



# THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

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SPECIAL MEETING OF THE BOARD OF TRUSTEES	
3:30 p.m. EDT/2:30 p.m. CDT	Virtual Meeting
Friday	Video/Teleconference
March 27, 2020	Knoxville, Tennessee

## AGENDA

- I. Call to Order and Roll Call
- II. Opening Remarks of the Chair
- III. Requests to Address the Board
- IV. [Appointment of the President of The University of Tennessee System](#)  
- Action/Roll Call Vote ..... Tab 1
- V. Update - Coronavirus (COVID-19) - Discussion
  - A. [Revisions to the Board Tenure Policy](#)  
[Concerning Extension of the Probationary Period](#) - Action/Roll Call Vote..... Tab 2
  - B. Other Coronavirus Related Matters - Action/Roll Call Vote\* ..... Tab 3
- VI. Closing Remarks
- VII. Adjournment\*\*

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(\*) *As may be necessary.*

(\*\*) *Only the agenda items stated in the call of a special meeting may be considered by the Board.*



## THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

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### AGENDA ITEM SUMMARY

Meeting Date: March 27, 2020

Item: Recommendation regarding the Appointment of a President of the University of Tennessee system

Type: Action

Presenter: John Compton, Chair of the Board of Trustees

#### **Background Information**

Under Tennessee Code Annotated §49-9-209, the Board of Trustees has the responsibility of appointing a chief executive officer of the University of Tennessee system (the "UT System"), who shall serve as president.

On September 25, 2018, pursuant to Article VI, Section 6.4(a) of the Bylaws of the University of Tennessee Board of Trustees, the Board appointed Randy Boyd to serve as interim president of the UT System, with a term beginning November 22, 2018. The appointment was made for a period of up to 24 months. As discussed recently at a number of Board meetings, Randy indicated his willingness to continue to serve the University for up to an additional five (5) years.

At the fall 2019 meeting, the question of removing the interim title was raised. Before moving forward with considering the action, a holistic, 360 degree, annual performance review of Interim President Boyd was conducted in accordance with the Board's Policy on Presidential Performance Reviews (BT0004). The results of the review were discussed at the winter 2020 meeting of the Board, held on February 19, 2020. A few highlights from the review are set forth below.

#### *Annual Performance Review*

- The views of faculty, student, staff and alumni leadership, Chancellors and other senior administrative staff, and Trustees were solicited by an electronic survey. Over 100 individuals participated in the survey, representing an aggregate response rate of almost 90%. The electronic survey produced high marks overall for Interim President Boyd, with approximately 94.2% of respondents rating his performance as exceeding expectations.

- I conducted individual interviews with the Chancellors of each of the campuses, and the Chancellors expressed their support for removing the interim title.
- As required under the Board Policy, I discussed Interim President Boyd's performance with Tennessee Speaker of the House of Representatives Cameron Sexton and Lieutenant Governor and Speaker of the Senate Randy McNally. Upon the recommendation of Lt. Governor McNally, I spoke with Senator Dolores Gresham, who serves as the Chair of the Senate's Standing Committee on Education. The reviews of Interim President Boyd's performance were very positive. It was noted that, through his efforts to engage, listen, and communicate regularly, Interim President Boyd has been effective in improving the perception of the University and in building relationships with members of the state legislature.

### *Accomplishments*

The annual performance review identified an expansive list of accomplishments for Interim President Boyd including:

- Enhancing Educational Excellence. Increased enrollment to an all-time high of 51,582 students; Creation of UT Promise to address the critical concern of access and affordability.
- Expanding Research Capacities. Reunification of UTIA with UTK; Establishment of the Oak Ridge Institute; Creation of One UT Innovation and Collaboration Grants.
- Fostering Outreach and Engagement. Increased emphasis on the University's outreach and public service; Launched UT Commission on Agriculture for the purpose of collaborating and aligning efforts across the agriculture sector to hear from the people, communities and industries served; Advocated for increased state funding to further support the extension offices across the state.
- Ensuring Workforce and Administrative Excellence. Instrumental in the selection and appointment of Dr. Donde Plowman as Chancellor for UT Knoxville, along with other key hires; Establishment of the Taskforce for Effective Administration and Management (TEAM).
- Advocating for UT. Improved the perception of the University brand; Launched Transparent UT to provide greater and easier access to information; Third highest fundraising year in history (over \$282 million in commitments), with the highest number of donors (64,632) in UT history.
- Championing Diversity & Inclusive Excellence. Facilitated the rehiring of a vice chancellor for diversity and engagement for the UT Knoxville campus: Restored funding for the office.

