



THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

MINUTES OF THE ANNUAL MEETING OF THE BOARD OF TRUSTEES June 24, 2022

The University of Tennessee Board of Trustees met at 10:15 a.m. (EDT) on Friday, June 24, 2022. The meeting was held in the Student Union Ballroom located at the University of Tennessee, Knoxville.

Trustees Present: John C. Compton, Board Chair; Bradford D. Box; Lane Guttridge (Student Trustee); Decosta E. Jenkins; Shanea A. McKinney; Amy E. Miles; Christopher L. Patterson; William (Bill) C. Rhodes III; Donald J. Smith; and David N. Watson.

University Officers in Attendance: President Randy Boyd; Cynthia Moore, Board Secretary and Special Counsel; Chancellor Steve Angle (UT Chattanooga); Chancellor Peter Buckley (UT Health Science Center); Chancellor Keith Carver (UT Martin); Chancellor Mark La Branche (UT Southern); and Chancellor Donde Plowman (UT Knoxville).

Ms. Moore addressed the requirements of the Open Meetings Act and announced the presence of a quorum. The meeting was webcast for the convenience of the University community, the general public, and the media.

Opening Remarks by the Chair

Board Chair Compton opened the meeting and welcomed Steve Moldrup, Co-Director of Collegiate Abbey, who provided the invocation. Chair Compton briefly reviewed the positive news presented at the Committee meetings held prior to today's meeting. He noted the exceptionally strong performance of the University over the past fiscal year and extended the Board's gratitude to the faculty, staff and administrators across the system who contributed to the progress of the University's students.

Chair Compton thanked Lane Guttridge for his service as a Student Trustee and Dr. Phyllis Richey for her service as a voting faculty member of the Education, Research and Service (ERS) Committee. He also recognized Dr. Tyler Forrest, a former Student Trustee who now serves as Vice Chancellor for Finance and Administration at UT Chattanooga. Chair Compton congratulated Dr. Forrest on being selected to serve as the next President of Tennessee Wesleyan University. Chair Compton welcomed: (i) Hayden Galloway, an undergraduate at UT Southern, who will serve as the next Student Trustee beginning on July 1, 2022; and (ii) Dr. Andy Puckett, Professor and Finance PhD Program Director in the Department of Finance in the Haslam College of Business at UT Knoxville, who will serve as the faculty representative on the ERS Committee starting on July 1, 2022.

Requests to Address the Board

Chair Compton introduced seven individuals who registered to address the Board. A summary of the speakers' comments is attached hereto as Attachment 1. President Boyd thanked all of the speakers for their remarks. He assured those in attendance that he and his colleagues – at all campuses – were diligently working to make the University of Tennessee one of the best places to work in the State and in the country. President Boyd acknowledged that more needs to be done and that the University will continue to review compensation, benefits, and mental health support for all of its personnel.

President's Update

President Boyd opened his remarks by thanking the Trustees for their leadership and support of the University. He also extended his appreciation to the campus leaders, to the faculty, and to the staff at all of the University campuses for their service.

Tuition. President Boyd announced that there would be no tuition increase at the University as the University continues to focus on affordability. Those efforts will be greatly assisted by the Governor's New Hope Scholarship, which will see an additional \$60 million a year directed to making college more affordable. President Boyd thanked the Governor and the General Assembly for the financial assistance provided to assist the University, its students and their families. He noted that close to 50% of the University's students graduate without any debt – a figure that he hopes will continue to increase.

President Boyd discussed the Veterans Tuition Waiver (In-State Classification of Veterans and Military-Affiliated Individuals for Tuition Purposes), which would come before the Board for action later in the meeting. If approved, the Waiver would make the University more affordable for out-of-state students serving in the military, current members of the ROTC (Reserve Officer Training Corps), and veterans. He asked Noah Smith, a student at UT Knoxville who serves as an Army ROTC Cadet Outreach Officer and as an intern in the Office of the President, to discuss the program.

Cadet Smith advised the Trustees that the ROTC program at UT Knoxville has been recognized as one of the top programs in the country, including receiving the 2020 MacArthur Award for excellence in performance, retention, and training. He stated that more than 50% of the cadets in the ROTC program at UT Knoxville come from out-of-state, with many others expressing interest in the program. The Veterans Tuition Waiver would establish the University as a powerhouse for those who have served, are serving, or want to serve in the military and open a pathway for every UT campus to grow, recruit, educate, and train the next generation of military leaders.

