



**June 19, 2023**

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**President's Perspective**

Last week, my wife Starr and I had the honor to join the Greeneville delegation to the Portsmouth Naval Yard in Maine for a change-in-command ceremony for the USS Greeneville. No other town is as proud of its ship and embraces its crew as Greeneville.

The USS Greeneville is an attack submarine commissioned in 1996 and an important part of our national defense. It is undergoing a major refitting and upgrades to extend its service for another 15 years. Tusculum University provides a scholarship for members of the crew.

Go Pioneers!

Dr. Scott Hummel  
President



This photo shows the Greeneville delegation with the outgoing commander. Dr. Hummel and Starr Hummel, Tusculum's first lady, are fourth and fifth, respectively, from the left. Photo from Dr. Hummel

## **Word of the Week**

"But if we walk in the light, as he is in the light, we have fellowship with one another, and the blood of Jesus, his Son, purifies us from all sin." – John 1:7 NIV

## **Photo of the Week**



Dr. Robert Gall, left, chair of the Psychology Department, connects with a new student during Pioneer Quest Friday, June 16. These incoming Pioneers were able to meet with faculty, department chairs and deans, learn more about student activities and work with representatives of the Business Office and Office of Financial Aid. They also played games in the Quad outside the Scott M. Niswonger Commons, ate in the cafeteria and took photos with Zeke! Photo by the Office of Communications and Marketing.

**Today is Juneteenth, a Tusculum holiday**

All Tusculum offices are closed and no classes are being held today in recognition of the Juneteenth federal holiday commemorating the emancipation of enslaved African Americans.

For your planning, Tusculum offices will also be closed Tuesday, July 4, in observance of Independence Day. Classes will be on summer break that week.

The list of holidays for the remainder of this fiscal year and through May 2024 fiscal year is available [here](#).

## Budget reminders for employees

As we near the close of the fiscal year, Benita Bare, our chief financial officer, reminds employees of certain policies as they spend funds.

- All amounts to be spent from your current (2022-23) budget must be submitted for payment **on or before** Thursday, June 22. Invoices for 2022-23 **will not** be accepted after June 22. If you are missing invoices for purchases made prior to June 22, you **must** contact the vendor and ask to have the invoice emailed to you immediately so the payment can be processed during that last check run for June. This policy also applies to Fund 2 (restricted) accounts.
- Any invoice submitted for payment after July 1 **must** come from the new budget for 2023-24. If an invoice is received with a date prior to June 30, it will be returned to you without being paid. You must then contact the vendor to have a new invoice submitted with a date after July 1. (Some will be reluctant to do that.)
- All budget managers are responsible for submitting the invoices in a timely manner for payment processing.
- New budgets for 2023-24 will be loaded the first week of July.

## Important payment information for students

As students prepare for the upcoming academic year, we have important information to share below about payment expectations.

We encourage students to review this information carefully and thoroughly because not taking care of financial items can impact their housing and ability to participate in extracurricular activities. **This includes athletic practices, games, serving as resident assistants or graduate assistants and participating in clubs and organizations.**

Specifically, we want to advise:

- All students must complete all financial aid documentation and processes before being approved to move into campus housing and/or before being allowed to participate in extracurricular activities that might take place before the first day of classes.
- Payment of charges is due by the first day of classes each semester and is payable in full unless a student has established a payment plan and has made his or her first payment.
- Any outstanding balance, after financial aid is considered, is payable in full by the first day of classes. Students who do not make payment in full or who are past due on a payment plan will not be permitted to participate in extracurricular activities.

Information about the 2023 fall in-house tuition payment plan and the application is attached to this edition.

Should students have questions, please email [business@tusculum.edu](mailto:business@tusculum.edu), call 423-636-7300 ext. 5061 or come to the first floor of McCormick Hall. Business Office representatives will be pleased to provide answers.

## **Students should register for fall courses**

We urge our students who have not registered for their fall courses to complete that task as soon as possible.

Registering now will ensure students stay on track for graduation. It also increases the likelihood they will be able to receive the courses they desire.

**Students cannot register for housing in the fall until they have registered for classes.** Also, they will not be able to register for courses if they have a business office hold on their student account. In addition, they must meet with their advisor before they can choose their courses.