### *Appointment Process Recommendation*

At the February Board meeting, I shared my recommendation that the Board consider the appointment of Randy Boyd as president, without undertaking a national search for the position. This recommendation was based on a number of important considerations, including the positive momentum of the University, the strategic initiatives underway, and, most notably, the favorable feedback received from key stakeholders. The advantages and disadvantages of proceeding without a search were discussed. At the conclusion of our discussion, the Board directed Interim President Boyd to participate in a series of public forums across the state to share his vision for leading the UT System and to answer questions of constituents.

### *Town Halls*

A series of five (5) town hall meetings were held from March 4-11, 2020. The meetings were open to students, faculty, staff, alumni, and to the general community. The town hall meetings were advertised both internally and externally.

### *Transparency and Engagement*

On February 24, 2020, the Board website was updated to provide information on next steps in the process for considering the removal of the interim title. The website included biographical information on Interim President Boyd, along with his performance review and most recent State of UT Address. Detailed information regarding the schedule of the town hall meetings, including an online survey form to submit questions, was provided. The town hall meeting held in Nashville included a live webcast. Each meeting was recorded and the videos were posted to the Board's website.

Additionally, the webcasts from the Board of Trustees Fall 2019 and Winter 2020 meetings, as well as other meetings, are available on the Board's website (<https://trustees.tennessee.edu/>).

Beyond the information posted to the Board website, the Board has been engaged in informal listening sessions with faculty, students, staff, alumni and other members of the community. As chair of the Board, I have met with the University Faculty Council (UFC) on a regular basis in connection with our standing meetings of the Board. In this regard, I would like to thank the members of the UFC for their insights and engagement. I also want to express my appreciation for the faculty, staff and student leaders who agreed to serve as moderators at the recent town hall meetings.

*Randy Boyd*

As previously noted, Randy has served as interim president since November 2018. However, he started his service to the University long before his role as interim president. He is a UT alumnus who has invested in the University, personally and financially.

While a highly successful business man, he has a long-standing commitment and passion for education that aligns with the mission of the University and the needs of the state of Tennessee. He was the architect for Governor Bill Haslam's Drive to 55 – an ambitious but necessary goal to ensure that 55 percent of all high school graduates achieve a secondary degree. He was instrumental in advocating for and launching Knox Promise, TN Achieves, Tennessee Promise, and, of course, UT Promise. Randy chaired the Tennessee Higher Education Commission, and also served as Commissioner of the Tennessee Department of Economic and Community Development. As Commissioner of ECD, he served as business development leader for the state and heard firsthand from corporations the new skills required to succeed in this ever-changing digital economy. For reference, a copy of Randy's resume is attached.

As I have stated previously, the University of Tennessee is more than its network of campuses and institutes across the state. We have a presence in every county across this state. During the past 14 months, Randy has visited all of the campuses repeatedly, has visited the institutes, and is working to visit each extension office in every county in the state.

As part of the review process, Randy received the highest ratings for providing visionary leadership, demonstrating integrity, providing leadership to ensure the University maintains highly effective relationships with the state legislature and state officials, and serving as an effective spokesperson for public higher education in Tennessee. His ability to think big, resolve issues, and be innovative were listed among his strongest leadership qualities. Appreciation was expressed for Interim President Boyd's commitment to being active across the state, advancing the University's relationship with the Oak Ridge National Laboratory, and considering new ways for the University to serve as a resource for the state and not exist solely as an entity of the state.

**Board Action**

It is my recommendation that the Board appoint Randy Boyd as President of the University of Tennessee system. A copy of the proposed resolution is attached.

# Randy Boyd

Husband, Father, and Grandfather | Proud Graduate of The University of Tennessee  
Knoxville Native | Seventh-Generation Tennessean

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*Committed to helping more Tennesseans achieve their dreams of higher education and prepare for the jobs of the future.*

## LEADERSHIP IN EDUCATION

### **Interim President, University of Tennessee System**

Knoxville, Tennessee: November 2018 - Present

- Serve as the chief executive officer of the University of Tennessee System, which includes campuses at Knoxville, Chattanooga, Martin, and the Health Science Center in Memphis as well as UT's statewide institutes of agriculture and public service.

