



THE UNIVERSITY OF TENNESSEE  
BOARD OF TRUSTEES

MINUTES OF THE FALL MEETING  
October 22, 2021  
Knoxville, Tennessee

The Fall Meeting of The University of Tennessee Board of Trustees began at 11:00 a.m. on Friday, October 25, 2021. The meeting was held in the Student Union Ballroom at The University of Tennessee, Knoxville, Tennessee.

**I. Call to Order and Roll Call**

The Chair of the Board, John C. Compton, called the meeting to order. Board Secretary Cynthia Moore called the roll, and the following members of the Board were present: John C. Compton, Chair; Bradford D. Box; Lane Gutridge, Student Trustee; Charles Hatcher, Commissioner of the Tennessee Department of Agriculture; Decosta E. Jenkins; Amy E. Miles; Christopher L. Patterson; Donald J. Smith; Kim H. White; and Jamie R. Woodson.

Others present included: President Randy Boyd; Brian Daniels, Chief Audit and Compliance Officer; Herb Byrd, Vice President, Institute for Public Service; Tiffany Carpenter, Vice President for Communications and Marketing; 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; Ryan Stinnett, General Counsel; Ashely Stokes, Dean, UT Extension; and Carey Whitworth, Associate Vice Chancellor for Government Relations and Advocacy; Chancellor Steve Angle (UT Chattanooga); Chancellor Keith Carver (UT Martin); Chancellor Donde Plowman (UT Knoxville); Chancellor Steve Schwab (UTHSC); 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.

**II. Opening Remarks and Introductions by the Chair**

Chair Compton welcomed Lane Gutridge, who is a student at UT Chattanooga and former student government association president, to his first meeting as the student member of the Board. Chair Compton informed the Board that it would be Trustee Kim White's last meeting. Effective December 1, 2021, she will be taking on a new role as Vice Chancellor for Development and Alumni Affairs and Executive Director of the UC Foundation. On behalf of the Board, Chair Compton thanked Trustee White for her service and for her continued commitment to University in her new role. Trustee White expressed her gratitude for having had the privilege to serve on the Board.



### III. Invocation

Chair Compton recognized Britton Sharp, Director of Collegiate Abbey, who gave the invocation.

### IV. Requests to Address the Board

Chair Compton introduced Dr. Anne Langendorfer, a full-time faculty member at UT Knoxville, who registered to address the Board. Dr. Langendorfer stated that she also serves as president of the United Campus Workers, which is working to create positive change for staff and faculty on Tennessee's public college and university campuses. She indicated that making the University a better place to work is better for students. She thanked the Board and the administration for the efforts to address salaries for non-tenure track faculty. She also acknowledged the increase in minimum wage that was announced for the UT Knoxville campus, including UT Institute for Agriculture (UTIA) and UT Space Institute. Dr. Langendorfer noted that some UT campuses are at or above \$15/hour, but others are not. She provided information of living wages and believes that more needs to be done to reach a fair wage for campus workers who have worked throughout the pandemic.

President Boyd thanked Dr. Langendorfer for her comments. He reaffirmed that the senior leadership team is committed to making the University a great place to work and that they are continuing to assess compensation levels, competitive pressures in the various markets, and available resources. President Boyd stated that he would have a follow-up conversation with the Chancellors about their individual campus processes.

### V. Honorary Resolution

President Boyd recognized Dr. Tim Cross, who served the University for 27 years. President Boyd acknowledged Dr. Cross' passion and optimism and provided a few examples of his many accomplishments. Upon the recommendation of faculty, the administration, and the Chancellor, President Boyd announced that the award of Chancellor Emeritus status to Dr. Cross and recommended the honorary resolution be approved by the Board.

Upon motion duly made and seconded, the Board approved *Honorary Resolution 001-2021*, by unanimous roll call vote.

Dr. Cross expressed his gratitude for the honors bestowed. He shared some personal reflections from his time with the University and how it has been a pleasure to work with so many colleagues and stakeholders from across the State of Tennessee. He closed his remarks by challenging everyone present to ensure that the realignment of UTIA with the UT Knoxville campus is a transformational change.



## **VI. President's Address**

President Boyd began his address by acknowledging the students, faculty and staff who have continued to persist and make progress despite the pandemic. He also extended his appreciation to the Board for its guidance and the State of Tennessee for its strong financial support for the University. President Boyd provided an update on the Everywhere You Look, UT tour. He indicated that the tour serves three primary purposes: (i) an opportunity to say thank you to the University's stakeholders, (ii) listen to the needs of the citizens of the State of Tennessee, and (iii) to share the University's story of accomplishments and its strategic vision. President Boyd shared some examples of the University's outreach and impact on the state. In addition, he reported that he has now visited all 10 Agriculture Research Centers.

In terms of progress, President Boyd presented recent accomplishments in terms of (i) education, noting the all-time records in enrollment, retention, graduation; (ii) research; and (iii) outreach. He highlighted that this year is the 50<sup>th</sup> anniversary of the Institute for Public Service. President Boyd provided an update on a number of personnel matters, including the status of key searches. He closed his remarks by sharing statistical information regarding covid cases (students and faculty) and by discussing the Executive Order issued by President Biden that applies to federal contractors. The University leadership team is closely monitoring the ongoing developments associated with the requirements of the Executive Order.

