,703
PGY IV	55,491	57,156	58,871
PGY V	57,524	59,250	61,028
PGY VI	59,708	61,499	63,344

Insurance Benefits:

Health Insurance

The resident health insurance is provided through Blue Cross / Blue Shield. 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.

Dental and Vision

If enrolled in the health insurance through Blue Cross / Blue Shield residents also receive dental and vision coverage at no additional premium.

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. The residents may purchase additional coverage.

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 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

Residents receive 12 sick days per contract year and may accumulate a total of no 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 the use of accrued sick and vacation leave may be used as part of 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

2019 – 2020 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
Dr. Joe Lee	Surgery Program Director
Dr. Matt Loos	Vice President, Chief Medical Officer, JCMC
Dr. Joseph Maguire	Resident, Internal Medicine
Dr. Stephen Miller	Family Medicine Resident, Kingsport Family Medicine
Dr. James Myers	Internal Medicine Program Director
Dr. Jean Salcedo	Resident, Psychiatry, Chair of Resident Leadership Council
Dr. John Schweitzer	Assistant Dean, GME
Ms. Debra Shaw	Assistant Dean, GME
Dr. Salah Shurbaji	Pathology Program Director
Ms. Julie Simerly	Coordinator, Surgery
Dr. Amanda Stoltz	Family Medicine Bristol Program Director
Dr. Dawn Tuell	Program Director, Pediatrics

During the 2019 - 2020 academic year, the GMEC met nine 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 reviewed and/or approved:

Dr. Jim Holt began as interim program director on July 1, 2019. Dr. Brian Earley was approved as the program director of Johnson City Family Medicine at the GMEC March 5, 2020 meeting and then approved by the Family Medicine Review on April 1, 2020. Dr. Earley began as the program director on April 1, 2020.

Dr. Kent Hjerpe stepped down as OB/GYN program director on June 30, 2020. The GMEC (at its May 2020 meeting) and the OB/GYN Review committee approved Dr. Mark Ransom as program director to begin July 1, 2020. Dr. Ransom has been a member of the OB/GYN Department for a number of years and previously functioned as interim chair and as the OB/GYN medical student clerkship director

On July 1, 2019, Dr. Diana Heiman, Professor of Family Medicine, became Assistant Dean for Well-being. Her first step was to create a Wellness survey and needs assessment. It received IRB approval to utilize for future research. A Wellness Committee was formed which included peer-selected resident representatives from each program.

The Family Medicine Bristol program received approval from the ACGME Family Medicine Review Committee for a temporary complement increase for one additional resident for three years beginning July 1, 2020. This action provides training for a displaced resident due to the closure of the Bluefield, Virginia Family Medicine Residency Program.

The Psychiatry program received funding for one extra resident position, which will be supported by Ballad Health. This will allow a total complement increase to 25 residents that has been approved the ACGME.

GMEC meetings were moved to the Zoom platform beginning in April 2020 due to the Covid-19 Pandemic. All meetings had a large number of participants and were successful in maintaining momentum.

2019- 2020 GMEC Policy Subcommittee	
Name	Specialty/Position
Dr. John Schweitzer	Chair, Assistant Dean, GME
Ms. Carla Hill	Program Coordinator, Fellowships
Dr. Kent Hjerpe	OB/GYN Program Director
Ms. Debra Shaw	Assistant Dean, GME
Dr. Charlotte Alexander	Resident, OB/GYN
Dr. David Jensen	Resident, Psychiatry

GMEC Policy Subcommittee

Policies Updated and Approved 2019 - 2020		
Authorship	Leave Benefits	Professional Liability Malpractice
Dress Code	Tobacco-Free Campus	Clinical Experience and Education
HIPAA	Harassment	Drug Free Campus
Resident Evaluation	Hospital Suspension of a Resident	Medical License/Exemptions
QCOM Observership	Resident Promotion	

The GMEC Policy Subcommittee chair presented fourteen policies. Each policy was revised and/or reviewed by the GMEC.

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 July 01, 2023, and the 10-Year Site Visit July 01, 2025.

CLER Site Visit

The last CLER Site Visit was on December 19-20, 2017. A follow-up visit has not been scheduled and due to Covid ACGME has postponed in-person visits but will likely recommence in the near future.

Accreditation Status, Citations, and Concerns of the Sponsoring Institution

On April 21, 2020, the sponsoring institution received an ACGME Letter of Notification effective January 15, 2020 stating the institution received Continued Accreditation Status. The letter affirmed all citations have been resolved.

GMEC | Since: 04/19/2017 | Status: Resolved

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: 01/24/2018

The information provided to the Institutional Review Committee (“IRC”) does not demonstrate substantial compliance with the requirements. The meeting minutes of the Graduate Medical Education Committee (“GMEC”) do not document review and approval of annual recommendations to the Sponsoring Institution’s administration regarding resident/fellow stipends and benefits.

(Institutional Review Questionnaire (“IRQ”), p. 7; 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 the administration regarding resident/fellow stipends and benefits were not available for review.

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

Programs continue to be very successful in the NRMP Match.

Program	2017 Quota/Filled	2018 Quota/Filled	2019 Quota/Filled	2020 Quota/Filled
FM Bristol	8/8	8/8	8/8	8/8
FM JC	6/6	6/6	6/6	6/6
FM Kingsport	6/6	6/6	6/6	6/6
IM	22/22	12/12	16/16	16/16
Cardiology	3/3	3/3	3/3	3/3
GI	2/2	2/2	2/2	2/2
ID	2/2	3/0	2/2	2/2
Oncology	2/2	3/3	2/2	3/2
Pul/CC	2/2	2/2	2/2	2/2
OB/GYN	3/3	4/4	3/3	3/3
Orthopaedic Surgery	n/a	n/a	n/a	2/2
Pathology	2/2	2/2	2/2	2/2
Pediatrics	7/7	7/7	7/7	7/7
Psychiatry	5/5	5/5	5/5	6/6
Surgery	7/7	7/6	9/9	9/9

Longevity of Program Directors and Program Coordinators in their Respective Roles

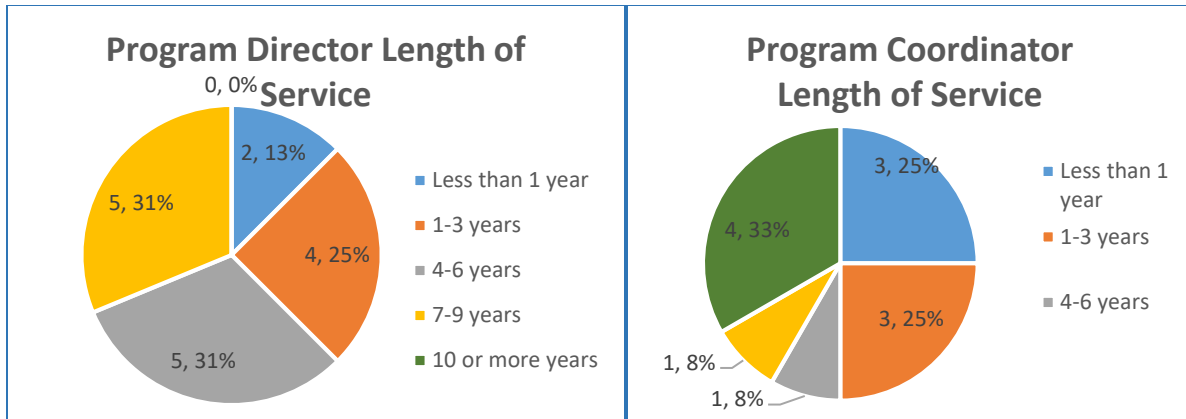
The GMEC approved three new program directors during the 2019 – 2020 academic year.

1. 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. Dr. Brian Earley was approved as the program director of Johnson City Family Medicine at the GMEC March 5, 2020 meeting and then approved by the Family Medicine Review on April 1, 2020. Dr. Earley began as the program director on April 1, 2020.
2. Dr. Kent Hjerpe stepped down as OB/GYN program director on June 30, 2020. The GMEC (at its May 2020 meeting) and the OB/GYN Review committee approved Dr. Mark Ransom as program director to begin July 1, 2020. Dr. Ransom has been a member of the OB/GYN Department for a number of years and previously functioned as interim chair and as the OB/GYN medical student clerkship director.