### **Founder and Chairman of the Board, Complete Tennessee**

Nashville, Tennessee: 2016- 2019

- A non-profit organization researching and advocating for ways to increase college completion, as well as increased access, to help more Tennessee students complete their degrees and open doors to a rewarding career and a better quality of life.

### **Special Advisor on Higher Education, Office of the Governor**

Nashville, Tennessee: 2013 - 2014

- Architect of the state's Drive to 55 initiative, and Tennessee Promise and Tennessee Reconnect scholarship programs, to equip 55 percent of Tennesseans with a post-secondary degree by 2025. Led the charge to offer every high school senior and adult learner in Tennessee the opportunity to attend community college or technical school, tuition-free, all at no new cost to the taxpayers by creating an endowment using excess lottery funds. These first-of-their-kind scholarship programs are now touted as a national model. *LASTING ACHIEVEMENTS*: Helping increase Tennessee's post-secondary attainment by seven percent since 2013 - now on track to reach 55% by 2025.

### **Chairman, Tennessee Higher Education Commission (THEC)**

Nashville, Tennessee: 2014 - 2014

- Worked to increase the number of Tennesseans with a postsecondary credential by leading board actions across a range of operational areas and providing leadership and guidance for funding formula implementation, capital project selection, and academic program approval.

### **Board Member, Tennessee Independent Colleges and Universities (TICUA)**

Nashville, Tennessee: 2013 - 2015

- Engaged with Tennessee's important network of private colleges and universities to offer additional choices and opportunities for students and worked collaboratively in areas of public policy, cost containment, and professional development. Visited more than 20 campuses across the state.

### **Trustee, Knoxville's Great Schools Partnership**

Knoxville, Tennessee: 2010- Present

- Worked with UT's Dr. Bob Kronik to create Knoxville's first Community School, Pond Gap Elementary, to bring nonprofits and community services to bear to offer student and family wrap-around services to help combat childhood hunger, neglect, and lack of preparedness for school and college. Led to Knox County Schools creating 18 additional Community Schools using Pond Gap's model.

### **Chairman of the Board, Tennessee Achieves**

Knoxville, Tennessee: 2008- Present

- For the last decade, established, guided, and financially supported the non-profit, originally launched locally as Knox Achieves, that today partners with the state to provide hands-on guidance, volunteer mentors, and community service opportunities to thousands of Tennessee Promise students in 85 counties of the state.
- Originated the volunteer mentorship aspect of the program that continues to guide students through FAFSA and the college application process leading to Tennessee being ranked first in the nation for FAFSA completion for three straight years. Proud to have personally served as a volunteer student mentor for students for the past 10 years.

## **PROFESSIONAL HISTORY**

### **Founder and Chairman of the Board, Radio Systems Corporation**

Knoxville, Tennessee: 1991- Present

- Founder of the world's leading dog and cat product supplier with more than 4,600 pet-related products created under the brand names Invisible Fence, PetSafe, and SportDOG.
- Grew company from one employee to 740 today with operations in six countries and sales in 60 countries around the world. Consistently rated a “Great Place to Work” with 97% of employees saying Radio Systems creates a “Great Atmosphere.”
- Dedicated to animal welfare and making Knoxville the most pet-friendly city in America with more than \$3.5 million donated to community organizations in just the last year.

### **Commissioner, Tennessee Department of Economic and Community Development**

Nashville, Tennessee: 2015 - 2017

- Working with the private sector, secured a record-breaking 50,000 new job commitments and \$11 billion in capital investment in just two years. During that time, Tennessee became first in the nation for advanced industry job growth, first in foreign direct investment, and second in the nation in the growth of household median incomes.
- **Founder and Co-Chair, Governor’s Rural Taskforce** helping lead 120 state government and industry leaders to find solutions to biggest challenges facing rural Tennessee. The task force successfully made a number of specific recommendations to state legislators to support economic and workforce development, and greater educational and entrepreneurial opportunities, leading to passage of new legislation to expand broadband to rural communities, and the Rural Economic Opportunity Act, which provided funding for a range of programs responsible for reducing the number of economically distressed counties in Tennessee from 21 to 15.

### **Chairman, Boyd Sports, LLC**

2013- Present

- Owner of Tennessee Smokies and Johnson City Cardinals. Manager of Greeneville Reds. Developed significant facility improvement and fan appreciation plans that led to record-breaking attendance.

## **EDUCATION**

### **Bachelors of Science, College of Business with Industrial Management, The University of Tennessee, Knoxville - 1979**

- After graduating high school at 16, completed undergraduate coursework in three years, while working nights and weekends in a factory to pay own way through college and become first in family to graduate from college.