Institute for American Civics. President Boyd provided a brief update on the Institute for American Civics. He thanked both the Governor and the General Assembly for providing \$6 million in funding to support the Institute, which seeks to address civil discourse and civic engagement. Over the coming months, President Boyd will be working with the Governor and others to identify and appoint members of the Institute's Board of Fellows.

Grow Your Own Center. President Boyd discussed the formation of the “Grow Your Own Center,” a partnership between the University, local school districts, education preparation providers, U.S. Department of Labor, and the Tennessee Department of Education, to provide federal financial assistance to create an apprenticeship program to address the teacher shortage. President Boyd cited the Center as an example of the University’s broad reach across the state and its strong partnership with the State of Tennessee.

Leadership Changes. President Boyd announced the following leadership changes:

- Carrie L. Castille will be advanced for election to serve as Senior Vice Chancellor and Senior Vice President of the Institute of Agriculture.
- Linda C. Martin, who currently serves as the Vice President for Academic Affairs and Student Success for the UT System, has agreed to serve as Interim Chancellor of UT Southern. Mark La Branche, who currently holds that role, will be stepping down to assist President Boyd in documenting the historic transition of the Martin Methodist College to UT Southern.
- Bernard Savarese, who currently serves as Associate Vice President for Student Success, will serve as Acting Vice President for Academic Affairs and Student Success, during Dr. Martin’s service at UT Southern.

Automotive Research. President Boyd reminded the Trustees that the three major auto manufacturers located in the State of Tennessee are transitioning to producing electrical vehicles. With Ford Motors’ \$5.6 billion investment in Blue Oval City, the State has the potential to become a hub of electrical vehicle technology. President Boyd had been working with Governor Bill Lee, several of the State’s other major institutions of higher education, and the Department of Economic and Community Development, to develop a plan to make Tennessee a leader in electrical vehicle research and development using engineers and researchers educated in state.

Strategic Plan Dashboard. President Boyd announced that the System would be unveiling a Strategic Plan Dashboard that will provide access to the most current metrics for the UT System and each campus.

President’s Awards. President Boyd closed his remarks by announcing this year’s recipients of the President’s Awards – *Bold and Impactful Honoree:* Frank Butler; *Embrace Diversity Honoree:* Cindy West; *Optimistic and Visionary Honoree:* Orpheus Triplett; *Nimble and Innovative Honoree:* Blake Reagan; *Excel in All We Do Honoree:* Carla Mason; *United and Connected Honoree:* Tyler White; and *Transparent and Trusted Honoree:* Patricia Burks-Jelks.

Appointment of University Officer (UT Institute of Agriculture)

President Boyd presented Dr. Carrie Castille to serve as the next Senior Vice Chancellor and Senior Vice President for the UT Institute of Agriculture. Dr. Castille’s qualifications, recommended compensation, and other terms of employment were included in the meeting

materials under Tab 1. Upon motion duly made and seconded, a roll call vote was taken, and the Board of Trustees unanimously approved *Resolution 023-2022* appointing Dr. Carrie Castille to serve as Senior Vice Chancellor and Senior Vice President for the UT Institute of Agriculture.

Approval of Compensation and Other Terms of Employment of Former Officer

Chair Compton directed the Trustees' attention to the resolution electing Dr. Mark La Branche to serve as a Special Assistant to the President of the UT System. Dr. La Branche's qualifications, recommended compensation, and other terms of employment were included in the meeting materials under Tab 2. Upon motion duly made and seconded, a roll call vote was taken, and the Board of Trustees unanimously approved *Resolution 024-2022* appointing Dr. La Branche as a Special Assistant to the President.

Resolution in Honor of Mark La Branche

President Boyd recognized the extraordinary contributions of Dr. La Branche, as the former President of Martin Methodist College ("MMC"), whose leadership resulted in MMC becoming a part of the UT System, and as the inaugural Chancellor of UT Southern, leading a year of significant change and transition. Dr. La Branche thanked the Trustees, President Boyd, the UT administration, and the UT Southern community for their contributions to the successful merger of MMC into the UT System. Upon motion duly made and seconded, a roll call vote was taken, and the Board of Trustees unanimously approved *Resolution H003-2022* honoring Dr. La Branche for his service to the University, UT Southern, and the State of Tennessee.