## **Registration for the late summer session still available**

Students can still register for the late session, which runs from Jun 26-Aug. 11.

Taking classes in the summer potentially reduces students' course load in the fall or spring or helps our Pioneers graduate early.

Students will not be able to register for courses if they have a business office hold on their student account. In addition, they must meet with their advisor before they can choose their courses.

## **Fall housing applications**



Returning students who have not applied for fall housing need to complete that task as soon as possible by visiting <https://my.tusculum.edu/forms/housing-lottery-form/>.

**Students cannot receive housing if they have not registered for fall classes. They must ensure they are cleared with all other offices, including business, financial aid and the registrar.** Those who are not cleared with any of these offices will need to resolve the hold and will not be housed until it is removed.

When students select their first, second and third preferences, they cannot pick the same location more than once. The D room in the apartments is returning to a double space but will have a discounted rate.

You can learn more about Tusculum's housing [here](#).

## **Mark your calendars for Pioneer WOW!**

We are already pumped about Pioneer WOW, an acronym for Welcome Orientation Week, and the many fun and informative activities that will take place!

The first three days of Pioneer WOW, Thursday Aug. 17-Saturday, Aug. 19, are required for freshmen and transfer traditional students. The purpose is to help these new students make the transition to Tusculum and quickly meet fellow Pioneers and develop friendships. They will also have an opportunity to meet faculty and staff members who can assist them in their new environment. For these reasons, participation is mandatory for these students.

Beginning Sunday, Aug. 20, and concluding Saturday, Aug. 26, Pioneer WOW will enter the Week of Welcome phase. This part will have at least one activity a day that dovetails with the first week of classes. The activities Week of Welcome are open to all Tusculum traditional students.

You can view the schedule [here](#)! We are eager to see everyone during Pioneer WOW!



Students have fun during the Pioneer Showdown activity of Pioneer WOW in 2022. Photo by the Office of Communications and Marketing

### **Tusculum adopts theme for 2023-24**

The university's Executive Cabinet, in consultation with Dr. Hummel, has adopted "Called for a Purpose" as the theme for the 2023-24 fiscal year.

The theme is based on Isaiah 42:6. Dr. Hummel hopes all Tusculum family members will think about the words and personalize the theme. He noted that calling is connected to a sense of vocation – the Latin name for calling.

“A Tusculum education is about more than majors and minors or quizzes and exams,” Dr. Hummel said. “A Tusculum education helps students discover God’s calling and equips them to answer that calling. Each of us is valued and called for a purpose.”

The Office of Communications and Marketing is finalizing the design of the graphics. Dr. Tricia Hunsader, provost and vice president of academic affairs, will use the design to create the wall sign that will hang in the Scott M. Niswonger Commons.

The new theme takes effect July 1. Employees should update their email signatures then to reflect the new theme. “Called for a Purpose” succeeds “Be the Light,” which has served as the theme this year.

## **Staff evaluation process has begun**

Our annual staff performance review process has begun. The period of review covers the 2022/2023 fiscal year. To support this process, we are announcing two new tools. Both tools are intended to incorporate more meaningful content while simplifying the overall process. These tools will prove beneficial in demonstrating our commitment to our mission and strategic plan.

### **For staff**

Replacing our prior form, the new Staff Contribution & Performance Assessment form realigns job and mission-oriented performance categories under a new contribution-oriented rating scale. By policy, we have also added a formal 90-day review process for all newly hired staff. (All newly hired staff should be evaluated prior to the completion of their 90-day introductory period.) Staff reviews are required.

We ask each supervisor to complete, discuss and submit a review for each employee no later than July 31 (or as applicable to one’s 90-day introductory period). Completed reviews should be submitted to the Human Resources Department. Although there is no requirement for an employee self-review, supervisors may uniformly request it from their team(s).

### **For faculty and staff**

An important element of our strategic plan is to integrate civic engagement more robustly across campus. The new Employee Civic Engagement Inventory allows faculty or staff members the opportunity to let us know how they are involved (including important on-campus activities and events designed to promote civic pride as well as off-campus community/association outreach).