### **Masters, Liberal Studies with Foreign Policy Focus, University of Oklahoma - 1988**

## **GIVING BACK**

**Proud and Dedicated University of Tennessee Alumni** providing more than \$30 million in grants and pledges in support.

- Supported UT’s Boyd Center for Business and Economic Research for seven research faculty positions and a support staff to provide extensive data and analysis on current and forecasted business conditions in Tennessee.
- Established the Boyd Venture Fund to challenge and encourage student entrepreneurs. Since the fund’s inception in 2011, 35 student-owned companies have been awarded a total of \$362,000 in seed capital to advance their businesses.
- Gifted Boyd Scholarships for incoming Tennessee Promise graduates.
- Supported the Boyd Family Track and Field Center at UTK to allow student athletes to thrive academically and to enjoy state-of-the-art facilities.

### **Scout Master and Founder, Troop 757, Boy Scouts of America**

- Founder of Knoxville Troop 757. Scoutmaster for 7 years, mentoring dozens of boys and helping more than 10 earn Eagle Scout.

### **Co-Founder, Boyd Foundation and Tennessee Dog Park Dash**

- Helping to make Tennessee the most pet-friendly state in the nation by offering \$3 million in local community grants to build more dog parks across the state.

### **Campaign Chair, United Way of Greater Knoxville**

- Set unprecedented goal and surpassed it, fundraising \$13,000,000 from Knoxville community for 47 community agencies.

### **Mentor, Big Brothers Big Sisters**

- Serve as Big Brother to 16-year-old Joseph Tyler for the last seven years, guiding him in academics and professional development.

### **Mentor, tnAchieves**

- For the last decade, advised five to seven high school seniors annually at South Doyle High School through the college application process.

**Board Member, Zoo Knoxville**

- Served on the Board of Zoo Knoxville, funding multiple additions and improvements, including the largest donation in the Zoo's history, \$5 million, to create the Asia track.

**NOTABLE AWARDS AND RECOGNITIONS**

- University of Tennessee Alumni of the Year Award (2014)
- University of Tennessee College of Business Entrepreneur of the Year (2012)
- Pinnacle James Haslam Impact of the Year Award (2014)
- Boy Scouts of America Great Smoky Mountain Council Distinguished Citizen of the Year (2017)
- American Red Cross of Chattanooga Humanitarian of the Year (2016)
- Inductee of the Junior Achievement of East Tennessee Hall of Fame (2009)
- Tennessee Business CEO of the Year (2008)
- Ernst and Young Entrepreneur of the Year in the Southeast U.S. (2009)
- National College Access Network Person of the Year (2013)
- East Tennessee Community Design Center, Bruce McCarty Community Impact Award (2013)
- Tennessee Business Roundtable Gordon Fee Impact of the Year Award (2014)
- SCHAD Knoxville Person of the Year Award (2015)
- Boys and Girls Club Gift of Hope Award (2017)
- Tennessee Geographic Alliance Visionary of the Year (2017)
- Pinnacle Entrepreneur of the Year (1998)





The University of Tennessee  
Board of Trustees

Resolution 018 - 2020  
Appointment of the President of  
The University of Tennessee System

WHEREAS, pursuant to Tennessee Code Annotated §49-9-209 and the Bylaws of the University of Tennessee Board of Trustees (the "Bylaws"), the Board is authorized to appoint a chief executive officer of The University of Tennessee system (the "UT System"), who shall serve as the president; and

WHEREAS, Randy Boyd was appointed by the Board to serve as interim president of the UT System on September 25, 2018, and he assumed the role effective November 22, 2018; and

WHEREAS, an annual performance review of Mr. Boyd was conducted in accordance with the Board of Trustees Policy on Presidential Performance Reviews (BT0004), which review was made public and discussed at the Board's Winter 2020 meeting held on February 19, 2020; and

WHEREAS, based on the favorable performance review, the positive momentum of the University, and the importance of the strategic initiatives that are ongoing, the Chair of the Board has recommended that the Board appoint Mr. Boyd to serve as chief executive officer and president of the UT System in accordance with the terms set forth below; and

WHEREAS, Mr. Boyd has agreed to serve in such capacity and has requested that he receive no salary for his service;

NOW, THEREFORE, BE IT RESOLVED:

1. Term of Appointment. The Board of Trustees hereby appoints Mr. Randy Boyd to serve as chief executive officer and president of the UT System effective immediately. The term of appointment shall extend for up to the next five (5) fiscal years, through the fiscal year ending on June 30, 2025.