Adoption of In-State Residency Classification (Veterans and Military-Affiliated Individuals)

President Boyd referred the Trustees to the comments made earlier in the meeting by ROTC Cadet Noah Smith and to the materials contained under Tab 3. Upon motion duly made and seconded, the Board of Trustees unanimously approved *Resolution 025-2022* authorizing In-State Residency Classification for Veterans and Military-Affiliated Individuals.

Board Governance Matters

Election of the Chair of the Board. Chair Compton announced that he would be abstaining from voting on the next agenda item and asked Trustee Amy Miles, in her role as Chair of the Audit and Compliance Committee, to chair the next portion of the meeting.

Trustee Miles advised that under the University's Bylaws, the Chair of the Board is to be elected at the Annual Meeting. The Board Chair serves a two-year term, which will cover the period from July 1, 2022 through June 30, 2024. In general, the Chair may be elected to serve no more than three consecutive terms. Trustee Miles then opened the floor for nominations. Trustee Donnie Smith nominated John Compton to serve an additional term as Chair. Trustee Bill Rhodes commended Mr. Compton for his past service as Chair

(recognizing his balanced approach, preparation, passion for the University, and his willingness to listen) and expressed his enthusiastic support of the nomination.

Upon motion duly made and seconded, a roll call vote was taken, and the Board of Trustees approved *Resolution 026-2022* electing John Compton to serve as Chair of the Board of Trustees. Following the vote, Trustee Miles congratulated Mr. Compton and thanked him for his past and continuing service. Chair Compton resumed chairing the meeting. He expressed his gratitude to the Trustees for putting their trust in him and for the efforts they have made on behalf of the UT System over the recent years.

Appointment of Standing Committees and Chairs. Chair Compton advised that, under the Bylaws (except for the student and faculty members of the ERS Committee), the Board is responsible for appointing the members and chairs of standing committees. Appointments are for a two-year term (July 1, 2022 through June 30, 2024). The proposed appointments of the Committee Chairs, and the appointments to the Committees were included in the materials under Tab 4.2. Chair Compton recognized two Trustees who had completed their service as Committee Chairs: (i) Amy Miles, Chair of the Audit and Compliance Committee; and (ii) Donald J. Smith, Chair of the ERS Committee. Chair Compton announced that Decosta Jenkins is being advanced to serve as Chair of the Audit and Compliance Committee, Jamie Woodson is being nominated to serve as Chair of the ERS Committee, and Mr. Smith is being nominated to continue as a member of the Executive Committee.

Upon motion duly made and seconded, a roll call vote was taken (with Trustees Rhodes and Jenkins abstaining from voting on their Committee Chair nominations; Trustee Woodson was not in attendance), and the Board approved the appointments to the Committees and the Committee Chairs, as set forth in *Resolution 027-2022*.

Approval of Revised Board Policies

Cynthia C. Moore, Board Secretary and Special Counsel, provided an overview of the following four Board policies:

- Board Policy (BT0001) - Statement of Governance and Trustee Commitment;
- Board Policy (BT0002) - Code of Ethics for Trustees;
- Board Policy (BT0003) - Conflict of Interest Policy for Trustees; and
- Board Policy (BT0008) - Naming of Facilities and Other Assets.

Ms. Moore noted that the three Board governance policies had been presented to the Executive Committee for review and discussion prior to bringing the policies before the full Board. The Statement of Governance and Trustee Commitment is a new policy. All of the other policies being presented to the Board are revisions of existing policies. The policies are described in more detail under Tabs 5.1 through 5.4 in the meeting materials.

Upon recommendation of Chair Compton, the Board considered the recommended revisions to the four Board Policies as one action. Upon motion duly made and seconded, a roll call vote was taken, and the Board of Trustees approved the Board Policies. (*See Resolutions 028-2022 through 031-2022*)

Adoption of Permanent UAPA Rules for UT Southern

Ryan Stinnett, General Counsel, reminded the Trustees that the Tennessee Uniform Administrative Procedures Act (“UAPA”) requires the University campuses to adopt certain rules through a rulemaking process. When UT Southern became a part of the system, the University began working on three rules: (i) Student Code of Conduct (Chapter 1720-07-01); (ii) Library Fines (Chapter 1720-07-02); and (iii) Parking (Chapter 1720-07-03). Mr. Stinnett briefly reviewed each of the proposed rules, as further described under Tabs 6.1 through 6.3 in the meeting materials. Mr. Stinnett stated that public rulemaking hearings were held, and no comments were received. If approved by the Board, the rules will be sent to the Attorney General’s Office for final legal approval and then filed the Tennessee Secretary of State. Ninety days after the filing and posting to the Secretary of State’s website, the rules will become final. During this period, the rules will be presented for review by the Joint Government Operations Committee of the General Assembly.

