

THE UNIVERSITY OF TENNESSEE
BOARD OF TRUSTEES

MINUTES OF THE JOINT MEETING OF THE
ACADEMIC AFFAIRS AND STUDENT SUCCESS COMMITTEE AND THE
UNIVERSITY LIFE COMMITTEE

November 3, 2017
Knoxville, Tennessee

A joint meeting of the Academic Affairs and Student Success Committee and the University Life Committee of The University of Tennessee Board of Trustees was held at 8:30 a.m. EDT, Wednesday, November 3, 2017, in the Hollingsworth Auditorium on the campus of the Institute of Agriculture in Knoxville campus.

I. CALL TO ORDER

Chair Vicky Gregg called the meeting to order.

II. ROLL CALLS

Dr. Linda C. Martin, Vice President for Academic Affairs and Student Success, called the roll of each committee, and the following members were present:

Academic Affairs and Student Success Committee

Trustees

Vicky B. Gregg, Chair

Terrance G. Cooper

Susan C. Davidson

Joseph A. DiPietro

John N. Foy

Raja J. Jubran

Brad A. Lampley

Andrew P. McBride

Rachel M. Smith

Julia T. Wells

Charles E. Wharton

Non-voting Student and Faculty Representatives

Sergio Bedford

Will Burleson

Martin Donaldson

Rachel Emond

Morgan Hartgrove

Beauvais Lyons

Gretchen Potts

University Life Committee

Susan C. Davidson
Joseph A. DiPietro
Raja J. Jubran
Rhedona Rose
Rachel M. Smith
Julia T. Wells

Dr. Martin announced the presence of a quorum of both committees. Trustees Brown, Krause, McQueen, and Templeton were unable to attend. Other Trustees, administrative staff, members of the public, and representatives of the media were also present.

III. ACADEMIC AFFAIRS AND STUDENT SUCCESS CONSENT AGENDA

Chair Gregg called for any requests to move an item from the consent agenda regular agenda. Hearing none, the Chair recognized Trustee Foy for the following prepared motion:

I move approval of the Minutes of the Last Meeting of the Academic Affairs and Student Success Committee as presented in the meeting materials and further move that the following action items be recommended to the Board of Trustees for approval by unanimous consent:

- A. UT Knoxville Honorary Doctor of Humane Letters (Exhibit 1)**
- B. Revisions to UTHSC Faculty Handbook (Exhibit 2).**

The motion was seconded by Trustee Wharton and carried. The consent agenda also included for information only a Fall Data Report on enrollment and other indicators (Exhibit 3).

IV. New Academic Program, UTC Master of Public Health

Dr. Jerald Ainsworth, Provost and Senior Vice Chancellor at UT Chattanooga, presented the proposal for a new Master of Public Health program (Exhibit 4). Dr. Ainsworth reported that the Tennessee Higher Education Commission has given verbal support for the program but awaits the approval of the Board of Trustees before presenting the new program for final Commission approval. Several Trustees commented positively on the need for this kind of a program in Tennessee and the opportunity for immediate post-graduation job placements. Chair Gregg called for the prepared motion in the materials, and Trustee Foy moved that the Academic Affairs and Student Success Committee recommend adoption of the following Resolution by the Board of Trustees:

RESOLVED: The University of Tennessee at Chattanooga is authorized to offer the degree of Master of Public Health in Chronic Disease Prevention and Control subject to subsequent approval by the Tennessee Higher Education Commission.

The motion was seconded by Trustee Wharton and carried.

V. FOLLOW-UP ACTIONS FROM AUGUST 17 WORKSHOP

Dr. DiPietro reminded the Committee that the two academic-related topics of the August 17 workshop were Tenure and Evaluation of Tenured Faculty and Prioritization and Reallocation of Academic Resources. With respect to the first topic, Dr. DiPietro described actions taken and planned in follow up to the workshop. He said two items would be proposed for action by the Executive and Compensation Committee at a called meeting in December: (1) a new Board policy to govern the setting of faculty salaries upon conclusion of administrative appointments; and (2) revisions to the Board's tenure policy to conform to the Campus Free Speech Protection Act and to provide that hearings under the Uniform Administrative Procedures Act will be offered only post-termination. Dr. DiPietro said current drafts of those proposals had earlier been distributed to Trustees for review, had been provided to the University Faculty Council for comment, and were included in the meeting materials. He added that faculty and administrative input has been solicited from across the system regarding the tenure policy and that efforts in system-wide department head training on conducting performance reviews have also begun.

Regarding Prioritization and Reallocation of Academic Resources, Dr. DiPietro said representatives of the Education Advisory Board (EAB) gave a presentation at the workshop on its proprietary software, Academic Performance Solutions, highlighting how this tool can collect data in a consistent format from across the system for accuracy and efficiency. He reported that in follow-up to the workshop, the administration issued a request for proposals for software and consulting services related to this subject, and a contract with EAB is now in place for implementation of the software at UT Knoxville and UT Martin. UT Chattanooga is already using the software. Dr. DiPietro said he has appointed a task force to work with Vice President Linda Martin and Associate Vice President Dennis Hengstler on this initiative.