2. Duties as President. The duties of the chief executive officer and president shall be those stated in the Bylaws as they now exist or as amended from time to time, along with such other duties as may be assigned by the Board or a Committee thereof, or imposed under the laws of the State of Tennessee, University policies and procedures or may otherwise be customary for university presidents generally. Without limiting the foregoing, the position description, which was previously adopted in July 2010 and attached hereto, is hereby reaffirmed.
3. Salary and Other Benefits. Mr. Boyd shall receive no salary for his service as chief executive officer and president. The University shall provide Mr. Boyd with a stipend in the amount of \$10,000 per year to cover costs related to enrollment in the state group health insurance plan during his term of service.
4. No Employment Contract. Notwithstanding the foregoing, Mr. Boyd's service as chief executive officer and president shall be at the will and pleasure of the Board.

POSITION DESCRIPTION  
PRESIDENT – THE UNIVERSITY OF TENNESSEE SYSTEM

Position Summary

The President of the University of Tennessee System is one of that state's most visible leaders and is its most prominent spokesperson for higher education. Working closely with the UT Board of Trustees and with political and economic leadership across the state, the President sets an agenda that ensures and augments UT's status as institutions of choice for students and a sought-after source of research and scholarship.

Roles and Responsibilities

The President of the University of Tennessee System is a leader of unquestioned integrity with the personal and professional qualities and experience necessary to head a large, complex, and highly diversified consortium of higher education entities. In particular, the ability to interface productively with external audiences that include governmental and corporate leadership, and private philanthropists is required. The President is the face of UT and one of the most recognizable citizens of Tennessee, with responsibility for advocating for higher education in general and for UT in particular. The President builds and maintain productive partnerships within state government, especially with the Governor of Tennessee, leadership of the Tennessee Senate and House of Representatives, and government and political leaders across the state. The President plays a leading role in the development and securing of grants, contracts, and private philanthropic support for the system and for each of its constituent units; serves as the “face and voice” of public higher education for the State of Tennessee; educates the state’s citizenry about the need for well-educated citizens and advocating on behalf of UT in the furtherance of its central missions.

The President is the chief executive officer of the University of Tennessee System and exercises complete executive authority over all component parts of the University, subject to the direction and control of the UT Board of Trustees. The University’s bylaws outline specific duties and responsibilities of the President. In addition, the President has the following principal duties:

- Lead and administer the University of Tennessee System under policies prescribed by the Board of Trustees and laws enacted by the State of Tennessee;
- Advise the Board on the formulation of policies, ensure that the Board’s policies are executed, and support the Board’s consideration and study of new policies;
- Recommend the system-wide budget to the Board, the Tennessee Higher Education Commission, the Governor of the State of Tennessee, the Tennessee Department of Finance and Administration, and the Tennessee General Assembly, and review/recommend the addition or discontinuation of academic programs to meet the needs of the student population and the State of Tennessee;

- Recommend to the Board appointment of chancellors, system officers, and other leaders as appropriate for UT's constituent institutions;
- Through a comprehensive assessment procedure evaluate and manage the performance of those chancellors and University officers/leaders;
- Administer the office of the President, establish UT-wide business procedures, and oversee the overall maintenance and enhancement of the physical plants and security at all institutions;
- Lead the finalization, execution, and coordination of strategic and master plans for the system, ensuring that those plans coordinate with the plans and activities of the constituent units;
- Lead and execute fundraising and alumni relations programs; and
- Perform other duties as assigned by the Board.

## AGENDA ITEM SUMMARY

Meeting Date: March 27, 2020

Item: **Revisions to the Board Tenure Policy Concerning Extensions of the Probationary Period**

Type: Action

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

The Board's tenure policy, BT0006, establishes a standard probationary period of six years for faculty members hired into a tenure track appointment, but allows a faculty member to request an extension of the probationary period for a maximum of two additional years, thus allowing a probationary period (or "tenure clock") of seven or eight years. The grounds for such an extension are "good cause related to procedural error."