Upon recommendation of Chair Compton, the Board considered the recommended adoption of permanent UAPA rules for UT Southern as one action. Upon motion duly made and seconded, a roll call vote was taken, and the Board of Trustees approved *Resolution 032-2022*.

Committee Reports

Audit and Compliance Committee. Committee Chair Miles provided the Committee’s report on its meeting of June 23, 2022. At that meeting, the Committee received updates on: (i) Title IX; (ii) Athletics Compliance; and (iii) the Name, Image and Likeness program. There were no action items before the Committee.

Education, Research, and Service Committee. Committee Chair Smith began his remarks by thanking Student Trustee Gutridge and Dr. Phyllis Richey for their service on the Committee over the past year. He also recognized Dr. Linda Martin and Dr. Stacey Patterson for their support and efforts on behalf of the ERS Committee and the University. Committee Chair Smith then provided an overview of the items discussed at the meeting held earlier in the morning, including the action items being brought forward for the Board’s approval as set forth on the consent agenda.

Finance and Administration Committee. Committee Chair Bill Rhodes provided the Committee’s report, which included a review of: (i) the Audited Financial Statements for FY 2020-21; (ii) the current financial performance and year-end projections for FY 2021-22; and (iii) an overview of tuition/fees and affordability. The Committee is recommending for approval a number of items that appear on the consent agenda – most notably, a request to

increase the project budget for renovation of the Neyland Stadium and a new Campus Master Plan for UT Martin.

Committee Chair Rhodes also provided an overview of the FY 2022-23 Operating Budget, Capital Outlay Funding Requests, Capital Maintenance Funding Requests, Revenue/Institutionally-Funded Capital Projects, and Capital Demolition Funding Requests. He noted that state funding for the University has increased, making it possible to ensure that there will be no increase tuition and mandatory fees, while also providing funds for the largest salary pool in University history, breaking the record set in FY 2021-22.

Upon motion duly made and seconded, a roll call vote was taken, and the Board of Trustees approved the FY 2022-23 Operating Budget (including Salary Plan, Student Tuition and Fees, and Room and Board Rates). *See Resolution 033-2022*

Chair Compton then called for a vote on the four Capital Budget items recommended for the Board's consideration. Upon motion duly made and seconded, the Board of Trustees approved the following resolutions by roll call vote.

- Capital Outlay Funding Requests, FY 2023-24 through FY 2027-28
- Capital Maintenance Funding Requests, FY 2023-24 through FY 2027-28
- Revenue/Institutionally-Funded Capital Projects, FY 2023-24
- Capital Demolition Funding Requests, FY 2023-24

(See Resolutions 034-2022 through 037-2022)

Annual Presidential Performance Review

Chair Compton indicated that he conducted an annual review of President Boyd's performance in accordance with the Board's Policy on Presidential Performance Reviews. A full copy of the written assessment, which includes a list of 2021 objectives and accomplishments and a list of 2022 goals and objectives, was included in the meeting materials (Tab 9). Chair Compton provided an overview of the review process, which, he noted is one of the most comprehensive in higher education.

Chair Compton spoke with Chancellors and other members of the senior leadership team, who expressed an interest in providing additional feedback beyond the electronic survey. As required under the Board Policy, President Boyd's performance was discussed with Lt. Governor and Speaker of the Senate Randy McNally and Tennessee Speaker of the House of Representatives Cameron Sexton. In this regard, the feedback was very positive with respect to his performance, the overall direction of the University, and the efforts of the Board. Chair Compton also met with President Boyd to discuss his performance and goals, with two members of the Executive Committee joining as observers. He noted that since that meeting, approximately 30 days ago, President Boyd and his team have launched the Strategic Dashboard, which was a priority requested by the Board.

Chair Compton noted that President Boyd's performance can be measured by the support the State provides in terms of salary increases, new programming, capital project support,

as well as federal program support. Chair Compton also reminded those in attendance that President Boyd has repeatedly turned down offers of compensation for what is an extraordinarily challenging position and cited him as the epitome of a servant leader. Other members of the Board shared their perspectives on President Boyd's performance, which were very positive, and praised his passion, optimism, energy, and the relationship he has forged with elected officials and students at every campus. President Boyd thanked the Board for their support and words of encouragement. He also thanked the dedicated individuals across the UT System, who have worked to advance the mission of the University.

