



THE UNIVERSITY OF TENNESSEE
BOARD OF TRUSTEES

MINUTES OF THE WINTER MEETING
February 25, 2021
Knoxville, Tennessee

The Winter Meeting of the University of Tennessee Board of Trustees was held at 3:30 p.m. (EST) on Thursday, February 25, 2021. Following continuing guidance from the U.S. Centers for Disease Control and Prevention (CDC) regarding COVID-19 and in compliance with the Tennessee Pledge and other state and local guidelines, the meeting was held virtually with Board members participating electronically or by telephone. The meeting was hosted from the University of Tennessee, Knoxville campus.

I. Call to Order and Invocation

The Chair of the Board, John C. Compton, called the meeting to order and recognized Steve Moldrup, Co-Director at Collegiate Abbey, who gave the invocation.

II. Roll Call

Board Secretary Cynthia Moore called the roll, and the following members of the Board were present: John C. Compton, Chair; Bradford D. Box; Leighton Chappell, Student Trustee; Charles Hatcher, Commissioner of the Tennessee Department of Agriculture; Decosta E. Jenkins; Kara Lawson; Amy E. Miles; William (Bill) C. Rhodes III; Donald J. Smith; Alan D. Wilson; and Jamie R. Woodson.

Others present included: President Randy Boyd; Brian Daniels, Chief Audit and Compliance Officer; Linda Martin, Vice President for Academic Affairs and Student Success; David Miller, Senior Vice President and Chief Financial Officer; Stacey Patterson, Vice President for Research, Outreach and Economic Development; Chancellors Angle, Carver, Plowman and Schwab; Tim Cross, Senior Vice President/Senior Vice Chancellor for the University of Tennessee Institute of Agriculture; Herb Byrd, Vice President, Institute for Public Service; Brian Dickens, Chief Human Resources Officer; Christina Moradian, UT System Clery Compliance and Deputy Title IX Compliance Coordinator; and other members of the UT senior leadership and administrative staff.

Ms. Moore addressed requirements for meetings conducted with members participating electronically and announced the presence of a quorum. The meeting was webcast for the convenience of the University community, the general public, and the media.



III. Opening Remarks of the Chair

Chair Compton reflected on the fact that it was a year ago when the COVID-19 pandemic began. He highlighted a few of the effects on the University.

- Financial Costs. As discussed in the Finance and Administration Committee, the financial impact to the University has been estimated at approximately \$150 million. The University has largely been able to weather the storm. Chair Compton acknowledged the work of the prior trustees, senior leaders, chancellors, deans, and others for their prior fiscal responsibility. Additionally, he extended the Board's gratitude to the current leadership team for their efforts during the crisis.
- Human Impact. At the beginning of the Fall 2020 term there were more than 900 reported cases of COVID-19 across the UT campuses. The current number of active cases has fallen to 125. Chair Compton commended the students for being responsible and thanked the University's faculty, staff and campus workers for ensuring a safe campus environment. As reported in the Education, Research, and Service Committee, the recent student experience survey results indicate that online learning has been a different experience for students. Students have reported higher levels of stress and loneliness. He encouraged students to remain resilient for the rest of the semester and to take hope that there will be a more "normal" experience by summer or fall.
- Aspirational Outcomes. Chair Compton expressed his optimism that there will be much learned through this experience that will make the University even stronger. He anticipates that one of these lessons may be that certain expenses may no longer be necessary and that funds can be redeployed in support of the University's academic, research and outreach mission.

Chair Compton then recognized Trustee Alan Wilson for his service to the Board of Trustees, whose term will be ending. Chris Patterson, a UT Knoxville alumnus and an attorney with the law firm of Wiseman Bray in Memphis, has been recently appointed by the Governor to succeed Trustee Wilson.

Chair Compton expressed his appreciation to the leadership team on the quality of the meeting materials, noting that the changes have allowed for more dialogue and a more engaging experience. He stated that he was pleased to see the gains made by the University in terms of enrollment and retention, but noted that there is much work to be done to help the state. Chair Compton believes that the acquisition of Martin Methodist College (MMC) may be critical to helping the State of Tennessee achieve the *Drive to 55*. He closed his remarks by acknowledging the thoughtful remarks of Jennifer "Jae" Resendes, a lecturer at UT Knoxville, on the topic of lecturer pay. Chair Compton has asked that Chancellor Plowman report back the Board at a future meeting on the work that is being done by the campus to address this issue.



