

THE UNIVERSITY OF TENNESSEE  
BOARD OF TRUSTEES

MINUTES OF THE ACADEMIC AFFAIRS AND STUDENT SUCCESS COMMITTEE

June 21, 2012  
Knoxville, Tennessee

The Academic Affairs and Student Success Committee of The University of Tennessee Board of Trustees met at 8:30 am EDT, Thursday, June 21, 2012, in the Hollingsworth Auditorium, Ellington Plant Sciences Building, Knoxville, Tennessee.

**I. CALL TO ORDER**

Chairman Spruell Driver called the meeting to order at 8:30 am.

**II. ROLL CALL**

Dr. Katie High called the roll.

The following committee members were present:

Mr. Spruell Driver, Committee Chair  
Dr. Joseph DiPietro  
Ms. Teresa Fowler  
Mr. John Foy  
Ms. Monice Hagler  
The Honorable Julius Johnson  
Mr. Karl Schledwitz  
Mr. Shalin Shah  
Mr. Don Stansberry  
Mr. Tommy Whittaker  
Dr. Janet Wilbert

The following non-voting faculty and student representatives were present:

Dr. Vince Anfara  
Dr. Mike McCullough  
Mr. James Rogers  
Dr. Deborah McAllister

Mr. Terry Nowell  
Ms. Amanda Sanford  
Ms. Shelbey Thompson  
Dr. Thad Wilson

The following were absent:

Mr. Matthew Barnes  
Mr. Bradley Bell  
Commissioner Kevin Huffman  
Dr. Rich Rhoda  
Mr. Todd Sanders  
Dr. Victoria Steinberg  
Mr. Alex Wilson

Dr. High announced that a quorum was present. Chairman Driver welcomed the new members.

### **III. MINUTES OF LAST MEETING**

Chairman Driver entertained a motion to approve the minutes.

Trustee Foy moved to approve the minutes from February 29, 2012, it was seconded, and the motion carried.

### **IV. OPENING REMARKS BY COMMITTEE CHAIR**

Chairman Driver asked Dr. High to present the first action item.

### **V. PROGRAM OF STUDY LEADING TO THE DEGREE OF DOCTOR OF OCCUPATIONAL THERAPY AT UTC - ACTION/CONSENT**

Dr. High explained that the new doctoral level degree program is designed as the highest degree attainable for clinical occupational therapists. UT is training occupational therapists to be leaders in the profession and in the health care team, prepared to contribute to the patient care required for many patients to resume quality and productive lives. The doctoral prepared OT professional will also contribute to discovery and advancement of the discipline, as active participants and leaders in clinical research. The need for such advanced care is growing in populations such as aging adults, developmentally disabled children, and injured veterans. The proposal has gone through all campus and system level reviews and has

the full support of UTC Chancellor Roger Brown and UT President Joe DiPietro. After approval by this Board, the OTD program will be submitted to THEC for approval in July.

Chairman Driver asked where the other programs are located in the state. There is one other doctorate, located at Belmont University.

Trustee Hagler moved to approve the program leading to the degree of Doctor of Occupational Therapy at UTC (Exhibit 1). Trustee Foy seconded, and the motion carried.

#### **VI. PROGRAM OF STUDY LEADING TO THE DEGREE OF BACHELOR OF INTEGRATED STUDIES AT UTC - ACTION/CONSENT**

This program is designed for undergraduate students who wish to study two disciplines. The curriculum integrates the two disciplines and includes a senior capstone portfolio to demonstrate effective learning. The program will be attractive to students with some prior college credit. They can return to college and work through an individualized curriculum to meet their degree requirements.

The BIS program proposal has the full support of the UTC faculty, UTC Chancellor Roger Brown and UT President Joe DiPietro. After approval by this Board, the BIS program will be submitted to THEC for approval in July.

Chairman Driver asked how a student's primary department was determined, and Dr. Lane explained that such decision would be handled through an advisory committee.

Chairman Driver recommended the Academic Affairs and Student Success Committee focus on advising throughout the coming year to better inform the committee and to highlight what is occurring.

Trustee Whittaker moved to approve the program leading to the degree of Bachelor of Integrated Studies at UTC (Exhibit 2). Trustee Foy seconded and the motion carried.

#### **VII. UT KNOXVILLE FACULTY HANDBOOK REVISION - ACTION/CONSENT**

Chairman Driver explained the proposed revision deals with advising and mentoring students, which is integral to student success. The Faculty Senate, in

conjunction with campus administration, is proposing a change in the Faculty Handbook to stress the role of advising for the faculty. The proposed revision recognizes more clearly the amount of faculty time devoted to advising and mentoring activities and to make clear that such activities *may be reviewed* as part of a faculty member's teaching evaluation.

After discussion, the Committee concluded that the language concerning the expectation for faculty members to advise and mentor students should be strengthened. The original proposal stated: ". . . Professional excellence is reflected in the faculty member's teaching (**which may include advising and mentoring**). . . ." The recommendation was to change the statement to read: ". . . Professional excellence is reflected in the faculty member's teaching (**which includes advising and mentoring**). . . ."

Chairman Driver entertained a motion to approve the revisions to the UTK Faculty Handbook concerning advising and mentoring, as amended (Exhibit 3). Trustee Hagler so moved, seconded by Vice Chair Stansberry. The motion carried.

#### VIII. EXTENSION OF THE UT KNOXVILLE PILOT PROGRAM USING A FIVE-POINT SCALE FOR FACULTY EVALUATIONS - ACTION/CONSENT

The Board's Policies Governing Academic Freedom, Responsibility and Tenure include a four-point rating scale to be applied in evaluating faculty at all campuses and institutes. In June 2009, the Board of Trustees approved a three-year pilot for UTK to explore using a five-point rating scale. The pilot five-point scale distinguishes faculty performance that is *moderately* above expectations from performance that is *significantly* above expectations. The five point scale has been well received by both administrators and faculty at UTK.