Program Director changes over the last five academic years:

- 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)
- 2019-2020—Brian Earley (FM Johnson City)

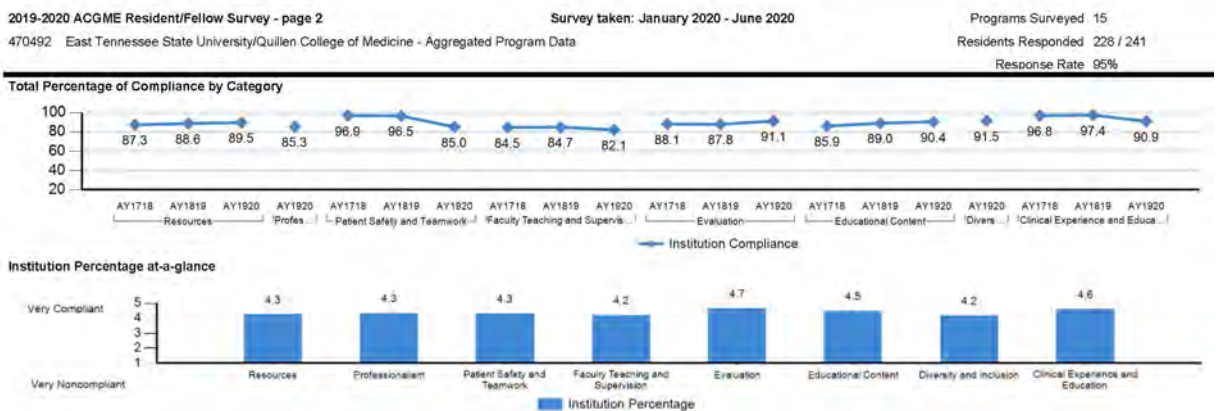
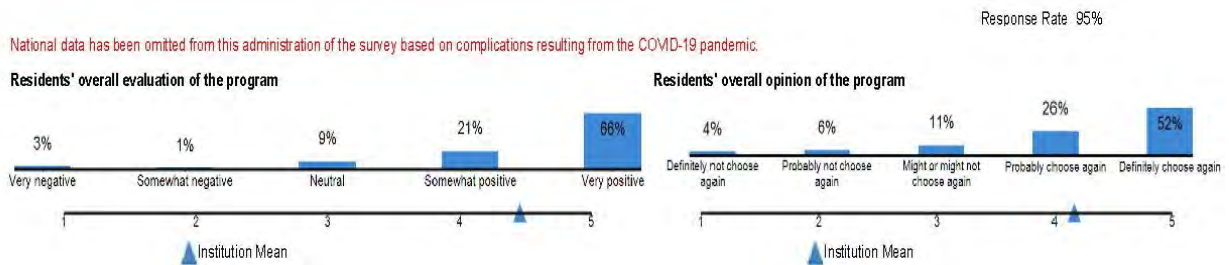
Program	Length	Program Director	Program Coordinator	Total # of Residents	Accreditation	
					Original	Effective Date
Institutional Office	1.5 years	Michael Ostapchuk, MD, DIO		--	--	4/21/2020
Addiction Medicine	1 year	Joyce Troxler, MD (<1)	Ms. Melissa Cloyd (<1)	0	7/1/2019	7/1/2019
Bristol Family Medicine	3 years	Amanda Stoltz, MD (1)	Ms. Julie Robinette (10)	24	7/26/1976	2/16/2020
Johnson City Family Medicine	3 years	Brian Earley, MD (<1)	Ms. Jennifer Edwards (1)	18	9/11/1979	2/16/2020
Kingsport Family Medicine	3 years	Mark Brummel, DO (6)	Ms. Amy Murphy (14)	18	9/29/1975	2/16/2020
Internal Medicine	3 years	James Myers, MD (2)	Ms. Heather Grove (5)	51	5/1/1977	4/23/2020
Infectious Disease	2 years	Paras Patel, MD (2)	Ms. Carla Hill (10)	3	7/1/1987	4/23/2020
Cardiovascular Disease	3 years	Vijay K Ramu, MD (7.5)	Ms. Carla Hill (10)	9	7/1/1987	4/23/2020
Oncology	2 years	Devapiran Jaishankar, MD (5.5)	Ms. Carla Hill (10)	5	7/1/1997	4/23/2020
Pulmonary Disease and Critical Care	3 years	Girendra Hoskere, MD (4)	Ms. Carla Hill (10)	7	7/1/2000	4/23/2020
Gastroenterology	3 years	Mark F Young, MD (9)	Ms. Carla Hill (10)	6	7/1/2010	4/23/2020
Obstetrics and Gynecology	4 years	Kent Hjerpe, MD (2)	Ms. Brandi Nave (<1)	13	5/20/1993	5/15/2020
Orthopaedic Surgery	5 years	Dan Krenk, DO (7)	Ms. Caitlin Smith (1)	10	7/1/2011	9/23/2019
Pathology - Anatomic & Clinical	4 years	Salah Shurbaji, MD (9)	Ms. Terri McFeature (24)	9	7/1/1983	4/17/2020
Pediatrics	3 years	Dawn S Tuell, MD (8)	Ms. Kortni Lindsay (1)	21	4/7/1991	1/27/2020
Psychiatry	4 years	Shambhavi Chandraiah, MD (4.5)	Ms. Linda Sweeney (<1)	19	11/8/1985	2/14/2020
Surgery	5 years	Joseph R Lee, MD (6)	Ms. Julie Simerly (8)	29	7/1/1978	3/10/2020



Results of the ACGME Annual Resident/Fellow and Faculty Surveys

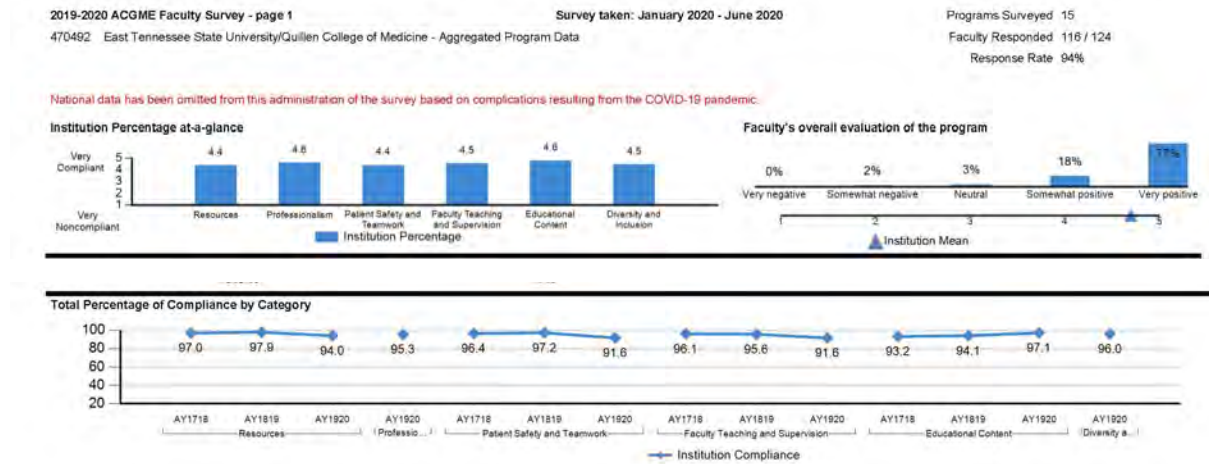
Resident Results

The residents' satisfaction with their ETSU Graduate Medical Education experience (Institutional Mean) indicates 84% had a very positive or somewhat positive opinion of their programs. Due to Covid, national data is unavailable for comparison in 2019-2020.



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
Addiction Medicine	PA	10/18/2021	0	0
Bristol Family Medicine	CA	10/1/2020-SV	0	0
Johnson City Family Medicine	CA	5/1/2020-SV	0	0
Kingsport Family Medicine (Core)	CA	10/1/2023-SS	0	0
Kingsport FM (Osteopathic Recognition)	CA	10/1/2023-SS	0	0
Internal Medicine	CA	9/1/2029-SV	0	1
Infectious Disease	CA	9/1/2029-SV	0	1
Cardiovascular Disease	CA	9/1/2029-SV	0	0
Oncology	CA	9/1/2029-SV	0	0
Pulmonary Disease and Critical Care	CA	9/1/2029-SV	0	0
Gastroenterology	CA	9/1/2029-SV	0	1
Obstetrics and Gynecology	CA	TBD	2	0
Orthopaedic Surgery	IA	2/21/2022-SV	2	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	0	0
Surgery	CA	6/1/2020-SS	4	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 Orthopaedic residency program received an ACGME 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. On September 9, 2019, they received a Letter of Notification from ACGME informing them their status had changed to Initial Accreditation. They had one extended citation, one new citation, and one Area of Improvement/Concerning Trends. We continue to provide support and guidance to assure the program resolves the issues to ensure the attainment of Continued Accreditation. The Institution’s plan will state the current residents will complete their training in this program.

The second was a new program, Addiction Medicine Fellowship that falls under the Johnson City Family Medicine Residency Program. The ACGME LON, dated, December 11, 2019, had no citations or Areas of Improvement/Concerning Trends. The program had requested and received approval for two fellows per year. The first class of fellows will begin on July 1, 2020. GMEC continues to guide the program to ensure they attain Continued Accreditation.

Internal Medicine, the Cardiology, Gastroenterology, Infectious Disease, Medical Oncology and Pulmonary/Critical Care fellowships had their 10-year site visit on September 17-19, 2019. No citations were received by any of the programs but Internal Medicine did have two Areas of Improvement/Concerning Trends, Cardiology did have three Improvement/Concerning Trends, Gastroenterology had one and Infectious Disease had one. Each program received Continued Accreditation.