The cumulative effect of our employees’ volunteer and charitable work has an enormous impact on the lives of our students, fellow staff and the communities we support and serve. Recognizing these achievements is noble and powerful and, given our mission, should not be overlooked. Full participation helps in two ways:

1. For staff, the inventory helps your supervisor evaluate the “civic-mindedness” category in the performance assessment. We encourage all staff to fill out this form and give to your supervisor by June 30 (ahead of your performance review).
2. For faculty, the inventory helps Tusculum University develop a complete picture and assess the overall impact everyone at the institution has upon our collective communities. We encourage faculty to complete and submit this form to HR before July 31.

Please take a moment to preview these new forms (attached). For simplicity, time savings and ease of use, both forms are writable Word templates. These allow supervisors and employees the ability to click appropriate category boxes and/or enter text information. Forms may also be viewed on the Tusculum



website in the Performance Evaluation Form section under Forms at <https://www3.tusculum.edu/hr/human-resources-forms/>.

## **Husband of former president passes away**

We are saddened to share that Tom Moody, husband of Dr. Nancy Moody, our 27th president, passed away Sunday, June 4.

The couple were part of the Tusculum family from 2009-2017 and have remained in the hearts of faculty, staff and alumni since. He was an accountant. You can learn more about him in his [obituary](#).

We enjoyed having him as a member of the Tusculum family and thank him for his contributions to the strength of the university. We express our condolences to Dr. Moody and the rest of the family.



Tom Moody, left, is pictured with his wife, Dr. Nancy Moody. Photo from the Office of Athletic Communications

### **Tusculum department organizing summer book group**

Tusculum family members are invited to participate in a summer book group the Department of History, Museum Studies and Religion has created to discuss a book about America after the Civil War.

The group will examine the book "Ends of War: The Unfinished Fight of Lee's Army after Appomattox" by Caroline E. Janney in three sessions. They will be held on Thursdays at 6 p.m. July 20, Aug. 3 and Aug.

17 in the Thomas J. Garland Library. Organizers will divide the book into three sections, and the group will delve into one of them in each session.

Participation is free. Anyone else who would like to participate in the group needs to notify Dr. Joel Van Amberg, the department's chairman and a professor of history, at [jvanamberg@tusculum.edu](mailto:jvanamberg@tusculum.edu) by Friday, June 30. The book can be readily purchased online.

To learn more, please read this [news release](#).

**CAROLINE E. JANNEY**

# **ENDS OF WAR**

**The Unfinished Fight of  
Lee's Army after Appomattox**



This is the book cover. Photo from Dr. Joel Van Amberg



## **Joy and emotion marked the TRIO anniversaries celebration event**

A celebratory and emotional tone filled Chalmers Conference Center Tuesday, June 6, as our TRIO programs honored Upward Bound's 50th anniversary and Student Support Services' 25th anniversary.

The event drew a large turnout of alumni and current students and current and former staff members of the two programs. A special treat of the occasion was to present Jeanne Stokes with a certificate of special congressional recognition. Stokes served as director of TRIO programs at Tusculum for 29 years and coordinated middle school Talent Search at Tusculum, another TRIO program, for two years. She retired in 2020.

That evening, the TRIO programs held a reunion for their alumni.

You can read more about the anniversary ceremony in this [news release](#). In addition, you can see additional photos of the anniversary celebration and reunion on Tusculum's [Facebook page](#). You can also watch a [retrospective video](#) containing Upward Bound and Student Support Services photos throughout their histories.



Jeanne Stokes receives her certificate of special congressional recognition from Daryl Brady, district director for Congresswoman Diana Harshbarger. Photo by the Office of Communications and Marketing

## **Students participating in summer academy to demonstrate what they learned**

The classroom portion of the Upward Bound and Upward Bound Math and Science summer academy has entered its last two weeks, and a lot of learning and fun is taking place.

Join us Wednesday, June 28, to see the results of these students' active and experiential learning. Students in Upward Bound Math and Science will present their research, and Upward Bound students will showcase their artistic and theatrical skills. Here are the times and locations:

- Math and science presentations – 6-8 p.m., Brotherton Boardroom on the top floor of the Meen Center

- Theatrical performance – starting at 8 p.m., Marilyn duBrisk Theatre in Annie Hogan Byrd Fine Arts Center
- Art display – starting at 8 p.m., Clem Allison Art Gallery inside Annie Hogan Byrd

It has been fun watching these high school students walking around campus and participating in classes, all of which is giving them a better understanding of college life. They have also enjoyed activities in the evening, been able to stay in one of our residence halls and eaten in our cafeteria.

