

MINUTES OF THE ACADEMIC AFFAIRS AND STUDENT SUCCESS COMMITTEE  
BOARD OF TRUSTEES

THE UNIVERSITY OF TENNESSEE

February 23, 2008  
Memphis, Tennessee

The Academic Affairs and Student Success Committee of the Board of Trustees of the University of Tennessee met at 9 a.m. Central Time, Saturday, February 23, 2008, in the Student Alumni Center on the campus of the Health Sciences Center, Memphis, Tennessee.

**I. CALL TO ORDER**

Dr. Rhynette Hurd, Chair of the Committee, called the meeting to order.

**II. ROLL CALL**

Dr. Katie High called the roll, and the following voting members were present:

Dr. Rhynette Hurd, Chair  
Ms. Anne Holt Blackburn  
Mr. George Cates  
Ms. Andrea Loughry  
Mr. Karl Schledwitz  
Professor Candace White  
Ms. Anna York

The following non-voting members were present:

Ms. Erin Chambers  
Dr. Elaine Harriss  
Dr. Peg Hartig  
Ms. Brittany McGruder  
President John Petersen  
Mr. John Rader  
Dr. John Schommer  
Mr. Bill Staley  
Mr. Paul Tennant

Hurd announced a quorum was present.

### **III. WELCOME/ANNOUNCEMENTS**

Hurd welcomed the committee and guests to the meeting in Memphis and expressed optimism about the outcome of the UT/Memphis basketball game to be held that evening. The Chair invited all members to introduce themselves. She pointed out an article in the publication American Governing Board (AGB) Reports authored by the UT Board's Vice Chair Andrea Loughry. Hurd commended Loughry for her active participation in AGB.

Hurd announced that UT is currently conducting a search for the Vice President for Academic Affairs and Student Success. The committee selected the search firm of Greenwood and Associates. On March 10, that committee will finalize the job description and the process for that search.

### **IV. APPROVAL OF MINUTES OF NOVEMBER 9, 2007, MEETING**

The Chair entertained a motion to approve the minutes of the last meeting. The motion was made, duly seconded, and approved unanimously.

### **V. ACTION ITEM: INCREASE IN THE COLLEGE OF VETERINARY MEDICINE CLASS SIZE**

Dr. Katie High presented the action item, which was a request for an increase in the class size for the College of Veterinary Medicine, from 70 to 85. The College of Veterinary Medicine provided the committee a report which included the following information. Nationally there will be a need for 15,000 more vets by the year 2025. UT College of Veterinary Medicine has determined that it needs 35-45 more vets to go into rural practice and one of the goals of this increase in class size is to produce 4-5 rural veterinary practices into the State of Tennessee each year. Nationally, there is a need for veterinarians in the field of Food Safety, at least 500 in the next few years. We will need an additional 1500 vets in Veterinary Research and Public Practice. The Army Veterinary Corps will need 45 new hires in the next few years as many of their vets are approaching retirement.

The College of Veterinary Medicine will keep the ratio of in-state to out-of-state students the same. Currently, CVM admits fifty in-state students, and would like to increase to sixty. The College has twenty out-of-state students and would like to go up to twenty-five. For every admissions slot, the CVM receives two qualified Tennessee residents, and for every out-of-state slot CVM has five to eight qualified students from which to choose. The CVM attracts very highly qualified students.

The increase in tuition dollars will off-set any cost associated with this increase. Necessary changes include the renovation of a classroom to accommodate more students, purchase of additional teaching aids, (skeletons, bone sets, etc.) renovation of a teaching lab, and hiring of additional assistants for the teaching labs.

The Chair entertained a motion and a second, and invited discussion. Loughry asked if “Mixed Practice” meant large and small animals. Wharton responded that Tennessee, and the entire country, is experiencing a huge problem as more and more vets choose to work on cats and dogs, from 8 am until 5 pm, Monday through Friday. In Franklin County there is not a single vet to care for hogs, cattle, or sheep. The County has two vets to care for horses. There are none for either horses or livestock in Marion County or Grundy County, and only one to care for horses in Coffee County. The CVM is trying to enroll veterinarians who will serve the rural counties. Tennessee is still grounded in agriculture. We’re No. 2 in the nation for raising goats for food. The State needs vets to go back to the country in rural areas and take care of these large animals. This is a critical thing that Tennessee desperately needs to address. High added that the CVM is attempting to recruit students specifically to meet that need. Wharton responded that the CVM will do the best it can. Large animal vets do not make as much money as small animal vets. The CVM is developing criteria to identify people who will focus on rural areas and have a “mixed practice” that includes cats and dogs as well as large livestock.