IV. Requests to Address the Board

None.

V. President's Address

President Boyd began his remarks by thanking the Board of Trustees for their guidance and advice during the pandemic. He remains steadfast that this will indeed be the "Greatest Decade in the History of UT." President Boyd also extended his gratitude to the campus leadership, faculty, staff, and students for their efforts in combatting COVID-19. He remarked that COVID-19 cases have dropped by 86% (as compared to the same time for the Fall 2020 semester). Based on reported cases, the rate of infection on the University's campuses has been seven times lower than the state rate for the student demographic. President Boyd reported that there was record student enrollment for the spring semester, which is remarkable given the pandemic.

President Boyd recognized Governor Lee and the current members of the legislature, along with others who came before them, for the fiscal stewardship of the State's resources. He advised that the State of Tennessee is anticipated to have a \$1 billion surplus, which is extraordinary compared to the financial condition of many other states across the country. This, of course, also puts the University and other institutions of higher education in the State of Tennessee in a much different position than other universities and colleges, which have seen their state appropriation funding reduced.

VI. Legislative Update

President Boyd introduced Carey Whitworth, Vice President for Government Relations and Advocacy, for the legislative update. Ms. Whitworth began her remarks by providing an update on leadership changes within the Tennessee General Assembly and in the Office of the Comptroller of the Treasury. She presented the key items set forth in the Governor's proposed budget, which includes: (i) \$8 million for the UT Oak Ridge Innovation Institute; (ii) \$5.1 million in recurring funding for UTHSC; (iii) \$5.1 million in recurring funding and \$1 million in non-recurring funding for the proposed new UT campus (MMC acquisition); and (iv) a recommended salary pool for state employees. Ms. Whitworth also reviewed the capital funding for new projects and maintenance. She advised that there were more than 1600 bills introduced and that the Office of Government Relations and Advocacy is tracking more than 450 of these bills as they may have implications for the University. She closed her remarks by highlighting state and federal legislative initiatives contemplated for 2021.



VII. Proposed Update of Mission Statements

President Boyd stated that is critical for mission statements to be impactful and meaningful. Additionally, it is important for mission statements to be short in order for them to be remembered. He discussed the engagement and process undertaken to revisit the existing mission statements for both the University (system-wide) and for the UT System Administration. President Boyd then presented the revised mission statements to the Board for its consideration.

Mission Statement for The University of Tennessee

Serving all Tennesseans and beyond through education, discovery and outreach that enables strong economic, social and environmental well-being.

Upon motion duly made and seconded, a roll call vote was taken, and the Board adopted **Resolution 004-2021**

Mission Statement for UT System Administration

To develop and advance the strategic vision and to support and serve the campuses and institutes through:

- *Advocacy*
- *Collaboration and Connectivity*
- *Efficiency and Effectiveness*
- *Stewardship and Oversight*

Upon motion duly made and seconded, a roll call vote was taken, and the Board adopted **Resolution 005-2021**

VIII. UT Values

Chair Compton indicated that having a statement of values is very important for any organization. He reminded the Board that this item was being presented for discussion only. President Boyd discussed the process that was used in developing the set of values or guiding principles. He explained that the values are meant to encompass both attributes and aspirations. Similar to the revised mission statements, the values needed to be easy to remember. President Boyd asked members of the senior leadership team to review the new values statement.

BE ONE UT

B - Bold and Impactful
E - Embrace Diversity

O - Optimistic and Visionary
N - Nimble and Innovative
E - Excel in All We Do

U - United and Connected
T - Transparent and Trusted

The trustees expressed their support for the “BE ONE UT” values and the plan for integrating them into the University’s daily operations.