Citations and Concerns by Categories (as of June 30, 2020)

Citation Category	Citations
Institutional Support	0
Resident Appointment	1
Program Personnel and Resources	2
Education Program	3
Evaluation	2
	8

Concern Category	Concerns
Education Content	1
Education Environment	1
Resident Scholarly Environment	0
Evaluation	0
Faculty Supervision	0
Learning and Working Environment	1
	3

Citation Category	Number of Citations	Specialties/Subspecialty Receiving Citation
1. Institutional Support		
A. Institutional Support-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		
2. Resident Appointment		
A. Resident Appointment Issues	1	1-OB/GYN
3. Program Personnel & Resources		
A. Qualifications of Program Director		
B. Responsibilities of Program Director	2	1-OB/GYN, 1-General Surgery
C. Qualifications of Faculty		
D. Responsibilities of Faculty		
E. Other Program Personnel		
F. Resources		
4. The Education Program		
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		
G. Educational Program - Procedural Experience		
H. Service to Education Imbalance		
I. Scholarly Activities	2	2-Orthopaedic Surgery
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	1	1-General Surgery (Environment of Inquiry)
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	1	1-General Surgery
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		
C. Evaluation of Program	1	1-General Surgery
D. Performance on Board Exams		

Institutional Action Plans

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	In Progress
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.	In Progress

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	On Hold
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
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 Ballard system	Discussing with Chief Academic Officer for Ballard Health	Completed
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 the creation of the merged health system Ballard, planning for a 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 Ballard Health to provide this information. This is still in progress.	Completed
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

2020-2021 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/delayed due to Covid-19	In Progress
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. Implementation	In Progress

			was delayed due to Covid 19	
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 is in the process of being formed. Delayed due to Covid 19	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- First fellows will begin July 1, 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. Implementation was delayed	In Progress
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	Hospital partners have committed a 3% increase for three consecutive years beginning in this academic year.	The initial commitment of three years continues through academic year 2021-2022.	In Progress, to continue until southeast mean is attained.

EAST TENNESSEE STATE UNIVERSITY

GRADUATE MEDICAL EDUCATION



2020 - 2021

ANNUAL INSTITUTIONAL REVIEW EXECUTIVE SUMMARY

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Introduction

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 April 7, 2022. 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

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

- 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

The James H. Quillen College of Medicine at East Tennessee State University is an ACGME Sponsoring Institution. In the 2020 – 2021 academic year, there were 16 ACGME accredited training programs and 245 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	
Addiction Medicine	IM Oncology
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

GME Office

Staff:

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

Renee McNeely
Assistant Dean GME
Ombudsperson

Sissy Shipley
Administrative Coordinator GME
Tawana Holland
Medical Education Coordinator
Johnson City Medical Center

John B. Schweitzer, MD
Assistant Dean GME

Dakotah Phillips
Institutional Coordinator GME

Stephanie Nave
Office Coordinator GME
Kathy Olinger
Medical Education Coordinator
Bristol Regional Medical Center
Holston Valley Medical Center

Dr. Diana Heiman, Professor of Family Medicine and Assistant Dean for Well-Being, departed the university on December 1, 2020 to pursue a position at the University of Kentucky in the Department of Family Medicine. The Wellness Committee that Dr. Heiman chaired continued to meet on a regular basis with the DIO directing the meetings until the Covid-19 pandemic interfered. The University mandated remote work conditions then made it necessary for the committee to meet via Zoom.

The Assistant Dean for GME, Ms. Debra Shaw, retired from the university on October 31, 2021. Ms. Renee McNeely, the former Institutional Coordinator, assumed the role of the Assistant Dean for GME. On February 1, 2021, Ms. Dakotah Phillips was hired as the new Institutional Coordinator.

The DIO and Ombudsperson semiannual meetings with the residents/fellows were postponed due to University mandated remote work as a result of the Covid-19 pandemic. In person meetings will resume as soon as possible. During the semiannual meetings, resident/fellow surveys will be reviewed and areas showing non-compliance will be discussed in detail. The DIO, with approval of the learners, will provide feedback from the meetings and will discuss issues with the program director to provide corrective guidance.

The COVID-19 pandemic affected many of the annual workshops and meetings during the 2020-2021 academic year. The Residents as Teachers and ADS meetings were canceled due to the inability to meet in person. University employees worked remotely or on a staggered in-person schedule to reduce in-person contact. Due to the safeguards implemented during the onset of the pandemic, GMEC monthly meetings remained being held virtually using the Zoom meeting platform. GME instructed programs to conduct virtual didactic sessions. The new incoming resident and fellow orientation was held virtually again.

Resident/Fellow Salary and Benefits

PGY Level	2019-2020 Salaries	2020-2021 Salaries (3% increase)	2021-2022 Salaries (3% increase)
PGY I	\$51,607	\$53,155	\$54,750
PGY II	\$53,149	\$54,744	\$56,386
PGY III	\$55,051	\$56,703	\$58,404
PGY IV	\$57,156	\$58,871	\$60,637
PGY V	\$59,250	\$61,028	\$62,859
PGY VI	\$61,499	\$63,344	\$65,244

The total resident salaries and benefits paid by hospitals for 2020 – 2021 was \$16,260,228.20.

Insurance Benefits:

Health Insurance

The resident health insurance is provided through Blue Cross/Blue Shield. 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.

Dental and Vision

If enrolled in the health insurance through Blue Cross/Blue Shield, residents also receive dental and vision coverage at no additional premium. .

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 receive 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

All residents receive 12 days sick leave per contract year. Unused sick days may be accrued over contractual years. Unused sick days may not be accumulated to more than 60 days over the entire duration of the training program.

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

2020 – 2021 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
Dr. Brian Earley	Family Medicine Johnson City Program Director
Ms. Ronda Gentry	Quality Director Ballad Health
Dr. Syed Hasan	Resident, Psychiatry
Dr. Deep Kalariya	Resident, Psychiatry
Dr. Daniel Krenk	Orthopedic Surgery Program Director
Dr. Joseph Lee	Surgery Program Director
Dr. Matthew Loos	CMO JCMC; Chief Academic Officer, Ballad Health
Dr. Renee McNeely	Assistant Dean, GME
Dr. James Myers	Internal Medicine Program Director
Dr. Sonia Oad	Resident, Pathology
Dr. Christina Potter	Resident, Family Medicine Johnson City, RLC Representative
Dr. Vijay Ramu	Cardiology Fellowship Program Director
Dr. Mark Ransom	Obstetrics and Gynecology Program Director
Dr. John Schweitzer	Assistant Dean, GME
Dr. Salah Shurbaji	Pathology Program Director
Ms. Caitlin Smith	Coordinator, Orthopaedic Surgery
Dr. Amanda Stoltz	Family Medicine Bristol Program Director
Dr. Lauren Swift	Pediatrics Program Director
Dr. Bahaeldin Youssef	Resident, Pathology

During the 2020 - 2021 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. Two new program directors for the 2020-2021 academic year (Family Medicine Bristol and Pediatrics)
2. Three new program directors to begin July 1, 2021 (Family Medicine Johnson City, Internal Medicine, and Surgery).

The GMEC conducted special reviews for Johnson City Family Medicine (October 20, 2020) and Internal Medicine (May 18, 2021) over the last year. The Johnson City Family Medicine program special review was initiated due to declines in the 2019-20 ACGME Resident Survey. The Internal Medicine program special review was due to the declines in the 2020-21 ACGME Resident Survey. The GMEC followed The Johnson City Family Medicine program's initial 60-day plans of action and updates of each special review recommendation. The program has been successful in correcting noted issues. The Internal Medicine program will present its 60-day plan of action at the August 26, 2021 GMEC meeting.

Two new programs directors began during the 2020-21 academic year. Dr. Lauren Swift became Pediatric program director on January 1, 2021, taking the place of Dr. Dawn Tuell. Dr. Tuell became Chair of Pediatrics in January 2020 and served as both program director and chair for one year. Dr. Tuell mentored Dr. Swift for this change. The GMEC reviewed Dr. Swift's qualifications for the position and approved her appointment at its December 3, 2020 meeting. After the meeting, a request for approval by the RC was submitted. Dr. Laura Helmly became program director of the Bristol Family Medicine residency on June 1, 2021. Dr. Helmly replaces Dr. Amanda Stoltz who

became the new Director of Rural and Community Programs at our Institution. Dr. Stoltz will continue to mentor Dr. Helmly in her new role. The GMEC reviewed Dr. Helmly's qualifications for the position and approved her appointment at its April 22, 2021 meeting.

After the meeting, a request was submitted for approval to the Review Committee. The GMEC reviewed three additional program directors to begin on July 1, 2021. Due to emergent family matters, Dr. Brian Earley, Johnson City Family Medicine Program resigned as program director on May 12, 2021. His initial plan was to stay until the end of June 2021. Due to the need for an interim program director, Dr. Reid Blackwelder, the Chair of the Department of Family Medicine, chose to fulfill this role. Dr. Blackwelder was program director at the Kingsport Family Medicine Residency Program from 1996 to 2010. He became Chair of the Department of Family Medicine in 2017. The next GMEC meeting was not scheduled until May 27, 2021, therefore, the DIO, on May 10, 2021, emailed all voting members of the GMEC to discuss the need to approve an interim program director. The email contained Dr. Blackwelder's CV and qualifications for the position. The voting members voted unanimously to approve Dr. Blackwelder as interim program director. Submission of notification for approval to the RC occurred after the GMEC vote. The department recruited a new program director, Dr. Max Bayard, to begin July 1, 2021. Dr. Bayard was the program director at the Johnson City Family Medicine Residency Program until his move to Vermont 10 years ago. Our GMEC does not meet in June of each year; therefore, the DIO emailed Dr. Bayard's CV and qualifications to the GMEC voting members on June 25, 2021. The voting members voted unanimously to approve Dr. Bayard as program director for the Johnson City Family Medicine Program. Submission of notification for approval to the RC occurred after the GMEC vote.