At the conclusion of the classroom portion of the academy, the students will have an opportunity to travel with our TRIO staff to New York City for a week.



Students complete work in a class taught by Dr. Susan Monteleone, associate professor of biology.  
Photo by the Office of Communications and Marketing

## **Summer youth camps continue this summer**

We encourage you to have your children or grandchildren attend our summer camps at Tusculum and to spread the word to others.

The remaining camps are:

- Theatre Camp, June 26-30
- Theatre Camp, July 10-14
- Pioneer Skills Camp, July 10-14
- Creative Writing Workshop July 17-21

To register for the camps, please visit <https://tusculumuniversitycamps.totalcamps.com/About%20Us>.



Here is a photo from the 2022 Theatre Camp. Photo from Steve Schultz

## **Athletic camps at Tusculum**

In addition to the camps run through Greg Fay's office, we are delighted to be the destination for several athletic camps.



Last week, we were pleased to serve as one of the locations for JT Burton Team Camp 2023. The event brought 85 teams from six states, with more than 200 games being played in three days. More than 3,000 people came to campus and the community as players, coaches, workers and spectators.

You can learn about upcoming athletic camps [here](#).



Here is some of the action from JT Burton Team Camp 2023 inside Pioneer Arena. Photo by the Office of Communications and Marketing

**Dr. Hummel on the mound at Appalachian League parks**

Dr. Hummel took the mound at two recent Appalachian League games to throw out the ceremonial first pitch. They were the June 8 Johnson City Doughboys-Princeton WhistlePigs game at TVA Credit Union Ballpark in Johnson City and the June 10 Greeneville Flyboys-Doughboys game at Pioneer Park.

On Monday, July 10, he will be on the hill again tossing the first pitch at the Elizabethton River Riders-Bristol State Liners game at Northeast Community Credit Union Ballpark in Elizabethton.

Tusculum has partnered with Boyd Sports and purchased signs on the outfield wall in the Johnson City and Elizabethton parks as part of our enrollment recruitment efforts. The university has an agreement with Boyd that enables that organization to use Pioneer Park on campus for Flyboys games.



Dr. Hummel throws the ceremonial first pitch in Johnson City. Other photos of his pitching in Johnson City and at Pioneer Park on campus are viewable on Tusculum's [Facebook page](#). Photos by the Office of Communications and Marketing.

### **Faculty and staff can receive free tickets for Greenville Flyboys games**

Faculty and staff can receive complimentary tickets to Greenville Flyboys home baseball games at Pioneer Park on our campus.

Please send your request to the Facilities Management Department at [tuwork@tusculum.edu](mailto:tuwork@tusculum.edu) by noon for a game that day. Employees can reserve up to four tickets. If they would like additional tickets, they

should indicate that in the email. If any tickets are available after the deadline, it is possible the university will be able to accommodate the request.

Faculty and staff will receive a confirmation email stating that their tickets will be available at the will call window. Additional tickets can always be purchased from Greeneville Flyboys.

The Flyboys' schedule is available at <https://www.milb.com/greeneville/>.



### **Flyboys home games have a Tusculum feel**

If you attend games Greeneville Flyboys games this summer, you are likely to see some familiar faces in the dugout, on the field, in the stands and on the concourse.

Tusculum students Jordan Brown, Arteya Scott and Connor Jurek are interning with the Flyboys. Brown is a Master of Sport Management student, while Scott is pursuing a bachelor's degree in sport management. Jurek is in the business administration program seeking a major in entrepreneurship.

One of the starting pitchers for the Flyboys is Drew Sliwinski, who also pitches for the Tusculum Pioneers. Student Josie Norton is working for the team, and fellow student Todd Wallin serves as the team mascot, Ace.

In addition, Chris Lenker, Tusculum's head athletic trainer, is serving as the Flyboys' trainer.