In order to address the potential need for extension of the tenure clock due to the coronavirus (COVID-19) crisis, as well as to streamline the process for granting such an extension, the following revision to Article III, Section E.2 of Board Policy BT0006 (the proposed revisions are shown in redlined strike-out and insertion) is proposed:

### 2. Extension of Probationary Period

For good cause that is either related to procedural error or results from a significant disruption of University operations that has impeded the faculty member's opportunity to conduct required research or other scholarly activity, teaching, and/or service, the University and a tenure-track faculty member may agree in writing to extend a six-year probationary period for a maximum of two additional years. The proposed extension must be approved in advance by the chief academic officer, the Chancellor, and the vice president for academic affairs. ~~the President (or designee), and the General Counsel (or designee)~~

This language has been developed in consultation with each campus's Chancellor and Chief Academic Officer, as well as the University Faculty Council, and thus has secured broad approval among University stakeholders. Accordingly, it is requested that this language be immediately implemented in the Board's tenure policy in order to allow each campus to expeditiously address needed extensions of the probationary period, and to allay concerns on the part of tenure-track faculty members, due to the coronavirus crisis.

This proposed change in the Board tenure policy is intended to provide each campus's Chancellor with the broadest possible authority to address needed changes to tenure-track faculty members' probationary periods. In this respect, there will be two categories of tenure-track faculty members as relates to extensions of the probationary period:

- Some tenure-track faculty members will continue to be making adequate progress toward the grant of tenure, despite the disruptions caused by the coronavirus crisis, and will not wish to receive any extension of their probationary periods. The intention of this amendment is that it will not require an extension of the probationary period for any faculty member who does not wish to receive such an extension; that is, no faculty member will be forced to accept an extension of his or her probationary period.
- Other tenure-track faculty members will wish to receive an extension of their probationary periods due to the disruptions caused by the coronavirus crisis during 2020, and the intention of this amendment is that all such faculty members who request such an extension by no later than December 31, 2020, will be freely granted such an extension without the need for each faculty member to make an individualized showing of how the coronavirus crisis has impeded the faculty member's opportunity to conduct research or other required scholarly activity. For all such faculty members, the timely request for an extension of a probationary period shall be granted, but it shall lie within the Chancellor's discretion whether to extend the probationary period for one year or two years.

If this amendment to the Board tenure policy is adopted by the Board, it will be effective on March 27, 2020 (the date of adoption), but will not apply to any application for tenure that is already pending on March 27, 2020.

### **Board Action**

The following resolution will be presented for the Board's consideration.



The University of Tennessee  
Board of Trustees

Resolution 019 - 2020  
Revisions to the Board of Trustees  
Policies Governing Academic Freedom, Responsibility and Tenure (BT0006)

Resolved: The Board of Trustees hereby approves the following revision to Article III, Section E.2 of Board Policy BT0006.

**2. Extension of Probationary Period**

For good cause that is either related to procedural error or results from a significant disruption of University operations that has impeded the faculty member's opportunity to conduct required research or other scholarly activity, teaching, and/or service, the University and a tenure-track faculty member may agree in writing to extend a six-year probationary period for a maximum of two additional years. The proposed extension must be approved in advance by the chief academic officer, the Chancellor, and the vice president for academic affairs. ~~the President (or designee), and the General Counsel (or designee)~~

Resolved: In addition, with respect to the coronavirus (COVID-19) pandemic, each campus Chancellor is hereby granted broad authority to address needed changes to tenure-track faculty members' probationary periods. In this respect, there shall be two categories of tenure-track faculty members as relates to extensions of the probationary period:

- Some tenure-track faculty members will continue to be making adequate progress toward the grant of tenure, despite the disruptions caused by the coronavirus crisis, and may not wish to receive any extension of their probationary periods. The amendment to the Board Policy will not require an extension of the probationary period for any such faculty member who does not wish to receive such an extension; that is, no faculty member will be forced to accept an extension of his or her probationary period.

- Other tenure-track faculty members may wish to receive an extension of their probationary periods due to the disruptions caused by the coronavirus crisis during 2020. All such faculty members, who request such an extension by no later than December 31, 2020, shall be freely granted such an extension without the need for each faculty member to make an individualized showing of how the coronavirus crisis has impeded the faculty member's opportunity to conduct research or other required scholarly activity. For all such faculty members, the timely request for an extension of a probationary period shall be granted, but it shall lie within the Chancellor's discretion whether to extend the probationary period for one year or two years.

Resolved: This amendment to Board Policy BT0006 will be effective on March 27, 2020 (the date of adoption), but will not apply to any application for tenure that is already pending on March 27, 2020.

Resolved: The proper officers of the University are hereby authorized to take such actions as they may deem necessary or appropriate in order to accomplish the foregoing.