Dr. James Myers, program director for Internal Medicine announced his retirement for June 30, 2021. The department conducted an internal search for a new program director. Dr. Bhavesh Gajjar was selected from the search. The GMEC reviewed Dr. Gajjar's qualifications for the position and approved his appointment at its April 22, 2021 meeting. A request for approval of this change was submitted to the Internal Medicine Review Committee.

Dr. Joe Lee, program director for Surgery, decided to step down as program director effective June 30, 2021. The department conducted an internal search for a program director and Dr. Michael Allshouse was named. As stated previously, our GMEC does not meet in June of each year. Therefore, the DIO emailed Dr. Allshouse's CV and qualifications to the GMEC voting members on June 25, 2021, and the voting members voted unanimously to approve Dr. Allshouse as program director for the General Surgery Program. Dr. Lee will continue to mentor Dr. Allshouse in his new role. Submission of notification for approval to the RC occurred after the GMEC vote. The DIO has met with all of the new program directors to discuss their roles and responsibilities. He will continue to mentor each of the new program directors as they continue to grow in their new positions.

GMEC Policy Subcommittee

2020- 2021 GMEC Policy Subcommittee	
Name	Specialty/Position
Dr. John Schweitzer	Chair, Assistant Dean, GME
Ms. Carla Hill	Program Coordinator, IM Fellowships
Mr. Kortni Lindsay	Program Coordinator, Pediatrics
Dr. Dustin Horne	Resident, Family Medicine Bristol
Dr. Mallory Waller	Resident, Family Medicine Johnson City
Dr. Leah Nelson	Resident, Family Medicine Kingsport
Dr. Jorge Diaz	Resident, Internal Medicine
Dr. Apurva Bansal	Fellow, IM Fellowships
Dr. Brooke Benton	Resident, OB/GYN
Dr. Tyler Iodence	Resident, Orthopaedic Surgery
Dr. Ali Khan	Resident, Pathology
Dr. Pooja Kumar	Resident, Pediatrics
Dr. Praveen Fernandopulle	Resident, Psychiatry
Dr. William Tucker	Resident, Surgery

The GMEC Policy Subcommittee chair did not present any updated policies to GMEC as there were no policies due for review in the 2020-2021 academic year.

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 July 1, 2023 and a 10-year Site Visit to follow tentatively on July 1, 2025.

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

The sponsoring institution received an ACGME Letter of Notification on January 27, 2021 stating the institution received Continued Accreditation Status. There were no citations or areas of concern listed.

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

Programs continue to be very successful in the NRMP. Due to the ongoing pandemic, all interviews were conducted virtually.

Program	2017 Quota/Filled	2018 Quota/Filled	2019 Quota/Filled	2020 Quota/Filled	2021 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	22/22	12/12	16/16	16/16	14/13
Cardiology	3/3	3/3	3/3	3/3	3/3
GI	2/2	2/2	2/2	2/2	2/2
ID	2/2	3/0	2/2	2/2	2/2
Oncology	2/2	3/3	2/2	3/2	2/2
Pul/CC	2/2	2/2	2/2	2/2	2/2
OB/GYN	3/3	4/4	3/3	3/3	3/3
Orthopaedic Surgery	n/a	n/a	n/a	2/2	2/2
Pathology	2/2	2/2	2/2	2/2	2/2
Pediatrics	7/7	7/7	7/7	7/7	7/7
Psychiatry	5/5	5/5	5/5	6/6	6/6
Surgery	7/7	7/6	9/9	9/9	9/9

Longevity of Program Directors and Program Coordinators in their Respective Roles

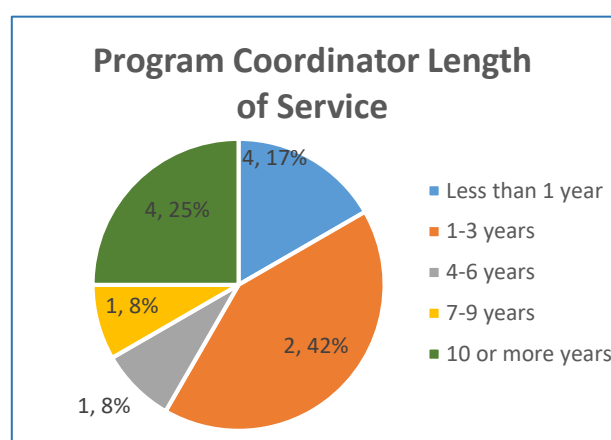
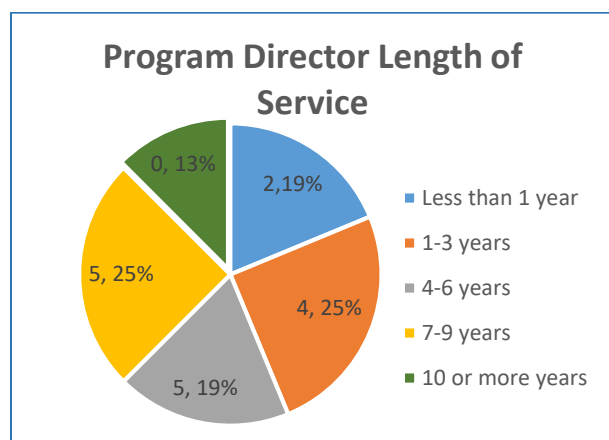
The GMEC approved three new program directors during the 2020 – 2021 academic year.

1. Dr. Laura Helmly became the new Program Director beginning June 1, 2021 after the GMEC reviewed her credentials and approved her for appointment at its April 22, 2021 meeting. Dr. Helmly replaced Dr. Amanda Stoltz who became the new Director of Rural and Community Programs.
2. Dr. Reid Blackwelder was approved as interim program director of Johnson City Family Medicine at the May 23, 2020 GMEC meeting after Dr. Brian Earley resigned as the program director that month due to emergent family matters. Dr. Max Bayard has been recruited as the Program Director to begin July 1, 2021, who served as the program director at the Johnson City Family Medicine residency program until he moved to Vermont 10 years ago.
3. Dr. Kent Hjerpe stepped down as OB/GYN program director on June 30, 2020. The GMEC (at its May 2020 meeting) and the OB/GYN Review committee approved Dr. Mark Ransom as program director to begin July 1, 2020. Dr. Ransom has been a member of the OB/GYN Department for a number of years and previously functioned as interim chair and as the OB/GYN medical student clerkship director.
4. Dr. Lauren Swift became Pediatric program director on January 1, 2021, taking the place of Dr. Dawn Tuell who became Chair of Pediatrics in January 2020 and served as both program director and chair for one year. The GMEC reviewed Dr. Swift's qualifications for the position and approved her appointment at its December 3, 2020 meeting.

Program Director changes over the last five academic years:

- 2016-2017- Deidre Pierce, MD (IM)
- 2017-2018- Kent Hjerpe, MD (OB/GYN), James Myers, MD (IM), Paras Patel, MD (ID)
- 2018-2019 – Amanda Stoltz, MD (FM Bristol), Jim Holt, MD (FM Johnson City), Joyce Troxler, MD (Addiction Medicine)
- 2019-2020—Brian Earley, MD (FM Johnson City)
- 2020-2021—Lauren Helmly (FM Bristol), Reid Blackwelder, MD (interim) (FM Johnson City), Mark Ransom, MD (OB/GYN), Lauren Swift, MD (Pediatrics)