Beauvais Lyons, President of the UT Knoxville Faculty Senate, expressed appreciation to the Board for its important work in reviewing tenure. He said the

University Faculty Council has been closely working with Associate Vice President India Lane on this subject and has provided feedback. He said the American Association of University Professors' publication, Good Practices in Tenure Evaluation, is consistent with what the University is considering in this process. As an example, he noted the publication emphasizes the Four C's: Clarity in Standards and Procedures for Tenure Evaluation, Consistency in Tenure Decisions, Candor in the Evaluation of Tenure-Track Faculty, and Caring for Unsuccessful Candidates. He suggested that these principles can guide the review and revisions to the Board's tenure policy. Dr. DiPietro agreed.

VI. GRANT OF TENURE TO THREE UTHSC FACULTY MEMBERS UNDER EXPEDITED PROCEDURES

Dr. DiPietro recommended tenure under expedited procedures for Dr. Stephen Alway, Dr. Jay Fowke, and Dr. Zhongjie Sun, all faculty members at the Health Science Center (Exhibit 5). Chancellor Steve Schwab provided further information and support for the grant of tenure to Dr. Fowke, as there were questions surrounding dissenting votes in his department. Chancellor Schwab explained that at UTHSC, tenure is voted on by a college committee as well as the tenured departmental faculty. Chancellor Schwab said college committee reviews and votes are objectively determined solely on the data provided. The college committee unanimously recommended tenure for Dr. Fowke. Dr. Schwab also assured the Board that key research samples will be transferred from Vanderbilt in a timely fashion to support Dr. Fowke's future success. Dr. Terry Cooper added that the delay in the moving of samples from one university to another is customary due to the need to maintain viability of the samples.

Chair Gregg called for the prepared motion in the materials. Mr. Jubran moved that the Academic Affairs and Student Success Committee recommend adoption of the following Resolution by the Board of Trustees:

RESOLVED:

- 1. Tenure is granted to Dr. Stephen Alway in his faculty appointment in the Department of Physical Therapy at The University of Tennessee Health Science Center.**
- 2. Tenure is granted to Dr. Jay Fowke in his faculty appointment in the Department of Preventive Medicine at The University of Tennessee Health Science Center.**

3. Tenure is granted to Dr. Zonghjie Sun in his faculty appointment in the Department of Physiology at The University of Tennessee Health Science Center.

The motion was duly seconded and carried.

VII. REVISED UTC FACULTY HANDBOOK

Chair Gregg advised the Committee that changes had been made to the materials initially distributed and that a printed copy of the revised materials had been placed on the meeting table. She recognized Dr. Ainsworth to present the proposed revisions to the UTC Faculty Handbook (Exhibit 6).

Following the presentation, Chair Gregg called for the prepared motion in the meeting materials. Trustee Foy moved that the Academic Affairs and Student Success Committee recommend adoption of the following Resolution by the Board of Trustees:

RESOLVED:

1. In keeping with the Board Policy on Faculty Handbook Revisions, which outlines policy matters for which Board approval is required, the Board approves the following chapters, or parts of chapters, of the proposed Faculty Handbook for The University of Tennessee at Chattanooga to be effective August 1, 2018:
 - a. Chapter 2, Sections I.A. and I.B., which reiterate the Board Policy on Academic Freedom;
 - b. Chapter 3, which implements current Board policy governing tenure-track and tenured faculty with respect to appointment, retention, promotion, probation, evaluation, tenure, and termination;
 - c. Chapter 4, which addresses non-tenure track faculty appointment, reappointment, evaluation, and termination;
 - d. Chapter 5, Sections IV.B, C, and D, which address procedures for disciplinary sanctions against a tenured faculty member (or a tenure-track faculty member or non-tenured faculty member prior to expiration of the term of appointment) for adequate cause and procedures for termination a tenured or tenure-track faculty member due to financial exigency or academic program discontinuance; and

- e. Chapter 7, which governs compensated outside services and references certain University-wide policies that are applicable to faculty, including the Code of Conduct, Policy on Conflict of Interests, Policies and Procedures on Responsible Conduct in Research and Scholarly Activities, Acceptable Use of Information Technology Resources Policy, and Intellectual Property Policy; and

The remainder the proposed Faculty Handbook for The University of Tennessee at Chattanooga shall be subject to approval by the President and the General Counsel after ensuring its accuracy and consistency with any applicable Bylaws and polices of the Board of Trustees.

The motion was seconded by Mr. Wharton and carried.