## **VII. Committee Reports**

### Audit and Compliance Committee

Trustee Amy Miles, Chair of the Audit and Compliance Committee, provided the Committee report. She highlighted a panel presentation that focused on emerging topics in athletics (e.g., Name, Image, and Likeness; the Alston case; upcoming NCAA constitutional convention; and conference realignment activity). She reported that the discussion focused on the intercollegiate athletic programs that are members of the National Collegiate Athletic Association (NCAA). At a future meeting, there will be information provided by UT Southern, which is a member of the National Association of Intercollegiate Athletics (NAIA).

Trustee Miles noted two items that were on the Committee's Consent Agenda. The annual safety reports will be presented at the upcoming Winter Meeting of the Board. With respect to the quality assurance review (a peer review of the Office of Audit and Compliance), the University received the highest ratings possible. There is always room for improvement and the team will be considering the suggestions offered as part of this review. Trustee Miles closed her remarks by reporting that Brian Daniels, Chief Audit and Compliance Officer, will be serving as the next president of the national Association of College and University Auditors. He is the third individual from the University to serve as president.



### Education, Research, and Service Committee

Trustee Donnie Smith, Chair of the Education, Research and Service Committee, stated that the Committee had two very full days of meetings, starting with the special session held on Wednesday, October 20, which was a deep-dive on the campuses' undergraduate admission processes and the role of standardized testing. He also highlighted a number of the recommendations that the Committee approved that have been included in the Board's consent agenda for consideration.

### Finance and Administration Committee

Kim White, Chair of the Finance and Administration Committee, indicated that the Committee is recommending two items for the Board's approval. The first action item is the FY 2022-23 Operating Budget Appropriations Request for Specialized Units, which total approximately \$10.8 million in recurring funds and \$3.3 million in non-recurring funds. The second item for consideration by the Board is an amendment to the Capital Outlay Funding Requests FY 2022-23 through FY 2026-27. She noted that the amendment would shift the UT Knoxville College of Business project from the FY2024-25 to FY 2022-23. Trustee White explained that there is no change in the dollar amount of this project from what was approved by the Board in June 2021. She then noted that in addition to these actions, there are other recommendations for approval that appear on the Board's consent agenda.

Upon motions duly made and seconded, the Board approved each of the following resolutions by unanimous roll call vote.

- FY 2022-23 Operating Budget Appropriations Request for Specialized Units; ***Resolution 067-2021***
- Amendment to Capital Outlay Funding Request, FY 2022-23 through FY 2026-27; ***Resolution 068-2021***

### Executive Committee Meeting

Chair Compton shared that the Executive Committee is recommending certain revisions to the Board's Policy on Presidential Performance Review (BT0004), along with corresponding changes to the University's Bylaws, and the Executive Committee Charter. Currently, the Board Policy contemplates a comprehensive, cumulative review of the President's performance with the assistance of at least one external advisor every third or fourth year. Except for the engagement of external advisor(s) to assist with the review, the cumulative review process is, for the most part, virtually identical to that required for the annual review process. The proposed revision to the Board Policy provides the flexibility to engage external advisor from time to time in connection with the annual review process and removes the cumulative review process.



Upon motions duly made and seconded, the Board approved each of the following resolutions by unanimous roll call vote.

- Revisions to Board Policy on Presidential Performance Reviews (BT0004); *Resolution 069-2021*
- Revisions to University Bylaws; *Resolution 070-2021*
- Revisions to Executive Committee Charter; *Resolution 071-2021*

### **VIII. Appointment of Treasurer**

President Boyd advised that Treasurer Mark Paganelli is retiring in December 2021. A search has commenced, but it is not likely that it will be completed before Mr. Paganelli retires. In accordance with the Bylaws, President Boyd recommended that David Miller, as Senior Vice President and Chief Financial Officer, serve concurrently as Treasurer on an interim basis effective upon Mr. Paganelli's retirement. President Boyd stated that there would be no salary adjustment associated with Mr. Miller serving as Treasurer.

Upon motion duly made and seconded, the Board approved *Resolution 072-2021*, by unanimous roll call vote.

### **IX. Positioning for Inclusion, Diversity, and Engagement at UT**

Ms. Delphia Howze, Chief Inclusion Strategy Officer for the UT System, began her presentation by reviewing demographic information for: (i) juniors and seniors enrolled in public high schools in the State of Tennessee (Fall 2020); and (ii) UT campus enrollment (Fall 2020); undergraduate enrollment for adult learners (Fall 2019). In addition, she shared 6-year graduation rates by campus broken down by Pell-eligibility, race/ethnic minorities, and gender (Fall 2019). Ms. Howze presented workforce demographics by campus (Fall 2019). She reported how the University system compares against its peers and the State of Tennessee population. Ms. Howze concluded her remarks by noting the many, varied dimensions of diversity and certain actions that are in process or planned in support of the UT Strategic Plan. The Trustees expressed their gratitude to Ms. Howze and Dr. Dickens for the important data, which, among other things, shows the changing demographic trends in the state. Trustee Jenkins also recognized President Boyd for his leadership on this important topic and thanked him for making it a priority.