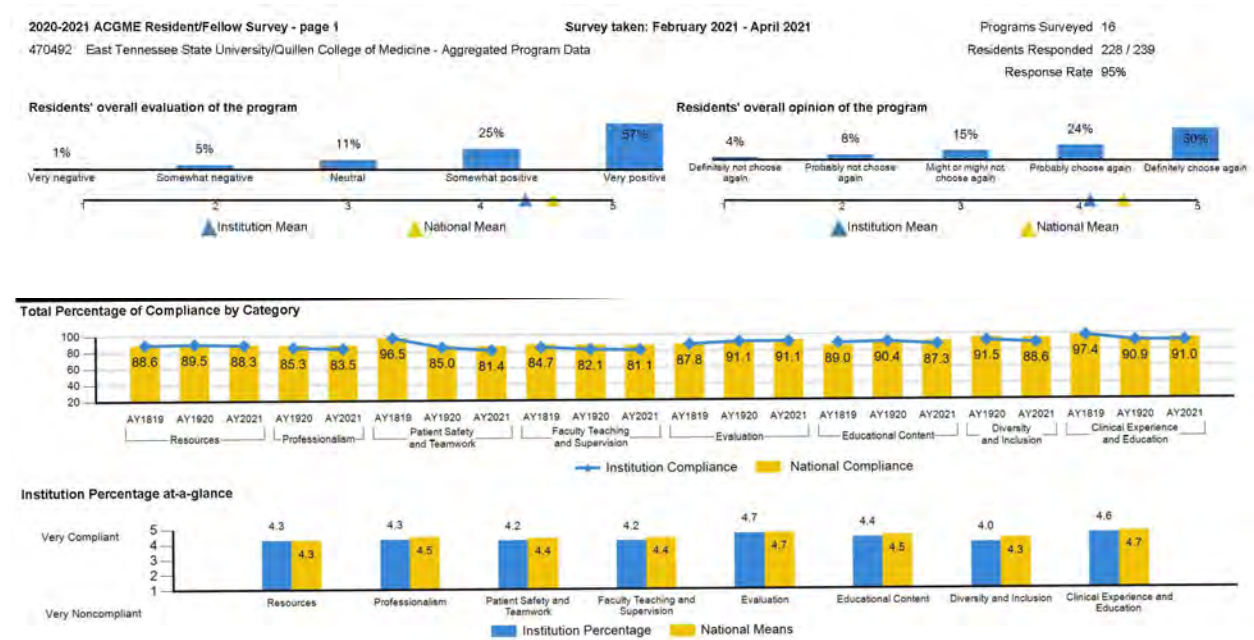
Program	Length	Program Director	Program Coordinator	Total # of Residents	Accreditation	
					Original	Effective Date
Institutional Office	--	Michael Ostapchuk, MD, DIO		--	--	4/21/2020
Addiction Medicine	1 year	Joyce Troxler, MD (2)	Ms. Rebecca Mahar (<1)	2	7/1/2019	7/1/2019
Bristol Family Medicine	3 years	Laura Helmly, DO (<1)	Ms. Julie Robinette (11)	26	7/26/1976	2/16/2020
Johnson City Family Medicine	3 years	Reid Blackwelder, MD (Interim) (<1)	Ms. Jennifer Edwards (2)	20	9/11/1979	2/16/2020
Kingsport Family Medicine	3 years	Mark Brummel, DO (7)	Ms. Kelly Fleenor (1)	19	9/29/1975	2/16/2020
Internal Medicine	3 years	James Myers, MD (3)	Ms. Heather Grove (6)	41	5/1/1977	4/23/2020
Infectious Disease	2 years	Paras Patel, MD (3)	Ms. Carla Hill (11)	4	7/1/1987	4/23/2020
Cardiovascular Disease	3 years	Vijay K Ramu, MD (8.5)	Ms. Carla Hill (11)	9	7/1/1987	4/23/2020
Oncology	2 years	Devapiran Jaishankar, MD (6.5)	Ms. Carla Hill (11)	4	7/1/1997	4/23/2020
Pulmonary Disease and Critical Care	3 years	Girendra Hoskere, MD (5)	Ms. Carla Hill (11)	6	7/1/2000	4/23/2020
Gastroenterology	3 years	Mark F Young, MD (10)	Ms. Carla Hill (11)	6	7/1/2010	4/23/2020
Obstetrics and Gynecology	4 years	Mark Ransom, MD (1)	Ms. Brandi Nave (1)	12	5/20/1993	5/15/2020
Orthopaedic Surgery	5 years	Dan Krenk, DO (8)	Ms. Caitlin Smith (2)	10	7/1/2011	9/23/2019
Pathology - Anatomic & Clinical	4 years	Salah Shurbaji, MD (10)	Ms. Terri McFeature (25)	8	7/1/1983	4/17/2020
Pediatrics	3 years	Lauren Swift, MD (<1)	Ms. Kim Miller (<1)	21	4/7/1991	1/27/2020
Psychiatry	4 years	Shambhavi Chandraiah, MD (5)	Ms. Linda Sweeney (1)	18	11/8/1985	2/14/2020
Surgery	5 years	Joseph R Lee, MD (7)	Ms. Julie Simerly (9)	30	7/1/1978	3/10/2020



Results of the ACGME Annual Resident/Fellow and Faculty Surveys

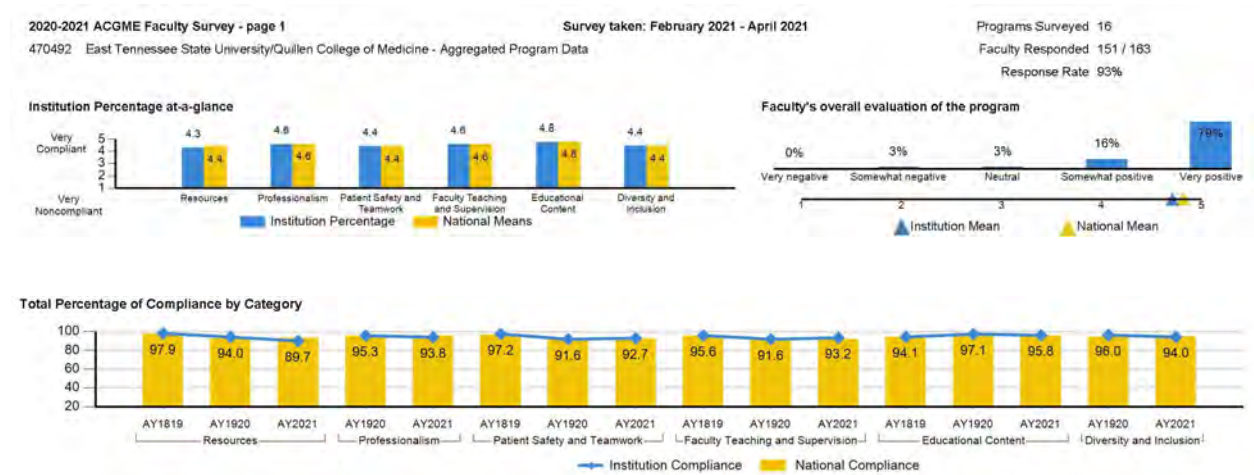
Resident Results

The residents' satisfaction with their ETSU Graduate Medical Education experience (Institutional Mean) is just below the National Mean. However, 5% of ETSU residents and fellows view their programs somewhat negatively (5%) or very negatively (1%), and 11% had a neutral view. This has changed slightly since the last survey of 2019 – 2020 where 3% of ETSU residents and fellows view their programs very negatively and 1% view their programs as negative. The neutral response was 9% 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
Addiction Medicine	IA	6/1/2021-SV	0	0
Bristol Family Medicine	CA	TBD	0	1
Johnson City Family Medicine	CA	TBD	0	1
Kingsport Family Medicine (Core)	CA	TBD	0	2
Kingsport FM (Osteopathic Recognition)	CA	04/1/2029	0	0
Internal Medicine	CA	TBD	0	1
Infectious Disease	CA	TBD	0	0
Cardiovascular Disease	CA	TBD	0	0
Oncology	CA	TBD	0	0
Pulmonary Disease and Critical Care	CA	TBD	0	0
Gastroenterology	CA	TBD	0	0
Obstetrics and Gynecology	CA	TBD	0	0
Orthopaedic Surgery	CPA	7/1/2021-SV	4	0
Pathology - Anatomic & Clinical	CA	TBD	0	0
Pediatrics	CA	TBD	0	0
Psychiatry	CA	TBD	0	0
Surgery	CA	TBD	2	1

- AW – accreditation withheld
- CA – continued accreditation
- CPA – continued pre-accreditation
- CW – continued accreditation with warning
- IA – initial accreditation
- P – probation (accredited)
- PA – pre-accreditation
- SS – self-study
- SV – site visit

Because of the COVID-19 pandemic, site visits were suspended starting in March 2020. Site visits resumed virtually in early 2021, and updated approximate dates for site visits were provided or eliminated (TBD). Therefore, no site visits were conducted with any ETSU programs in the 2020-2021 academic year.

The FM Bristol, Johnson City, and Kingsport residency programs each received a letter of notification from the ACGME on February 6, 2021 noting an area for improvement in the programs’ ability to meet the required number of in-person patient visits. The Review Committee acknowledged that the pandemic impacted the programs’ in-person visits and telehealth visits were substituted for in-person visits. However, telehealth visits may not satisfy the requirement.

The Addiction Medicine Fellowship remains on Initial Accreditation, and graduated its first cohort of fellows on June 30, 2021. The program has recruited two additional fellows to begin July 1, 2022. Because of the pandemic, and the postponement of site visits, the program has not been scheduled for its initial site visit for consideration to move to continued accreditation. GMEC continues to provide support and guidance to the program to ensure the attainment of continued accreditation.

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. On September 9, 2019, they received a Letter of Notification from ACGME informing them their status had changed to Initial Accreditation. They had one extended citation, one new citation, and one Area of Improvement/Concerning Trends. We continue to provide support and guidance to assure the program resolves the issues to ensure the attainment of Continued Accreditation. The Institution’s plan states the current residents will complete their training in this program. The program awaits its site visit for consideration of continued accreditation status.

The general surgery residency program received a letter of notification on March 8, 2021 stating continued accreditation. The letter delineated two extended citations, two resolved citations, and one area for improvement/concerning trends. GMEC works to support the program to ensure the resolution of these citations and areas for improvement, maintaining continued accreditation status.