Based on Knoxville's experience with this pilot program, chief academic officers and faculty senate leaders plan to propose a revision to Board policy, which would permit a campus either to use the current four-point scale or to seek Board approval for a different scale.

Extension of the pilot for one additional year will permit Knoxville area units to continue using the five-point scale while campus leaders statewide work to finalize the proposed revision to current Board policy. Dr. Janet Wilbert moved that the Knoxville area units be authorized to continue using the pilot five-point

scale for faculty evaluations through the 2012-13 academic year (Exhibit 4). Trustee Whittaker seconded, and the motion carried.

**IX. TENURE RECOMMENDATIONS - ACTION/CONSENT**

As stated in Board policy, tenure is granted only by positive action of the UT Board of Trustees. A list of faculty being recommended for tenure is submitted to the Board each June. Chairman Driver entertained a motion to approve the 2011-2012 tenure recommendations for all UT campuses. Dr. Janet Wilbert moved that the Board of Trustees grant tenure to the faculty members recommended by the President (Exhibit 5). Trustee Hagler seconded, and the motion carried.

**X. REPORT OF FACULTY PROMOTIONS - INFORMATION**

Promotion is an administrative action reported annually to the Board of Trustees but does not require the Board's approval. A list of the faculty members who have been approved for promotion was provided to the Board (Exhibit 6).

**XI. COMPREHENSIVE LISTING OF ACADEMIC PROGRAMS - ACTION/CONSENT**

Dr. High presented UT's inventory of its academic programs (Exhibit 7). The listing is updated each June and provided to THEC. In approving the Comprehensive Listing, the Trustees make its contents official. After approval by the Trustees, the listing is sent to THEC for their records.

Trustee Schledwitz moved that the 2012 Comprehensive Listing of Academic Programs be approved and forwarded to the Tennessee Higher Education Commission. Trustee Foy seconded the motion, and the motion carried.

**XII. AUTHORIZATION TO CONFER DEGREES - ACTION/CONSENT**

The University's Charter provides for degrees to be conferred on students at meetings of the Board of Trustees. The Trustees may delegate this authority. Each year, the Board approves a statement regarding the delegation of authority to confer degrees to the President, Chancellor or other university official designated by the President.

Trustee Stansberry moved that the President, the Chancellors, or another University official designated by the President be authorized to confer degrees at

commencement ceremonies held during the time intervening between this meeting and the next annual meeting to be held in June 2013 (Exhibit 8). Trustee Hagler seconded, and the motion carried.

### **XIII. ANNUAL REPORT OF THE DIVERSITY ADVISORY COUNCIL - INFORMATION**

Vice President for Equity and Diversity Theotis Robinson presented the Diversity Advisory Council's (DAC) annual report (Exhibit 9). In discussion, it was recommended the report include the University's diversity goals, performance metrics and assessment of success. The final 2011-2012 report will include data collected for the UT dashboard. It is anticipated the campuses will develop specific strategies to increase diversity among students, faculty and staff. The report, including recommendations, will be submitted to President DiPietro after the DAC's July 2012 meeting. President DiPietro will provide an update to the Trustees in August, 2012.

Chancellor Cheek stated that President DiPietro has asked the Chancellors to monitor diversity on each of their campuses. The admissions offices have it on the radar. The Knoxville campus is more diverse than it was last year. UTK is hiring a Vice Chancellor for Diversity.

Dr. DiPietro added that diversity efforts are most effective when they are closely tied to the campus at the working level. All of the UT campuses have people working with Mr. Robinson in this regard.

### **XIV. REVIEW OF TEACHER EDUCATION PROGRAMS - INFORMATION**

UT Chattanooga, UT Knoxville, and UT Martin provided reports on their teacher education programs (Exhibit 10). While each report is individualized to the campus academic program, the reports include data on the number of students enrolled in teacher education, the entrance requirements to the program, graduation data, placement data, their effectiveness as measured by the Tennessee Value-Added Assessment System, and innovative programs offered.

Trustee Wharton asked how many graduates have a teaching job upon graduation. UTC's placement rate is 80%, UTM's rate is approximately 65%, and UTK's rate is about 80%. Not all graduates enter the work force as teachers. Some go straight to graduate school and others choose a field other than teaching.

Trustee Hall asked about teacher preparation in STEM areas. UTK students complete a bachelor's degree in Arts and Sciences and then complete a 5<sup>th</sup> year with an internship. Thus far, between 200-250 students have completed the program in STEM fields. UTK's VolsTeach program is designed to attract students into STEM teaching fields. UTC has a similar program called UTeach. UTM is working with middle schools to begin recruiting prospective STEM teachers.

Trustee Wharton asked about teacher compensation. In Tennessee, beginning teachers earn \$32,000- \$35,000 per year. Teachers in STEM areas earn more. However, beginning teachers in Georgia earn \$5,000- \$6,000 more per year.

Trustee Hall asked about how the campuses monitor and evaluate teachers. Evaluation of teachers is part of the accreditation process for the college. THEC publishes a report card, which covers the evaluation of 35% of Tennessee's classroom teachers. Experienced teachers provide feedback on the preparation of beginning teachers. UTK also participates in the Teacher Performance Assessment Consortium, which provides a universal measure of beginning teacher preparedness.

#### **XV. OTHER BUSINESS**

Dr. High announced that the UT Press had a display to acquaint Trustees with scholarly publications.

There was no further business.

#### **XVI. ADJOURNMENT**

Chairman Driver adjourned the meeting at 10:30 am EDT.

Respectfully Submitted,



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