IX. Proposed 2021 Goals and Objectives

President Boyd discussed the 2021 goals and objectives under each of the five pillars of the strategic plan, with diversity and inclusion serving as a foundational element for each of the pillars. The Board members remarked on the ambitious goals set for 2020 and once again for the upcoming year. Chair Compton summarized the progress that has been made in establishing a vision (Greatest Decade), new mission statements, and measurable objectives. He looks forward to the development of a dashboard that will assist in tracking progress. (A copy of the 2021 Objectives and the presentation provided to the Board is attached to these minutes.)

X. Committee Reports

Audit and Compliance Committee. Committee Chair Amy Miles provided a report on the items that came before the committee earlier in the morning. She advised that the committee approved the following items: (i) Internal Audit Charter; (ii) Internal Audit Plan, and (iii) Institutional Compliance Workplan. The committee heard from Ramon Padilla, the UT Chief Information Officer, on information security. Judy Burns, Enterprise Risk Officer, discussed the Tennessee Financial Integrity Act report and presented the goals for 2021. Committee Chair Miles concluded her report by advising that the committee held a non-public, executive session.

Finance and Administration Committee. Committee Chair Bill Rhodes provided an overview of the items discussed at the committee meeting, which included the following topics:

- An address from Jennifer “Jae” Resendes on the issue of lecturer pay (UT Knoxville). The Board has asked Chancellor Plowman to report back on this item at a future meeting.
- The Annual Financial Statements (for fiscal year ended June 30, 2020).
- The Chief Financial Officer’s report, which addressed the ramifications of COVID-19 and the work that has been done to mitigate the adverse impacts. While enrollment has grown, the auxiliary operations, especially the athletics programs, have been significantly affected.
- The revised Operating Budget for fiscal year 2020-21. This year’s revised budget had more substantive adjustments due to the impacts of COVID-19.
- The Intercollegiate Athletics financial reports.

Committee Chair Rhodes reminded the Board that the academic calendar for UTHSC is different than the other campuses, which requires presentation and approval of FY 2021-22 Tuition and Fees at this meeting. He commended the work of Chancellor Schwab and his team, along with the Advisory Board, for bringing forward a schedule that includes no tuition increases for the upcoming year and for reductions in certain programs. He concluded the committee’s report by highlighting that the committee approved a paid parental leave policy, along with the update on the Enterprise Resource Planning (ERP) project and the recent strong performance of the University’s consolidated investment pool (endowment) .



Chair Compton advised that there were two items on the agenda recommended by the committee that are required to be voted upon separately.

➤ *Revised FY 2020-21 Operating Budget*

Upon motion duly made and seconded, the Board approved the revised operating budget, as set forth in *Resolution 006-2021*, by unanimous roll call vote.

➤ *FY 2021-22 Tuition and Fees for UT Health Science Center*

Upon motion duly made and seconded, the Board approved the proposed tuition and fees schedule, as set forth in *Resolution 007-2021*, by unanimous roll call vote.

Education, Research, and Service Committee. Committee Chair Donnie Smith thanked Trustee Wilson for his dedicated service to the committee over the last several years. He provided an overview of the items that were approved by the committee and listed on the consent agenda for the Board's approval. Committee Chair Smith reported that (i) Dr. Linda Martin, Vice President for Academic Affairs and Student Success, provided an overview of the items that are anticipated to come before the committee in connection with the proposed acquisition of MMC; and (ii) Dr. Frank Cuevas, Vice Chancellor for Student Life, reviewed proposed changes to the Student Code of Conduct for the UT Knoxville campus. There will be a public rulemaking hearing on the proposed changes to the rule. Following the hearing, the Student Code of Conduct will be brought forward for the Board's consideration. Committee Chair Smith reflected on the report provided by Dr. Jorge Pérez, Associate Vice President for Institutional Effectiveness, regarding the student enrollment pipeline in the State of Tennessee and how these trends may impact higher education. He concluded the committee's report by sharing some of the findings from the student survey and noting that the graduate deans from across the system provided a presentation to the committee.

XI. Campus Safety (Clery Act Compliance Update)

Chair Compton reminded the trustees that one of the key findings of the Comptroller's performance audit report (Sunset Audit) was that the Board should exercise more oversight of student safety and campus security. This item was originally going to be presented to the Audit and Compliance Committee, but instead was placed on the agenda for the full Board. Chair Compton called on Brian Daniels, Chief Audit and Compliance Officer, for the report.