Citations and Concerns by Categories (as of June 30, 2021)

Citation Category	Citations
Institutional Support	0
Resident Appointment	0
Program Personnel and Resources	1
Education Program	3
Evaluation	0
	4

Concern Category	Concerns
Education Content	0
Education Environment	1
Resident Scholarly Environment	0
Evaluation	0
Faculty Supervision	0
Learning and Working Environment	4
	5

Citation Category	Number of Citations	Specialties/Subspecialty Receiving Citation
1. Institutional Support		
A. Institutional Support-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		
2. Resident Appointment		
A. Resident Appointment Issues		
3. Program Personnel & Resources		
A. Qualifications of Program Director		
B. Responsibilities of Program Director	1	GS
C. Qualifications of Faculty		
D. Responsibilities of Faculty		

E. Other Program Personnel		
F. Resources		
4. The Education Program		
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		
G. Educational Program - Procedural Experience		
H. Service to Education Imbalance		
I. Scholarly Activities	2	ORS
J. Supervision		
K. Learning and Working Environment	1	GS
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		
C. Evaluation of Program		
D. Performance on Board Exams		

Institutional Action Plans

2020 – 2021 Institutional Action Plans

Action Item	Description	Goal	Status	Target/Timeframe
Standardized Diversity Goals across each program	Develop standardized goals for recruitment of a diverse group of residents and fellows.	Each program to use the goals when recruiting new applicants.	On-Going; Delayed due to COVID-19	July 2022
Wellness Curriculum	Develop and present a wellness curriculum	Develop curriculum presented annually to residents.	Needs assessment survey occurring in January 2020. Survey given to all residents and fellows. Assistant Dean for Well-being left university and COVID-19 pandemic delayed implementation.	On Hold
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 formed and first met in March 2020. Met regularly in 2020-2021.	Completed
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 began July 1, 2020 and will graduate June 30, 2021.
Faculty development	Need for expanding central GME faculty development around	Office of GME to design and implement ongoing series, explore	In Progress. Implementation was	July 2022

	teaching and evaluation.	opportunities with Office of Academic and Faculty Affairs	delayed due to COVID-19.	
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	Hospital partners have committed a 3% increase for three consecutive years beginning in this academic year.	The initial commitment of three years continues through academic year 2021-2022.	In Progress, To continue until southeast mean is attained.

2021 – 2022 Institutional Action Plans

Action Item	Description	Goal	Status	Target/Timeframe
Standardized Diversity Goals across each program	Develop standardized goals for recruitment of a diverse group of residents and fellows.	Each program to use the goals when recruiting new applicants.	On going	July 2022
Wellness Curriculum	Develop and present a wellness curriculum	Develop curriculum presented annually to residents.	AAMC's GCEP Curriculum reviewed	July 2022
Wellness Subcommittee	Continue Wellness Committee to develop and enhance the wellness curriculum.	Appoint a new Wellness Committee Chair and hold regular wellness committee meetings.	On-going. COVID-19 pandemic occurred and Assistant Dean for Well-Being left the university in December 2020.	In Progress, delayed due to Covid-19 pandemic
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. Implementation was delayed due to COVID-19.	July 2022
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	Hospital partners have committed a 3% increase for three consecutive years beginning in this academic year.	The initial commitment of three years continues through academic year 2021-2022. To be reassessed.	In Progress, To continue until southeast mean is attained.
Diversity and Inclusion	Implement diversity and inclusion training sessions for faculty.	Diversity and Inclusion Director to provide "Train the Trainer" session on Diversity and Inclusion for program faculty.	Not started.	January 2023

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES

INFORMATION ITEM

DATE: September 16, 2022

ITEM: SACSCOC Reaffirmation Update

COMMITTEE: Academic, Research, and Student Success

PRESENTED BY: Dr. Kimberly D. McCorkle
Provost and Senior Vice President for Academics

Dr. Cheri Clavier
Director of Institutional Effectiveness and Accreditation
Liaison

As part of the reaffirmation of accreditation with the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), ETSU submitted the required compliance certification on September 8, 2022. This document included detailed narratives and evidence supporting ETSU's compliance with the forty SACSCOC Core Requirements and standards included in the differentiated review process, for which ETSU was approved.

ETSU's submission will be reviewed by an Off-Site Reaffirmation Committee in November 2022. ETSU will submit its Quality Enhancement Plan (QEP) on community-engaged learning, as well as a focused report to address any findings of the off-site committee, if required, to SACSCOC in February 2023. A separate On-Site Reaffirmation Committee will conduct a focused evaluation on campus April 3-6, 2023. The report of that committee, as well as any required ETSU response, will be forwarded to the SACSCOC Board of Trustees, which will announce its accreditation decision in December 2023.

Staff will provide Trustees with the reaffirmation timeline and process, present findings from ETSU's self-evaluation performed as the compliance certification was prepared, and discuss recent compliance trends based on data from SACSCOC reviews of other institutions.



EAST TENNESSEE STATE
UNIVERSITY

SACSCOC REAFFIRMATION UPDATE

September 16, 2022



EAST TENNESSEE STATE
UNIVERSITY

Timeline and Process



9/8/22: Compliance Certification Submitted

- ETSU approved for Differentiated Review
 - 40 Core Requirements and standards vs. 75
- Preliminary QEP information included
 - Topic identified through ETSU’s ongoing, comprehensive planning and evaluation processes
 - Focuses on improving specific student learning outcomes and/or student success



11/1/22-11/2/22: Off-Site Reaffirmation Review

- Committee consists of a chair and 8 peer evaluators
- Reviews a “cluster” of similar institutions
 - ETSU, East Carolina, South Alabama
- Sends a report explaining preliminary findings about compliance to ETSU and to the On-Site Reaffirmation Committee (typically within four weeks)



2/23/23: QEP and Focused Report Due

ETSU's Community Engaged Learning QEP is

1. a topic identified through ongoing, comprehensive and evaluation processes
2. has a broad-based support of institutional constituencies
3. focuses on improving specific student learning outcomes and/or student successes
4. commits resources to initiate, implement and complete the QEP
5. includes a plan to assess achievement

Focused Report to address findings of the Off-Site Reaffirmation Review Committee, if required



4/3/23-4/6/23: On-Site Reaffirmation Review

Committee consisting of a chair and 8-10 peer evaluators, plus a QEP lead evaluator (TBD; recommended by ETSU), conducts a focused evaluation on campus to:

1. finalize issues of compliance with SACSCOC Core Requirements and Standards
2. evaluate the QEP
3. provide consultation regarding the issues addressed in the QEP



4/3/23-4/6/23: On-Site Reaffirmation Review

Includes a visit to 50% of ETSU's off-campus instructional sites (OCIS), typically new sites or those not visited since ETSU's last reaffirmation.

These could include:

- BlueSky Chattanooga Center
- ETSU at Sevier County
- ETSU at Kingsport Allandale
- Nave Center
- Pellissippi State Community College



4/3/23-4/6/23: On-Site Reaffirmation Review

- Finalizes a written report of findings, noting areas of non-compliance
- This report, along with ETSU's response to areas of noncompliance, is forwarded to the SACSCOC Board of Trustees for review and action on reaffirmation of accreditation
 - Consists of 77 elected members – primarily administrators and faculty from member institutions, plus one public member from each of the 11 states in the region



12/5/23: Decision Announced

- Committee on Compliance & Reports reviews reports prepared by evaluation committees and ETSU responses
 - C&R: elected trustees and temporarily appointed special readers with specific content expertise, typically in finance, institutional effectiveness, and library/learning resources
- C&R recommendation forwarded to Executive Council
 - EC: 13 members - one trustee from each of the region's 11 states, one public member, and the chair of the SACSCOCBT
- EC recommends action to full SACSCOCBT
- SACSCOCBT makes final accreditation decision



Possible Outcomes

- Reaffirm, no additional reports required
- Reaffirm, Monitoring Report required
 - ETSU would submit a report at the interval(s) defined by the SACSCOCBT to provide additional documentation of compliance for standards for which full compliance has not yet been documented
- Imposition of a Sanction: Warning or Probation





Self-Evaluation Findings and Trend Data Concerns

Governing Board Standards

- Core Requirement 4.1: Governing board characteristics
- 4.2.d: Conflict of interest
- 4.2.f: External influence
- 4.2.g: Board self-evaluation



8.2a: Student outcomes: educational programs

The institution:

1. identifies expected outcomes,
2. assesses the extent to which it achieves these outcomes, and
3. provides evidence of seeking improvement based on analysis of the results in student learning outcomes for each of its educational programs



6.2a: Faculty qualifications

For each of its educational programs, the institution justifies and documents the qualifications of its faculty members.



6.2b: Full-time faculty

For each of its educational programs, the institution employs a sufficient number of full-time faculty members to ensure curriculum and program quality, integrity, and review.



7.2: Quality Enhancement Plan

The institution has a Quality Enhancement Plan that

- (a) has a topic identified through its ongoing, comprehensive planning and evaluation processes;
- (b) has broad-based support of institutional constituencies;
- (c) focuses on improving specific student learning outcomes and/or student success;
- (d) commits resources to initiate, implement, and complete the QEP; and
- (e) includes a plan to assess achievement.



