



THE UNIVERSITY OF TENNESSEE
BOARD OF TRUSTEES

MINUTES OF A SPECIAL MEETING

May 3, 2019

Knoxville, Tennessee

At the call of the Chair, a special meeting of The University of Tennessee Board of Trustees was held at 9:00 a.m. EDT, on Friday, May 3, 2019, on the campus of The University of Tennessee, Knoxville.

I. CALL TO ORDER

Chair John Compton called the meeting to order.

II. ROLL CALL

The Secretary, Catherine S. Mizell, first addressed the Open Meetings Act requirements for meetings conducted with members participating electronically, including the requirement that all votes be conducted by roll call. She proceeded to call the roll, and the following members of the Board of Trustees were present:

John C. Compton, Chair
Charles W. Hatcher (by telephone)
Decosta E. Jenkins (by videoconference)
Kara M. Lawson (by telephone)
Amy E. Miles (by telephone)
William (Bill) C. Rhodes III (by videoconference)
Donald J. Smith (by telephone)
Kim H. White (by videoconference)
Alan D. Wilson (by videoconference)
Jamie R. Woodson (by telephone)

Kenneth Packer was unable to attend the meeting. The Secretary announced the presence of a quorum. She announced that others present at the meeting location in Knoxville included University faculty, staff, and students, members of the general public, and media representatives. President Boyd was also participating in the meeting by telephone. She said she would assume no one else was present at the Trustees' locations unless they advised otherwise, and no one did. The meeting was webcast for the convenience of the University community, the general public, and the media.

Chair Compton began by giving an update on the Executive Committee meeting held on May 1, 2019. Spencer M. Ammen from UTK was appointed as the non-voting student



member of the Board, replacing Kenneth Packer. The Chair described Mr. Packer as a real tribute to the Board and said his voice, particularly as it relates to student engagement questions, has been very helpful. In addition, Dr. Jefferson S. Rogers from UT Martin was appointed as the faculty member on the Education, Research, and Service Committee. The Chair expressed appreciation to Professor Bonnie Ownley for her excellent contributions to that committee. The term of both new appointments will begin on July 1, 2019 and end on June 30, 2020.

III. APPOINTMENT, INITIAL COMPENSATION, AND OTHER TERMS OF EMPLOYMENT OF THE CHANCELLOR OF THE UNIVERSITY OF TENNESSEE, KNOXVILLE, INCLUDING GRANT OF TENURE IN A FACULTY APPOINTMENT

The Chair said it was an exciting day in Knoxville to consider the approval of Dr. Donde Plowman as the next Chancellor of UT Knoxville. He thanked the search committee for excellent work in vetting candidates. The candidates participated in interviews with the search committee, and then four finalists participated in public forums on campus. Briefly describing Dr. Plowman's background and noting her previous employment as Chair of the Management Department in the Haslam College of Business, the Chair said Dr. Plowman understands the values and culture of the University of Tennessee, Knoxville. The Chair then recognized President Boyd for his formal recommendation.

President Boyd said his recommendation of Dr. Donde Plowman as the next Chancellor of the University of Tennessee, Knoxville is a historic and great day for the University and the state. He added that any time we select a leader for our flagship campus, it is an extremely important day for the entire state. He thanked the search committee and praised Chancellor Keith Carver for his leadership of the committee. He said it was a thorough process, and excellent candidates were presented. President Boyd also thanked everyone who participated in the process—Chancellors, students, faculty, deans, alumni and Tennesseans across the state. He also thanked all the candidates for their passion and desire to serve our University.

President Boyd said Dr. Plowman stood out as a candidate because of her stellar academic career and incredibly high energy. He said she is relatable, a great listener, and action-oriented and will be perfect for the University of Tennessee and the people of Tennessee. He then recommended Dr. Plowman as the new Chancellor of the University of Tennessee, Knoxville, effective July 1, 2019, with the initial compensation package presented in the materials and summarized as follows:

- Base Salary: \$50,000 per month (annualized salary of \$600,000.00)
- Housing allowance: \$1,666.67 per month less applicable taxes
- One-time moving allowance: \$35,000 less applicable taxes, to be used for relocation and travel expenses



President Boyd also presented his concurrence with the recommendation of Chancellor Davis that tenure be granted to Dr. Plowman in a faculty appointment in the Department of Management in the Haslam College of Business, noting that all documentation required by the Board tenure policy was presented in the meeting materials. President Boyd concluded his recommendation by further describing Dr. Plowman's outstanding credentials as a scholar and administrator.

Trustee Bill Rhodes moved adoption of the following Resolution:

Resolved: The Board of Trustees approves the appointment of Donde A. Plowman as Chancellor of The University of Tennessee, Knoxville, effective July 1, 2019, with the initial compensation and other terms of employment presented in the meeting materials; and

Further Resolved: The Board of Trustees grants tenure to Donde A. Plowman in a full-time faculty appointment as Professor in the Department of Management in the Haslam College of Business at The University of Tennessee, Knoxville, with no additional compensation for the faculty appointment while serving as Chancellor; upon the conclusion of her administrative service as Chancellor, if Dr. Plowman chooses to remain as a member of the faculty, her compensation in the full-time tenured faculty appointment, on the basis of an academic year (nine months), will be set by the Board of Trustees in accordance with the then-current Board policy on Setting Faculty Salaries upon Conclusion of Administrative Appointments.

The motion was seconded, and the Chair opened the floor for discussion. He commented that Dr. Plowman has three critical C's—competency, character, and understanding of culture. He praised her character, values, and servant leadership style and said she knows the culture and comes from a similar system. He said Dr. Plowman's discussion with him about how the campuses need to collaborate for the benefit of the whole really resonated with him. Trustee White thanked the search committee for doing such a thorough job and expressed her support for the selection of Dr. Plowman. Trustee Rhodes thanked Chancellor Carver and the search committee and applauded the President and the entire team for diligence in vetting the four finalists. As a member of the search committee, Trustee Miles said she had the benefit of meeting a lot of candidates and is very happy with Dr. Plowman as the final choice. She remarked on the number of hours President Boyd has spent on this process making sure he had the right candidate to bring to the Board.

The Chair called attention to the compensation package in the materials and said the base is in the 40th percentile, slightly below the median, and he supports the salary recommendation as the starting point for Dr. Plowman as she moves up to the role of Chancellor.

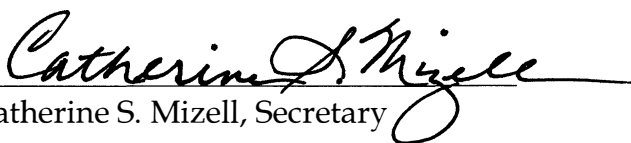


Hearing no further discussion, the Chair called for a roll-call vote, and the motion passed unanimously. The Chair said he is happy for the faculty, the students, the parents of students, and for the Knoxville community.

IV. ADJOURNMENT

With no further business to come before the Board, the meeting was adjourned.

Respectfully Submitted,


Catherine S. Mizell, Secretary