Left to right are interns Jordan Brown, Arteya Scott and Connor Jurek. Photo by the Office of Communications and Marketing

### **Dorm Refresh Campaign continues**

Tusculum's \$110,000 fundraising campaign to assist with refreshing the university's residence halls is yielding great results. You can join those who donated to this wonderful initiative to enhance the student experience.

The fundraiser will support items such as new furniture, flooring and ceiling fans as well as painting and enhanced lighting. The goal is to have some of the initial projects completed by the start of the fall semester.

Students and alumni are helping promote the campaign.

If you want to discuss opportunities to donate, please contact Belle Kemp, director of alumni and community engagement, at 423-636-0565 or [bkemp@tusculum.edu](mailto:bkemp@tusculum.edu). You can learn more about our residence halls at <https://site.tusculum.edu/housing-2/>.



## Refreshing our residence halls

Help us enhance the campus experience for our residential students by participating in the:

# DORM REFRESH CAMPAIGN!

**\$110,000 GOAL**

- ✓ New Furniture
- ✓ Ceiling Fans
- ✓ New Lighting
- ✓ Painting

Scan the QR code or visit  
[www.tusculum.edu/giving](http://www.tusculum.edu/giving)  
to make your donation!



Visit <https://site.tusculum.edu/dorm-refresh/> to learn more.

**Name a lobby!**  
**Share your experience!**  
**Get your roommates to give!**



**WHERE FRIENDSHIPS  
ARE BUILT AND  
MEMORIES ARE MADE.**



Upcoming yard sale supports the Dorm Refresh Campaign



We invite you to attend a yard sale conducted by our alumni in support of the Dorm Refresh Campaign.

The event will be held Saturday, July 22, from 9 a.m.-1 p.m. outside the Welcome Center at the corner of the Erwin Highway and Gilland Street across from Tusculum Baptist Church.

Anyone interested in donating items for the sale can contact Belle Kemp, director of alumni and community engagement, at [bkemp@tusculum.edu](mailto:bkemp@tusculum.edu) or 423-636-0565 to discuss a date and time for bringing them. Please include a price for the item as a baseline Kemp can use. We will accept items through Thursday, July 20. We are not taking any clothes for this sale, though.

Be sure to mark your calendars for this fun event!



**All proceeds benefit the Dorm Refresh Campaign!**

**July 22**  
9 a.m. - 1 p.m.

**Outside the Welcome Center**  
across the street from  
Tusculum Baptist Church  
775 Erwin Hwy,  
Tusculum, TN 37745

WHERE  
FRIENDSHIPS  
ARE BUILT  
AND MEMORIES  
ARE MADE

**TUSCULUM**  
UNIVERSITY  
ESTABLISHED 1794

**Alumni Yard Sale!**  
**to support the**  
**DORM REFRESH CAMPAIGN!**

## **Conserve energy during the summer**

We encourage employees to practice good stewardship of energy resources during the summer work schedule.

Employees should turn off their computers and reduce the air conditioning in their workspace when they leave the office on Thursday. They should also turn off the lights in their workspace, on their floors and in restrooms.

Energy consumption is a major expense for Tusculum, so eliminating unnecessary usage will be beneficial. These measures also demonstrate care for the environment.

## **Additional options for door signs now available**

The Office of Communications and Marketing is offering additional options for door signage.

Some employees have requested to have not only their names on the signs but also their titles. The department has added an option for that to the [branding request form](#).

The sign identifies the occupant of an office with university branding. It features the "TU" logo followed by a vertical line and then the office occupant's name. For those who request the title, it is placed under the name.

The department will also honor special requests such as one sign with the name and another with the title for employees with multiple sign holders. If you have a special request, please put that in the details section of the branding request. The Office of Communications and Marketing will also provide signs that have just an office name.

The door signs are free. Anyone who wants a holder for a sign should email Chad Grindstaff, director of the Facilities Management Department, at [cgrindstaff@tusculum.edu](mailto:cgrindstaff@tusculum.edu).

## **Teamwork makes the library look even nicer**

The Thomas J. Garland Library will look even spiffier after its staff and other Tusculum family members combined their gardening skills Thursday, June 8.

The group re-potted and trimmed plants that are located inside the library. We are grateful to everyone who participated in this fun project.