CR 8.1: Student achievement

The institution identifies, evaluates, and publishes goals and outcomes for student achievement appropriate to the institution's mission, the nature of the students it serves, and the kinds of programs offered. The institution uses multiple measures to document student success.



5.4: Qualified administrative/academic officers

The institution employs and regularly evaluates administrative and academic officers with appropriate experience and qualifications to lead the institution.





In our judgment, ETSU is in compliance with all Core Requirements and standards



EAST TENNESSEE STATE UNIVERSITY

Questions?

EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES

INFORMATION ITEM

DATE: September 16, 2022

ITEM: Office of Military and Veterans Services Update

COMMITTEE: Academic, Research, and Student Success

PRESENTED BY: Dr. Joe Sherlin
Vice President for Student Life and Enrollment

COL(R) Dan Bishop
Director, Office of Military and Veteran Services

Staff will provide an overview of the University's support to Veteran and Military Affiliated Students. Staff will outline their initial assessment of support for campus, new initiatives, and outline the unit strategy for the 2022-23 academic year. Staff will also introduce several concepts currently under consideration.

The Committee's insights and feedback around the following question will focus as a topic for discussion:

How can the University better compete for Veteran and Military Affiliated students beyond the immediate region, both in person and online?



Office of Military and Veteran Services

Academic, Research, and
Student Success Committee



Agenda

- **What Our Office is Responsible For**
- **Spring / Summer 2022 Initiatives**
- **Future Initiatives**



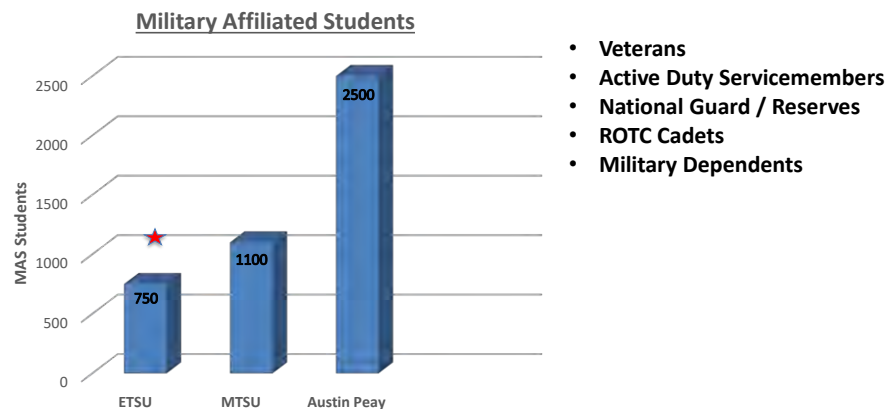


Lines of Effort

- Certification
- Recruiting
- Retention / Integration
- Post Graduation Employment
- Engagement (On Campus / External)



Campus Comparison





Spring / Summer 2022 Initiatives

- **Unit Build**
- **Office Rebrand**
- **Compliance Inspection (Gatton) Complete**
- **Initial Regional Outreach**
 - **Military Affiliated Organizations**
 - **Guard / Reserve Units**
 - **Chamber of Commerce**
- **Approval of In State Tuition and Fee Rate for Majority of Military Affiliated Students**
- **Initial Discussion of Tuition Assistance Matching Concept**
- **Retention Campaign in Support of ETSU Advisement**
- **ETSU Veterans Standing Committee**



Future Initiatives

- **Recruiting Campaign**
 - **Regional**
 - **National Guard / Reserve Unit Outreach**
 - **National / International**
 - **Major Military Installations**
 - **Department of Defense High Schools**
 - **Military Junior Colleges**
- **Department of Defense Tuition Assistance Match**
- **Coordination with Virginia National Guard to Authorize VA State Tuition Assistance at ETSU**
- **Fundraising**
- **Support Reinvigoration of Student Veterans of America on Campus**





Questions / Discussion



EAST TENNESSEE STATE UNIVERSITY
BOARD OF TRUSTEES

INFORMATION ITEM

DATE: September 16, 2022

ITEM: ETSU Research Corporation Update

COMMITTEE: Academic, Research, and Student Success

PRESENTED BY: David Golden
CEO ETSU Research Corporation

Stephen Marshall
CMO ETSU Research Corporation

Staff of the ETSU Research Corporation will present updates on recent accomplishments related to building connections between the University and industry partners in order to advance regional prosperity and entrepreneurialism. The presentation will describe the new Appalachian Highlands Rural Innovation and Entrepreneurship Alliance which is supported by a partnership between Ballad Health and ETSU. They will also discuss plans related to partnerships focused on bio-engineering curriculum and innovation. The presentation will demonstrate the ways that the ETSU Research Corporation is working to achieve its mission to expand ETSU's impact in research and innovation across disciplines.

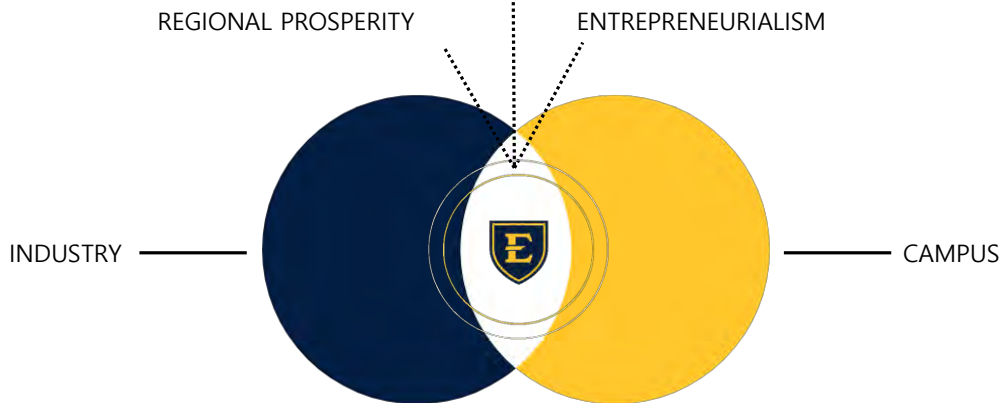
 **ETSU Research**
CORPORATION
Enriching the Region, Impacting the World.

PRESENTERS: David Golden | CEO
Stephen Marshall | CMO

Academic, Research, and Student Success
Committee
ETSU Board of Trustees
September 16, 2022



INTERDISCIPLINARY CAMPUS COLLABORATION



“World-Class in a Rural
Setting”

RESEARCH | INNOVATE | ACTIVATE





ETSU Research
CORPORATION

CORE TEAM

Creating opportunities for regional and global
Impact



David Golden, J.D.
CEO



Dr. Stephen Marshall
CMO



Dr. Bill Heise
RC Fellow



Dave Clark
VP for Entrepreneurial Ecosystem
Development



Dr. Audrey Depelteau
Innovation Lab Director

RESEARCH | INNOVATE | ACTIVATE



ETSU Research
CORPORATION

BOARD OF DIRECTORS

Creating opportunities for regional and global
Impact

New Board Members



Dr. Carol Anne Clayson



Bryan Daniels



Denise Grant, J.D.



Scott Niswonger

Existing Board Members



Dr. Brian Noland



Dr. William Block



Dr. Kimberly McCorkle



Dr. David Williams

RESEARCH | INNOVATE | ACTIVATE



Creating opportunities for regional and global

Impact



RESEARCH | INNOVATE | ACTIVATE

World-Class Media Workforce

Development

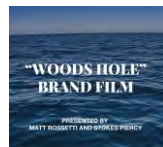


Appalachian Highlands: Cinematic Brand Storytelling



TRAILBLAZER

Science/Innovation Media Storytelling Masterclass



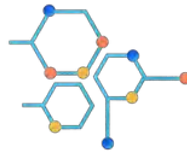
A character-driven brand film focused on exploring the unique interdisciplinary innovation & research magic of WHOI.



Appalachian Highlands Rural Innovation and Entrepreneurship Alliance



Healthcare



Science



Business Development



"We have the opportunity to become the Silicon Valley of rural healthcare,"
David Golden 4.14.22

RESEARCH | INNOVATE | ACTIVATE



A confluence of breakthroughs in biological science, with the development of computing, automation, and AI, are fueling a new wave of innovation.

4 arenas of biological innovation



Definitions	Biomolecules	Biosystems	Biomachine interfaces	Biocomputing
Mapping	Cellular processes and functions via measuring intracellular molecules (eg, DNA, RNA, proteins) in the study of "omics" ²²	Complex biological organizations and processes and interactions among cells	The structure and function of nervous systems of living organisms	Intracellular pathways or networks of cells to return outputs based on specific conditions (for computation)
Engineering¹	Intracellular molecules (eg, via genome editing)	Cells, tissues and organs, including stem-cell technologies and transplantation	Hybrid systems that connect nervous systems of living organisms to machines	Cells and cellular components for computational processes (storing, retrieving, processing data)
Examples	Gene therapy for monogenic diseases	Cultured meat grown in a lab	Neuroprosthetics for motor control (implant or external headset) of human or robotic limb	Data storage in strands of DNA

¹Design, de novo synthesis, or modification.
²²"Omics" refers to technologies that allow the identification and quantification of molecules in a biological system.
Source: McKinsey Global Institute analysis

McKinsey & Company





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

MINUTES

September 16, 2022
Johnson City, Tennessee

The East Tennessee State University Board of Trustees Academic, Research, and Student Success Committee met on Friday, September 16, 2022, at 8:00 a.m. in the East Tennessee Room of the D.P. Culp Student Center.