Upon motion duly made and seconded, a roll call vote was taken, and the Board approved the Annual Presidential Performance Review (*Resolution 038-2021*).

UT Health Science Center Update

Dr. Peter Buckley, Chancellor of the UT Health Science Center (UTHSC), provided an update on the progress of UTHSC. Highlights included: (i) the Healthy Smiles Initiative, which provides dental health care and education to residents of rural Tennessee; (ii) a joint program in nursing with UT Southern, which is currently under review by the Tennessee Higher Education Commission; (iii) advancing the Tennessee Population Health Consortium; and (iv) building a public-private pharmaceutical innovation at the Plough Center. UTHSC is also working to establish a brand identity that promotes its presence and contributions in Memphis and throughout the State of Tennessee.

Consent Agenda

Chair Compton asked if there were any requests to remove an item from the consent agenda. There being none, upon motion duly made and seconded, a roll call vote was taken, and the Board approved: (i) the Resolution to adopt the minutes of the prior meeting of the Board, (ii) the Resolution Appointing a Managerial Group for U.S. Government Contracts; (iii) items from the ERS Committee; and (iv) items from the Finance and Administration Committee. (A complete list of the approved items from the Consent Agenda appears at the end of these minutes.)

Closing Remarks

Chair Compton expressed his gratitude to the many people who contributed to success of the Board and Committee meetings over the past two days. He announced that the Fall Meeting of the Board will be held at UT Martin on October 27 and 28, 2022.

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

Respectfully Submitted,

/s/ Cynthia C. Moore

Cynthia C. Moore

Secretary and Special Counsel

Approved Consent Agenda Items

- Minutes of the Prior Meeting (Winter Meeting of February 25, 2022)
- Resolution Appointing a Managerial Group for U.S. Government Contracts
- Items from the Education, Research, and Service Committee:
 1. 2022 Institutional Mission Profile Statements
 2. Authorization for Conferral of Degrees, 2022-23 Academic Year
 3. Academic Program Modifications
 - Master of Science in Industrial and Organizational Psychology, UTC
 - Bachelor of Arts in Africana Studies, UTK3) Bachelor of Arts in Physics, UTK
 - Master of Science in Engineering Management, UTK
 - Bachelor of Science in Philosophy, UTM
 - Bachelor of Arts in Fine and Performing Arts, UTM
 4. New Academic Programs
 - Master of Health Science in Pathologists' Assistant, UTHSC
 - Bachelor of Science in Public Health, UTK
 - Bachelor of Science in Construction Management, UTM
 5. Tenure Recommendations Requiring Board Approval
 - Grant of Tenure upon Initial Appointment
 - Grant of Tenure upon Early Consideration
 6. Proposed Faculty Handbook Revisions, UTC
- Items from the Finance and Administration Committee:
 1. Redefining the Future of Neyland Stadium (UTK)
 2. Campus Master Plan (UTM)
 3. Acquisition of 888 East Third Street, Chattanooga, TN (UTC)
 4. Acquisitions of Properties at 417 West Flower Street and 635 West Madison Street, Pulaski, TN (UTS)
 5. Alcoa Highway/UT Lifestar Road Easements (UTK)
 6. Sale or Transfer of Gift Property Not Held for Institutional Use (UTIA/UTM)
 7. Ratification of Quasi-Endowments Created during FY 2021-22
 8. Procedures Governing Compensation Increases during FY 2022-23

(See Resolutions 039-2022 through 061-2022)

Attachment 1 – Summary of Speaker Remarks

- The Honorable Eddie Smith, former State Representative for Tennessee House District 13, who now serves as Director of Organizational Advancement for Childhelp Tennessee. Mr. Smith expressed his gratitude to the members of the Kappa Delta Sorority at UT Knoxville for their fundraising efforts over the past two years. The \$85,000 raised by Kappa Delta allowed Childhelp to expand the services provided to at-risk, neglected, and abused children in Knoxville, which increased over the course of the COVID-19 pandemic.
- Zachary J. Ridder, Academic Adviser at UT Chattanooga, advocated for increasing the minimum wage at UT Chattanooga to \$15/hour, particularly to support those employees who worked through the pandemic to ensure that the campus community could live, work, and learn in a safe environment. He observed that UT Chattanooga may be at a disadvantage in attracting employees, including student workers, as other employers raise their minimum wage rates. Mr. Ridder also noted that other UT campuses have increased the minimum wage to \$15/hour.