Mr. Daniels provided a brief overview of the work that has been undertaken following the Sunset Audit, and he introduced Christina Moradian, UT System Clery and Deputy Title IX Compliance Coordinator. Ms. Moradian provided an overview of the Jeanne Clery Disclosure of Campus Security and Campus Crime Statistics Act (Clery Act). Mr. Daniels explained that complying with the Clery regulations is only one aspect of the University's overall campus security and safety efforts.



Ms. Moradian expressed her gratitude to the chiefs of police, safety directors and Clery coordinators who have worked in a very collaborative fashion to improve the Clery reporting function. Ms. Moradian highlighted new initiatives to promote compliance with the Clery Act, including: (i) the creation of a Clery Audit Dashboard; (ii) the development of a campus security authority (CSA) training video; (iii) the preparation of a draft UT System Clery Policy; and (iv) the establishment of monthly UT system-wide Clery Coordinator meetings to provide compliance guidance, legal updates, shared resources, and best practices. From a system level perspective, she indicated that the first priority for Clery Compliance in 2020 was to support the accurate and timely publication of Annual Security Reports (ASRs) through the following actions:

- Reviewing the ASRs for completeness using the U.S. Department of Education's ASR checklist;
- Verifying that crime statistics in the ASRs agreed with campus safety and security web-based survey; and
- Achieving 100% timely publication and distribution of the ASRs across the UT System.

Additionally, in support of the University's initiatives around transparency, there is now centralized access to all of the ASRs on the Transparent UT website. Ms. Moradian concluded her remarks by sharing the 2021 goals for continuing to enhance the University's Clery Act compliance efforts.

Chair Compton congratulated Ms. Moradian on the accomplishments, especially in such a short period of time.

XII. Consent Agenda

The Chair outlined the items listed in the Consent Agenda and asked whether any trustee wanted to remove an item from the Consent Agenda for discussion. Hearing no requests, the Chair called for a motion to adopt the relevant Resolutions set forth in the materials. Upon motion duly made and seconded, a roll call vote was taken, and the Board approved the items set forth in the Consent Agenda. (A complete list of the approved items on the Consent Agenda appears at the end of these minutes.)

XIII. Other Business

None.

XIV. Closing Remarks

Chair Compton expressed the Board's gratitude to Governor Lee for his budget. He asked the trustees to continue to serve as advocates for the UT System in its efforts to seek support from the legislature.



XV. Adjournment

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

Respectfully Submitted,

A handwritten signature in blue ink that reads "Cynthia C. Moore".

Cynthia C. Moore
Secretary and Special Counsel

Approved Consent Agenda Items

- Minutes of the Prior Meetings:
 - Special Meeting held on Tuesday, August 4, 2020
 - Fall Meeting held on Friday, October 23, 2020
 - Special Meeting held on Friday, November 20, 2021
- Delegation Authority for Rulemaking Hearings
- Items from the Education, Research, and Service Committee
 - New Academic Unit, Occupational Therapy, UTC
 - New Academic Unit, Physician Assistant Studies, UTHSC
 - New Academic Unit, Psychology, UTM
 - Academic Program Modification, Bachelor of Science degree in Communication, UTC
 - Grant of Tenure upon Initial Appointment, UTK
 - New Academic Program, Bachelor of Science degree in Geographic Information Science and Technology, UTK
- Items from the Finance and Administration Committee
 - Parental Leave Policy
 - Naming of JTV Center for Applied Business Analytics
 - Re-Naming of Orange Hall in honor of Rita Sanders Geier
 - Re-Naming of White Hall in honor of Theotis Robinson, Jr.
 - Long-term Ground Lease Amendment for a Private Commercial-Retail Development(UTHSC)
 - Transfer of Property at Research and Education Center - Blount Unit (UTIA)

Attachments. Copies of the following documents are filed with the official minutes of this meeting.

- 2021 Objectives
- Presentation Materials:
 - Legislative Update
 - President's Address
 - 2021 Objectives
 - Campus Safety (Clery Act Compliance Update)