I. Call to Order

Committee Chair Janet Ayers called the meeting to order at 8:00 a.m.

II. Roll Call

Board Secretary Dr. Adam Green led the roll call and confirmed to the Committee Chair that a quorum was present.

Committee members present were:

Trustee Charles Allen*
Trustee Virginia Foley
Board Chair Dr. Linda Latimer
Trustee Melissa Steagall-Jones*
Committee Chair Janet Ayers

**Note: Arrived moments after the roll call was taken.*

III. Approval of the Academic, Research, and Student Success Committee Minutes from April 22, 2022

The minutes from April 22, 2022, were approved as submitted, with Trustee Foley making the motion and Board Chair Dr. Latimer seconding the motion. The motion passed unanimously.

IV. Action Item: Recommendation for Tenure upon Appointment

Provost Kimberly McCorkle presented a recommendation for tenure upon appointment of three new faculty members including: Dr. Walid Alali from the Department of Biostatistics and Epidemiology in the College of Public Health, Ms. Elizabeth Blair Jones from the Sherrod Library, and Dr. Holly Wei from the College of Nursing.

The committee voted to approve the faculty rank and the awarding of tenure to the faculty members recommended by the President, in the particular unit, department, or college as outlined in the meeting materials. Trustee Foley made the motion, and Board Chair Dr. Latimer seconded the motion. The motion passed unanimously.

V. Academic Action Notification for Period of January 1, 2022, through July 31, 2022

Provost McCorkle updated the committee on academic actions taken between the period of January 1, 2022 through July 31, 2022.

A summary of action items that required notification to the Tennessee Higher Education Commission (THEC) included:

<i>Type of Action – THEC Notification</i>	<i>Quantity</i>
Academic Program Modification	1
Revise Curriculum Substantive – Credit Change	2
Establish New Certificate Undergraduate	1
Establish New Certificate Graduate	1
Establish New Concentration in an Existing Program	1
Change Name/Title of Academic Program or Concentration	2

A summary of action items that required approval through ETSU’s shared governance process included:

<i>Type of Action – University Level Approval</i>	<i>Quantity</i>
Establish Academic Unit: Center or Institute	2
Revise Curriculum Substantive	8
Establish Academic Minor	1
Revise Academic Minor	1
Establish Articulation Policy (Degrees & Certificates)	2
Establish Program Policy	1

Revise Program Policy - Admission	13
Revise Program Policy - Progression	1
Revise Articulation Agreement	2

Provost McCorkle noted that all curricular changes and modifications described in the meeting materials are made to ensure program quality, student success, accreditation standards, enrollment goals, or better preparation of students for the workforce.

Topics of discussion among Trustees included:

- Brewing and Distillation Studies—Given the growing number of breweries in Appalachia, it is anticipated that community members interested in professional growth will welcome the change in the Brewing and Distillation Studies Certificate. The interaction of the fermentation process and scientific research was also discussed, noting economic progress opportunities.
- Modifications in B.B.A. Supply Chain Management—Changes to this program are timely nationally and locally. Along with Brewing and Distillation Studies, they represent a balanced approach to attracting and retaining talent in the region and embracing Appalachian culture in a positive light.
- Provost McCorkle added that the faculty is looking to expand the minor and the certificate into a standalone bachelor’s program for Brewing and Distillation Studies. There is considerable interest from students and employers in the region, and this is one of the planned curriculum expansions.

VI. Annual Institutional Review for Graduate Medical Education

Dr. David Linville, Associate Vice President for Clinical Affairs, presented a report on the annual institutional review for the Quillen College of Medicine (COM) residency and fellowship training programs, also known as Graduate Medical Education (GME) programs. The 2019-20 and the 2020-21 reports were included in the agenda materials.

VII. SACSCOC Reaffirmation Update

Provost Kimberly McCorkle and Dr. Cheri Clavier, Director of Institutional Effectiveness and Accreditation Liaison, updated the committee on the reaffirmation of accreditation with the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC). Dr. Clavier explained the timeline and process for reaffirmation of accreditation:

- The compliance certification for ETSU's differentiated review, which included ETSU's narrative response and supporting evidence, was submitted to SACSCOC on September 8, 2022.
- An off-site reaffirmation review committee consisting of a chair and eight peer evaluators will conduct a review on November 1-November 2, 2022.
- The Quality Enhancement Plan (QEP) and focused report to address any findings of the off-site reaffirmation review committee are due on February 23, 2023.
- An on-site reaffirmation review committee consisting of a chair and eight to ten peer evaluators, plus a QEP lead evaluator, will conduct a focused evaluation from April 3- 6, 2023.
- The SACSCOC Board of Trustees will make the final accreditation decision, which will be announced on December 5, 2023.

Dr. Clavier summarized her report by stating that she believes ETSU is compliant with all of the core requirements and standards and is confident that the university will receive reaffirmation in December 2023.

VIII. Office of Military and Veterans Services Update

Col. (Ret.) Dan Bishop, Director of Military and Veteran Services, provided an overview of the university's support for military and veteran students. He discussed the office's roles and responsibilities, the spring/summer 2022 initiatives, and the unit strategy for the 2022-23 academic year including: Certification; Recruiting; Retention; Post-Graduation Employment; and Engagement

Col. Bishop reported that since he became Director of Military and Veteran Services six months ago, the following outcomes have been achieved:

- A successful compliance inspection at Gatton College of Pharmacy.
- Approval of an in-state tuition rate for the majority of ETSU students affiliated with the military has been authorized.
- ETSU has proactively engaged with the Virginia National Guard, requesting that Guardsmen be allowed to use their DoD federal tuition assistance match at ETSU.

Topics of discussion among Trustees included:

- Tennessee Strong (Support, Training, and Renewing Opportunity for National Guardsmen). This is the tuition assistance program for the state.
- The opportunity for ETSU to have a physical presence at off-base military education centers and ETSU online opportunities would allow service members to be directly integrated on campus after they are discharged.

- The challenges for veterans who are balancing part-time or full-time work, families, and education (Ninety percent or higher work full-time).

IX. ETSU Research Corporation Update

David Golden, CEO of the ETSU Research Corporation, updated the committee on the organization's efforts to fulfill its mission of expanding ETSU's impact in research and innovation across disciplines. According to Mr. Golden, an imperative of the Research Corporation is reimagining research; it is not just the typical approach of entering a lab or field with a hypothesis in mind, observing, gathering evidence, and approving one or the other. This effort requires using data to anticipate what the world will do in the future. It also assumes the university can forecast the future and does so faster and better than its competitors. ETSU would benefit from a competitive advantage. This type of forward focused analysis is an example of the work that the Research Corporation hopes to explore in the near future.

Dr. Stephen Marshall, CMO of ETSU Research Corporation, discussed the activities occurring within the Rugged Buc Labs Content Studio (RBL), an experiential media marketing venue accessible to all students on campus. The following are included under the umbrella of Rugged Buc Labs:

- Dr. Marshall's association with the Brand Storytelling Network, a digital network connecting filmmakers and brands, resulted in a brand film certification for professionals.
- RBL's partnerships with NETNHub and Create Appalachia encourage workforce development and regional branding. With these collaborators, a weekly TV program featuring the Appalachian area is in development, providing an opportunity to tell the region's story while involving students from across the institution.
- “Trailblazer” is an apprenticeship/masterclass program with world-class instructors. In this program, students create brand storytelling, cinematic, and cinema graphic content where they tell the story of the research occurring at ETSU.

Dr. Marshall also spoke about the Woods Hole Oceanographic Institution and the opportunity they have provided to work on a character-driven brand film that shows their unique multidisciplinary innovation and research.

Mr. Golden continued the presentation by discussing plans related to partnerships focused on the bio-engineering curriculum. Advances in biological science, computing, automation, and artificial intelligence are fueling a new wave of innovation. Four arenas of biological innovation include biomolecules, biosystems, biomachine interfaces, and biocomputing.

Mr. Golden also noted that on October 27, 2022, at 9:00 a.m., the ETSU Research Corporation is hosting “Growing the Future: Symposium on Innovation and Education for the Bioeconomy” in ETSU’s Mary B. Martin Center for the Arts. This event will bring together industry leaders to highlight global bioeconomy opportunities and initiatives in the Appalachian Highlands.

Lastly, a report on the Appalachian Highlands Rural Innovation and Entrepreneurship Alliance for healthcare, science, and business development was presented. Ballad Health has seeded the new center with a one-million-dollar grant.

X. Committee Discussions

There were no further committee discussions.

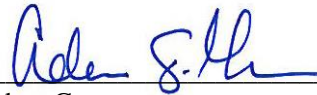
XI. Other Business

No other business was brought before the committee.

XII. Adjournment

The committee was adjourned, with Trustee Allen making the motion and Trustee Foley making the second.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "Adam Green", is written over a horizontal line.

Adam Green
Secretary of the Board of Trustees

Approved by the Board of Trustees at its November 18, 2022 meeting.