### **X. UT Strategic Plan**

President Boyd shared an update on the progress made on the UT System Strategic Plan since the Annual Meeting held in June. He identified three key themes have emerged: (1) Expanding UT's reach; (2) Solving grand challenges; and (3) Building an inclusive, diverse, and engaged community. The working group leads – Linda Martin (Enhancing Educational Excellence), Stacey Patterson (Expanding Research Capacities), Herb Byrd and Ashley Stokes (Fostering Outreach and Engagement), David Miller (Ensuring Workforce and Administrative Excellence), and Tiffany Carpenter and Carey Whitworth (Advocating for UT) – provided a review of objectives, metrics



and examples of strategies that will be employed under each of the five pillars. President Boyd confirmed that the pillars and foundation of the UT System Strategic Plan have not changed. The team has been refining goals, initiatives and metrics. The Board members expressed their support of the updated plan.

**\*\* RECESS FOR LUNCH\*\***

The meeting reconvened at 1:45 p.m. Board Secretary Cynthia Moore called the roll, and the following members of the Board were present: John C. Compton, Chair; Bradford D. Box; Lane Gutridge, Student Trustee; Charles Hatcher, Commissioner of the Tennessee Department of Agriculture; Decosta E. Jenkins; Amy E. Miles; Christopher L. Patterson; Donald J. Smith; Kim H. White; and Jamie R. Woodson.

## **XI. University of Tennessee at Chattanooga Strategic Plan**

Chancellor Steve Angle presented the proposed UT Chattanooga Strategic Plan for 2021-2025, highlighting the vision, mission, and values. He explained how the campus plan aligns to the UT Strategic Plan. He discussed the goals and metrics under each of the four main areas (Teaching/Learning; Diversity/Inclusion; Research Innovation; Stewardship Resources). Chancellor Angle highlighted the planning process and the level of campus community engagement. He indicated that the proposed plan was approved by the UT Chattanooga Campus Advisory Board. Chancellor Angle responded to questions from the Trustees, covering a number of topics including financial model considerations and assessment of academic programs.

Upon motion duly made and seconded, the Board approved *Resolution 073-2021*, by unanimous roll call vote.

## **XII. University of Tennessee, Knoxville Strategic Vision**

Chancellor Donde Plowman presented the proposed UT Knoxville Strategic Vision for the campus. She provided an overview of the timeline and steps involved in developing the planning process. She then reviewed the Vision, Mission and Goals (Cultivating the Volunteer Experience; Conducting Research that Makes Life & Lives Better; Ensuring a Culture Where Vol is a Verb; Making Ourselves Nimble & Adaptable; Embodying the Modern R1, Land-Grant University). She highlighted that each Goal includes two sets of measures (5-Year Transformational Progress; 5-Year Operational Metrics). Following the presentation, Chancellor Plowman responded to questions from the members of the Board associated with the ability of the campus to grow enrollment and quality simultaneously, as well as the level of support of the campus community for the new Strategic Vision. In closing, Chancellor Plowman raised a series of questions for the Board's input and guidance.

Upon motion duly made and seconded, the Board approved *Resolution 074-2021*, by unanimous roll call vote.





### **XIII. 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.)

### **XI. Other Business**

None.

### **XII. Closing Remarks**

Chair Compton thanked the administration and presenters for their efforts in preparing for the meetings. He remarked that, in his opinion, it was the best meeting to date. It was focused on strategy considerations. He thanked everyone for their active participation.

### **XIII. 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".

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Cynthia C. Moore  
Secretary and Special Counsel



### Approved Consent Agenda Items

- Minutes of Prior Meetings
- Annual Report to the General Assembly
- Revisions to UT Chattanooga Advisory Board Bylaws
- Items from the Education, Research, and Service Committee
  1. Approval of the Comprehensive List of Academic Programs
  2. Ratification of Administrative Action to Terminate or Inactivate Academic Programs
  3. New Academic Units -
    - Collection Services and Research and Public Services, UTC
    - Africana Studies, UTK
  4. Program Consolidation, Bachelor of Arts in Fine Arts, UTS
  5. New Academic Program Master of Sport Coaching and Performance, UTM
  6. Proposed Faculty Handbook, UTS
  7. Proposed Policy on Award of Degrees and Certificates in Memoriam
  8. Grant of Tenure upon Initial Appointment
  9. Grant of Tenure upon Early Recommendation
- Items from the Finance and Administration Committee
  1. UT Knoxville Voluntary Retirement Incentive Plan (Faculty Only)
  2. UT Research Park Innovation South Lease, UTK
  3. Proposed Naming of Nursing Building, UTK
  4. Signature Authority for Disbursing University Funds
    - Amendments to Board of Trustees Statement of Treasury Policy (BT0032)
    - Authorization for Check Signature
  5. Public Chapter 480 Federal Report

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

- Positioning for Inclusion, Diversity, and Engagement at UT
- UT Chattanooga Strategic Plan
- UT Knoxville Strategic Plan