You can see additional photos on Tusculum's [Facebook page](#).





Participants in the gardening event helped make the library look even nicer. Photo from Kayla Yates

## Reminders

- Here are some summer-long changes
  - The Ballad Health Tusculum University Clinic is closed.
  - The cafeteria is closed except for those who are participating in camps.
  - The Pioneer Exchange is open by appointment only. To schedule an appointment, please email Dr. Shelby Ward, director of the Center for Civic Advancement, at [sward@tusculum.edu](mailto:sward@tusculum.edu) or Amanda Delbridge, assistant director, at [adelbridge@tusculum.edu](mailto:adelbridge@tusculum.edu).
- The e-sports and gaming labs on the second floor of COG North are open Tuesdays and Wednesdays from 10 a.m.-2 p.m. during the summer. Other times might be available by contacting alumna Dakota Hammonds in the Office of Student Affairs.
- Materials may not be posted on any undesignated areas, including wood or painted surfaces, doors, glass, walls, car windshields, or over previously posted materials. Tile or cement walls

may be permissive but must be checked with the facility manager. The university has placed cork strips in elevators on campus and will add a bulletin board near the Center for Academic Success and Tutoring on the ground floor of the Meen Center.

- The key audit by the Facilities Management Department continues. Remaining departments and offices will be notified when facilities management will visit. Employees who have keys they were not assigned will need to complete paperwork to properly document possession.

## Events and activities

### All Tusculum family members

Wednesday, June 28, 6 p.m., Brotherton Boardroom of the Meen Center; **research presentations from Upward Bound Math and Science summer academy participants**

Wednesday, June 28, 8 p.m., Marilyn duBrisk Theatre in Annie Hogan Byrd Fine Arts Center; **theater performance from Upward Bound summer academy participants**

Wednesday, June 28, 8 p.m., Clem Allison Art Gallery in Annie Hogan Byrd Fine Arts Center; **art displays from Upward Bound summer academy participants**

### Faculty and staff

Thursday, June 29, 9 a.m., Zoom; **Operations Success Committee**

### Community

Saturday, June 24, 9 a.m., Doak House Museum; **Farmers Market**

Saturday, July 1, 9 a.m., Doak House Museum; **Farmers Market**

### Greeneville Flyboys home games

Thursday, June 22, and Friday, June 23, 7 p.m., Pioneer Park; **Flyboys vs. Danville Otterbots**

Saturday, June 24, 7 p.m., Pioneer Park; **Flyboys vs. Elizabethton River Riders**

Sunday, June 25, 5:30 p.m., Pioneer Park; **Flyboys vs. Elizabethton River Riders**

Tuesday, June 27, 7 p.m., Pioneer Park; **Flyboys vs. Johnson City Doughboys**

Thursday, June 29, and Friday, June 30, 7 p.m., Pioneer Park; **Flyboys vs. Kingsport Axmen**

Visit <https://www.milb.com/greeneville/> for potential schedule revisions with the Flyboys.

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[Take time to visit with Ace, aka Tusculum student Todd Wallin, when you attend a Flyboys game. Photo by the Office of Communications and Marketing](#)

## **Faculty and staff birthdays**

Some birthdays were inadvertently not included in the last edition. They are listed first followed by the birthdays for the next two weeks.

Sunday, June 11 – J’Quen Johnson

Wednesday, June 14 – Jolin Hawk

Wednesday, June 14 – Jaileen Castro

Monday, June 19 – Roger Hodge

Tuesday, June 20 – Dr. Brandon Hudson

Thursday, June 22 – Shane Matthews

Saturday, June 24 – Shayne Cowden

Tuesday, June 27 – Nicki Ellenburg

Tuesday, June 27 – Lanna Monday

Wednesday, June 28 – McKinlay Bryant

Thursday, June 29 – Jenna Restivo

Thursday, June 29 – Rebecca Wood

Friday, June 30 – Scarlett Renner

We thank you for reading The Pioneer Press! To suggest content for a future edition or submit feature photos, please email Jim Wozniak, director of communications and marketing, at [jwozniak@tusculum.edu](mailto:jwozniak@tusculum.edu).

**Go Pioneers!**