Chair Hurd commented that one advantage of today’s meeting was plenty of time for discussion. One of the complaints she often hears about committee meetings is that everything is rushed. We intentionally sent out the materials early so members could review them. She observed in reading the materials that CVM faculty had concerns about the increase in class size. President Petersen responded that CVM is doing some facility expansion and modernization. A larger class size is a bigger burden, but administrators have demonstrated that they can accommodate it and move that forward. It’s more a matter of the faculty thinking “more students,” so it seems like it’s a little more onerous. Changes are not always comfortable. But the need is critical and because of the competitive nature and number of slots available, it’s harder to get into Vet School than it is to get into Medical School. It’s a very competitive enterprise and there’s a huge need, and so we have to enlarge a school a little bit and maybe put a little more pressure on it because we’re going to have more students there. The majority of the faculty felt the increase could be accommodated and we need to do what we can do to support the faculty.

Blackburn asked if there were incentives to bring more students into these areas of need and, also, whether once students are selected, if there was anything to ensure that they will go into mixed practice and won’t change their minds after they have their experience and training and education. High replied that while CVM is developing criteria for early identification of students who would go into rural practice, there is no way to guarantee that they will once they graduate. We want our students to be successful and we want to give them good advice, but we can’t mandate that they go into a certain field.

Wharton described a federal program that has been approved by Congress that provides tuition forgiveness to vets who go into rural areas and have a large animal practice, but it has been unfunded for three years. It’s there but it’s not working because it’s not funded. What the CVM can do is put in place an extensive interview process. When you’ve got a kid who grew up on a farm that still has cattle, he/she is a safer bet to work a large animal

clinic than someone who grew up in an urban setting and had only cats and dogs. The criteria to get into vet school is quantitative and qualitative, and the College is trying to have a broader selection process that looks beyond test scores and grades to recognize people who might go into a rural practice.

White asked for clarification on the proposal and High answered that the vote is to increase the size of the class.

Hartig commented that Nursing has had a lot of these same issues in recent years as in the last five years UTHSC tripled its enrollment. She did not see where additional CVM faculty were mentioned in the proposal. Petersen responded that individual classes would be bigger, and the CVM will need to hire support staff to assist the faculty with the additional students. Hartig asked if the need would be more staff in the labs and Petersen responded in the affirmative.

Petersen added that when we talk about diversity in our student body, we try to assess it in the interview process. Diversity includes geography, gender, ethnicity, race, and also issues of rural and urban from the standpoint of how you really serve the State. That targeted admission is going to help. There also may be third parties out there, for example, communities that decide that they want to set up some sort of a scholarship program for somebody who would return to those counties. The administration is not proposing that we subsidize it because we're going to need those tuition dollars to pay for the services we need to supply those additional students.

White added that while she could not speak for all the faculty at the Vet School, she did meet with Nancy Cowell, who represents the faculty from the Vet School, and she has heard no concern at all from faculty there about this proposal.

Loughry asked about the status of the CVM Interim Dean. Petersen reported that we are well into the search process for Michael Blackwell's replacement. The interim dean is actually the serving Associate Dean, and the College about halfway through the search. The Institute of Agriculture just finished its search for its new Experiment Station Dean, and that announcement was just made. The CVM is still a month or two away from completing the search for the Vet Dean.

Questions were asked about how the Vet Hospital is organized, and Petersen stated it's really like three veterinary clinics: a small animal, a large animal, and an exotic animal. He added that he and Charles Wharton probably funded the last addition. High stated that, typically, your vet will refer you to the Vet Hospital. The UT Veterinary Hospital doesn't take a lot of just walk-ins off the street.

Hurd called the question and the motion to approve carried.

## **VI: PROPOSAL FOR A PROGRAM OF STUDY LEADING TO THE DEGREE OF BACHELOR OF SCIENCE IN EARLY CHILDHOOD EDUCATION**

Hurd informed the committee that this proposal involved an interesting story. It's more a name change rather than a new program. There are not going to be more faculty, there is no new expense, or anything of that nature. It's basically a re-aligning and a re-naming. She asked High to provide some background. High asked if there were any Human Ecology graduates in the room. Loughry admitted she was a graduate before it was called Human Ecology. High stated that, historically, when a student wanted to go into Early Childhood Education, that student went to a College or a School of Home Economics and received a degree in Home Economics. That's how one became certified to teach children aged three to kindergarten.

In the 1980s the Colleges of Home Economics around the country decided that name wasn't appropriate for all they were doing, and most of the colleges in the country changed their names from Home Economics to Human Ecology. Now, another twenty years has gone by, and the term Human Ecology has fallen out of favor because nobody knows exactly what that entails.