Dr. Steve Angle, Chancellor of UT Chattanooga, responded that the administration values the efforts of its faculty, staff, and student workers. Over the past year, the minimum wage has been raised to \$11.30/hour, with plans in place to raise that rate to \$13/hour, and ultimately to \$15/hour. He added that UT Chattanooga offers competitive benefits, but has to balance available funding and salaries, with the overarching goal of keeping costs affordable for its students.

- Todd Freeberg, Professor and Associate Head of the Department of Psychology and Director of the College Scholars Honors Program in the College of Arts and Sciences (CAS) at UT Knoxville, expressed his concerns regarding the possibility that CAS will be divided into two separate schools. He pointed out that: (i) undergraduate enrollment in CAS is comparable to that of the Haslam College of Business; (ii) several departments straddle both Liberal Arts and Natural Sciences; and (iii) splitting CAS into two separate schools would increase administrative costs, could impede collaboration between departments, and, inadvertently, lead to gender disparity in terms of faculty representation.

Responding to Dr. Freeberg, Chair Compton advised that, at this time, no proposals to restructure CAS have been brought forward for consideration by the Board. He encouraged Dr. Freeberg and his colleagues to discuss their concerns with Chancellor Donde Plowman or Provost John Zomchick.

- John Han, Lecturer in the Department of English at UT Knoxville, addressed the Board regarding the potential demolition of Dunford Hall to construct a new building for the Haslam College of Business. Dr. Han expressed his concern that the campus community had not been consulted regarding the proposed demolition, which would displace faculty, staff, and students in several departments, offices, and laboratories. He asked

that plans to demolish Dunford Hall be paused and that the campus community be included in planning efforts.

Chair Compton stated that there is no action presently before the Board pertaining to the demolish Dunford Hall. He asked Dr. Dun and his colleagues to work with Chancellor Plowman and Provost Zomchick regarding their concerns.

- Amber Johnson, Graduate Teaching Associate in Rhetoric, Writing, and Linguistics in the Department of English at UT Knoxville, addressed the Board regarding establishing a family and medical leave policy for graduate students. Under the current policy (the Graduate Student Leave of Absence Policy), graduate students seeking to take a formal leave of absence of any kind are required take off a full semester. During that time, graduate students do not receive a stipend and must pay for their own health insurance. Dr. Johnson described how the existing policy impacted her, as well as several other colleagues. She stated that providing a family medical leave policy for graduate students would assist current graduate students, and act as an incentive for new graduate students. She urged the Board to encourage the University Administration to establish a family medical leave policy for graduate students that would provide 12-months of continuous health insurance coverage, along with stipend payments.

President Randy Boyd thanked Dr. Johnson for bringing this matter forward. He advised the Trustees that the University Administration would look into the leave policy for graduate students and report back to the Board at a future meeting.

- Mia Romano, Senior Lecturer of Spanish Studies in the Department of Modern Foreign Languages & Literatures (MFLL) at UT Knoxville, read a statement prepared by Katherine Hodges-Kluck (Communications Coordinator in The Marco Institute for Medieval and Renaissance Studies, UT Knoxville) and Andrea Stedman, (an Academic Advisor, MFLL, UT Knoxville).^{*} The statement described challenges facing staff at the University, including: salary and compensation issues; lack of opportunity for reclassification or promotion; and increased workloads. The statement also noted that the University's employees are required to work 40 hours a week, while counterparts at the Tennessee Board of Regents have had a 37.5 workweek since 1982. A copy of the statement is filed with these minutes.
- Sarah Eldridge, Associate Professor of German, MFLL, UT Knoxville, discussed working conditions throughout the University System, including: (i) a decrease in the number of workers in facilities services from 3,400 in 2016 to 2,200 in 2020; (ii) high turnover and loss of administrative support staff and academic advisors; (iii) increased workloads, combined with low salaries; and (iv) little to no flexibility or opportunity for professional development. Dr. Eldridge said that these same issues are impacting

^{*} *Chair Compton granted a one-time exception to the Board's Standing Rule Governing Requests to Address the Board, which allowed the statement to be read at the meeting by Dr. Romano rather than presented by either Ms. Hodges-Kluck or Ms. Stedman.*

faculty members, with non-tenure track faculty shouldering higher teaching loads. Dr. Eldridge echoed statements made by earlier speakers regarding the need for greater transparency with respect to restructuring of academic programs and demolition/construction of new facilities.