VIII. BOARD POLICY AFFIRMING PRINCIPLES OF FREE SPEECH FOR STUDENTS AND FACULTY

Chair Gregg gave brief background information regarding 2017 state legislation that required the development of this policy and recognized General Counsel Matthew Scoggins to present the policy (Exhibit 7). Mr. Scoggins said the General Counsel's office will work with the campuses to enable integration of the new principles into their existing student and faculty policies.

Chair Gregg called for the prepared motion in the materials. Trustee Wharton moved that the Academic Affairs and Student Success Committee recommend the following Resolution for adoption by the Board of Trustees:

RESOLVED: The Board of Trustees adopts the Policy on Affirming Principles of Free Speech for Students and Faculty as presented in the meeting materials.

The motion was duly seconded and carried.

IX. PRESENTATION ON THE CONFUCIUS INSTITUTE AT UT KNOXVILLE

Chair Gregg recognized Dr. John Zomchick, Interim Provost at UT Knoxville, for a presentation on the Confucius Institute (Exhibit 8). Following the presentation, several Trustees commented on Chinese/American relations, but there was consensus that the Confucius Institute is a positive opportunity to educate students and the community.

X. UNIVERSITY LIFE ITEMS

Chair Gregg recognized Trustee Rhedona Rose, Chair *Pro Tempore* of the University Life Committee, for the University Life agenda items.

A. Minutes of the Last Meeting

There being no corrections to the minutes of the last meeting of the University Life Committee as presented in the materials, Chair Rose called for the prepared motion. Trustee Smith moved adoption of the following Resolution:

RESOLVED: The reading of the minutes of the June 8, 2017 meeting of the University Life 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.

The motion was seconded by Trustee Wells and carried.

B. Presentation on Greek Life

Chair Rose recognized Dr. India Lane, Associate Vice President for Academic Affairs and Student Success, for a presentation on Greek Life at University campuses (Exhibit 9). At its conclusion, Dr. Lane introduced representatives from across the system who fielded questions about Greek Life. The panel included: from UTC, Jim Hicks, Dean of Students; from UTK, Kelly Phillips, Director of Sorority and Fraternity Life; and from UTM, John Abel, Assistant Vice Chancellor for Student Affairs, and Rachel Stephens, Student Life Coordinator.

Dr. Lane asked the panelists to comment on current challenges with respect to Greek Life, and the responses were:

UTC: Academic performance among participants is less than desired, and UTC is making efforts to discover the cause.

UTK: Student conduct is being highlighted across the nation, and along with SEC collaborators, UTK is seeking ways to reduce harm and hazing.

UTM: Academic performance is an issue for participants, especially for freshmen and sophomores; UTM has started initiatives targeting those cohorts.

Dr. DiPietro asked about the number of disciplinary actions facing Greek organizations in comparison to peer institutions, and the responses were:

UTC: Anecdotally, UTC believes its Greek organizations are on par with its peer group, but obtaining data to confirm this perception is difficult. The campus and national organizations are working to increase accountability and transparency in order to collect comparative data.

UTK: Based on SEC conference-wide conversations and meetings, UTK's Greek organizations appear to be on par with other SEC institutions.

UTM: This campus generally has a lower number of disciplinary cases than the other UT institutions, probably because of the smaller campus and quick response time to issues that arise.

Trustee Smith asked about reaction to the removal of the Greek judicial board at UTK. The Director said there were mixed responses from the students, but the students agree that the new system will provide fair judgment.

Mr. Jubran asked if data are available to support that engagement in Greek Life enhances the student's connection to the university more than non-Greek students, and the responses were:

UTK: Nationwide data supports this notion, but UTK does not currently track the alumni engagement and giving of Greek students; however, conversations with Development to collect the data have begun.

UTM: There is definitely a correlation between engagement on campus during undergraduate years and future alumni support, but UTM does not have data specific to participation in Greek Life.

Beauvais Lyons, UT Knoxville Faculty Senate President, asked about the impact sorority living has made on campuses, and the responses were:

UTC: At UTC, only half the sororities have housing so there is minimal impact.

UTK: The new structures are definitely an asset, and the recent growth of the sororities shows their popularity. Utilization of the study areas in the new houses is promoting small group academic work and

facilitating studying, which in turn supports academic progress for the sorority participants.

UTM: Housing has changed the culture at UTM like at UTK. Although the sorority houses are non-residential (at the request of the organizations), they have facilitated programming, including study sessions.

Trustee Evans asked about any plans to enhance fraternity row at UTK. The Director responded that each fraternity (and its national organization) makes plans and updates its own facilities.

With no further questions, Chair Rose thanked the panel and returned the chair to Chair Gregg, who recognized Dr. India Lane's efforts as the Interim Vice President for Academic Affairs and Student Success and thanked her for her diligent support of the work of the Committees.

XI. OTHER BUSINESS

No other business had been presented to the Chairs before the meetings.

XII. ADJOURNMENT

There being no further business, the meeting was adjourned.

Respectfully Submitted,



Linda C. Martin
Vice President for Academic
Affairs and Student Success