The University of Tennessee at Chattanooga had a major in Human Ecology, with three concentrations: Interior Design, Child and Family Studies, and Early Childhood. Interior Design was very different from the educational concentrations, so about a year ago UTC converted Interior Design to a stand-alone major. That type of change does not require Board or THEC action. It's strictly a name change.

When Interior Design became a stand-alone major Early Childhood and Child and Family Studies needed an academic designation. There are about 500 students enrolled in these two programs, of which approximately 400 are in Early Childhood. UTC has a very robust program. We are asking the Board to consider taking the concentration of Early Childhood and designating it as a major. Child and Family Studies, which enrolls about 100 students every year, would remain a concentration within Early Childhood Education.

This change requires no additional resources or faculty. If the Board approves this change, it will go to THEC for its approval.

The Chair entertained a motion, and it was seconded. The motion carried. The item will be taken to the Board for approval and, if approved there, it will go on to THEC for its July 2008 meeting.

## **VII. DESIGNATION FOR NON-TENURED FACULTY**

Hurd introduced the item which relates to certain UTK non-tenure faculty who have joint appointments with the Oak Ridge National Laboratory. She asked Dr. High to explain. High explained that in 2001, UT and Oak Ridge National Laboratory developed a Joint

Faculty Agreement so that they could jointly seek individuals who would work at both institutions, with their home institution either UTK or ORNL. There are approximately twenty individuals that have been hired under that agreement. They do not have tenure, and they are not eligible for tenure under this contract. Those joint faculty understand that and they're fine with that. However, if their home institution was ORNL, UT did not have a faculty classification that actually described what they did. They might be assigned the title Research Professor or Research Assistant Professor and that may not describe what they do. They may be doing more teaching, they may be doing more service. The Faculty Senate at UT, Knoxville developed designations for individuals under this contract. They are: Joint Faculty Assistant Professor, Joint Faculty Associate Professor, and Joint Faculty Professor. It's a classification that describes their job better. These classifications have been approved by the Knoxville Faculty Senate and have been discussed by the President's Staff. It is now at the Academic Affairs Committee for your consideration.

The motion was made and seconded.

In discussion Cates asked if this situation pertained only to UTK and not other campuses. He stated it was readily conceivable there could be identical situations on other campuses; for example, between the Health Sciences Center and St. Jude's, or the Health Sciences Center and Bioworks. He asked if the policy was drawn broadly enough that so that it could apply to other situations. High replied that, as written now, it only pertains to the Knoxville campus. White clarified that the proposal is a change to the Knoxville Faculty Handbook, and any other similar changes would have to occur with the respective campus handbooks. Cates stated this action would set a precedent. Petersen stated we have joint appointment classifications on most UT campuses. High stated the Knoxville policy is broad enough so that it is not just Oak Ridge National Laboratory, and White added that UTK already has this for Clinical Faculty in the Vet School and the Nursing School, as well as for Research Faculty who work in labs.

The Chair called the question; the motion carried.

#### **IX. ENROLLMENT MANAGEMENT REPORT**

The Chair reminded the committee that Vice Chair Loughry requested the Academic Affairs and Student Success committee to review the campus Enrollment Management Plans at a future board meeting. It was determined that Fall, 2008, would be the most appropriate time for such review.

#### **X. TENNESSEE DIPLOMA PROJECT**

The committee heard a presentation on the Tennessee Diploma Project by Margaret Horn of the Governor's Office of Policy and Planning and Theresa Slown of the Hyde Family Foundation. The Tennessee Board of Education has passed new high school graduation requirements that include four years of math, with students required to take a math course each year. The math curriculum for K-12 has been revised to increase rigor. The expectation is that, beginning with the graduating class of 2013, high school students will be more prepared to enter college and/or the world of work. This project is a

collaborative effort among the Governor's office, UT, TBR and K-12 education in Tennessee. UT campuses will be reviewing their admissions requirements over the next few months to determine if they should be changed to conform to the higher high school graduation requirements.

**XI. REPORT BY UTHSC STUDENTS**

Paul Tennant, 4<sup>th</sup> year medical student and chair of the UTHSC student government association, presented a PowerPoint look at the students enrolled in UTHSC academic programs. The presentation highlighted the academic components of the various programs as well as the service projects in which students engage. He reinforced the fact that UTHSC needs additional funding if it is to remain a premier institution, but he also stressed that, even with less than ideal funding, the faculty and staff are superior and dedicated. He stressed he could not have received a better clinical education anywhere in the country.

**X. ADJOURNMENT**

The meeting was adjourned at 11:30 a.m.

Respectfully Submitted,

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Dr. Katherine High  
Interim Vice President for Academic Affairs  
and Student Success