AGENDA

I. Call to Order and Roll Call

II. Opening Remarks of the Committee Chair

III. Requests to Address the Board (if appropriate for this Committee)

IV. Consent Agenda — Action
   A. Minutes of the Prior Meetings
   B. Ratification of Administrative Action to Terminate or Inactivate Academic Programs
   C. Proposed New Academic Units and Unit Modifications
      1) Department of Performing Arts, UTC
      2) Department of Engineering Management and Technology, UTC
      3) Department of Data Analytics, UTC
   D. Proposed Academic Program Modifications
      1) CIP Code Change for Ph.D. in Plant, Soil, and Environmental Sciences, UTK
      2) CIP Code Change for Master of Architecture, UTK
      3) CIP Code Change for Bachelor of Architecture, UTK
   E. Grant of Tenure upon Initial Appointment

V. President’s Enrollment Update

VI. Presentations — Information/Discussion
   A. Student Success Outcomes: Degrees Awarded, Debt, and First Destinations
   B. UT Research Update
      1) UT Research Enterprise
      2) UT Research Foundation
   C. UT/Huron Enrollment Analysis Progress Update

VII. Other Business

   [Note: Under the Bylaws of the Board, items not appearing on the agenda may be considered only upon an affirmative vote representing a majority of the total voting membership of the Committee. Other business necessary to come before the Committee at this meeting should be brought to the attention of the Committee Chair or Board Secretary before the meeting.]
VIII. Closing Remarks

IX. Adjournment

Information Items
A. Annual Report on Intercollegiate Athletics ................................................................. Tab 3.1
B. Report on Periodic, Enhanced, and Annual Post-Tenure Performance Review ........ Tab 3.2
C. Certification of Degrees Conferred ............................................................................. Tab 3.3
D. 2023 Tenure and Promotion ....................................................................................... Tab 3.4
AGENDA ITEM SUMMARY

Meeting Date: October 13, 2023
Committee: Education, Research, and Service
Item: Committee Consent Agenda
Type: Action
Presenter: Jamie Woodson, Committee Chair

Background

Items on the Committee Consent Agenda are not presented or discussed in the Committee unless a Committee member requests that an item be removed from the Consent Agenda. The Bylaws provide that an item will not be removed from the Consent Agenda solely for the purpose of asking questions for clarification. Those questions should be presented to Dr. Bernie Savarese before the meeting.

Committee Action

If there are no requests to remove items on the Consent Agenda, the Committee Chair will call for motion that:

1. The reading of the minutes of the June 29, 2023 and September 8, 2023 meetings of the Committee be omitted and that the minutes be approved as presented in the meeting materials.

2. The action items set forth on the Consent Agenda be recommended for adoption by the Board of Trustees.

If the motion passes, the items requiring Board approval will go forward to the Consent Agenda of the full Board meeting.
The Education, Research, and Service Committee of The University of Tennessee Board of Trustees met at 2:15 p.m. (CDT) on Thursday, June 29, 2023. The meeting was held in the Library of the Mooney Building, located at the University of Tennessee at Health Science Center, in Memphis, Tennessee.

Committee Members Present: Jamie R. Woodson, Committee Chair; John C. Compton, Board Chair; Hayden Galloway (Student Trustee); Charles Hatcher, Commissioner, Tennessee Department of Agriculture; Shanea A. McKinney; Andy Puckett (Faculty Representative); and Donald J. Smith.

Other in Attendance:
Trustees: Bradford D. Box, Christopher L. Patterson; William (Bill) C. Rhodes III; David N. Watson, and T. Lang Wiseman.

University Administration: President Randy Boyd; Bernard Savarese, Acting Vice President for Academic Affairs, Research, and Student Success; Cynthia Moore, Board Secretary and Special Counsel; Chancellor Steve Angle (UT Chattanooga); Chancellor Peter Buckley (UT Health Science Center); Interim Chancellor Philip Cavalier (UT Martin); Interim Chancellor Linda Martin (UT Southern); and Chancellor Donde Plowman (UT Knoxville). In addition, other members of the UT senior leadership and administrative staff were present.

Ms. Moore 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 of the Committee Chair

Committee Chair Jamie Woodson opened the meeting by announcing that no requests to address the Board were assigned to be heard by the Committee.

Presentations

Research Spotlight: UT Health Science Center. Dr. Altha Stewart, Senior Associate Dean for Community Health Engagement at the UTHSC College of Medicine and Director of the Center for Youth Advocacy and Well-Being, began her presentation by providing a brief history of the Center. Now in its eighth year of operations, the Center began as a small program established to address issues in juvenile justice reform. The Center’s goal is to improve the health and well-being for children and families by coordinating the delivery of services to ensure they have a chance to succeed. The Center employs evidence-based interventions and coordinates its efforts with the community that it serves, which includes
children, families, schools, community organizations, with the Academic Medical Center serving as the cornerstone of these collaborative efforts.

Children are referred to the Center for a number of reasons, including: aggressive behaviors; chronic absenteeism; mental/trauma/physical health concerns; and issues coming before the legal system and/or the Department of Children’s Services. In 2022, 50% of the children/youth referred to the Center were young Black men ranging in age from 10 to 19, who were identified as being at-risk. Referrals to the Center were made primarily by parents/guardians (22%); MSCS/charter schools (22%); and health professionals, social workers, or court/justice officials (38%).

Since it was established, the Center has grown to include eight programs that address the needs of the children and youth referred for assistance. Dr. Stewart concluded her presentation by advising that the Center provides services throughout the City of Memphis and Shelby County and is beginning to expand to areas outside of Shelby County.

**UT System Performance Compared to Peers.** Dr. Bernard Savarese, Acting Vice President for Academic Affairs and Student Success, began his presentation by noting that the performance comparisons will utilize the list of Peer and Aspirational Peer Institutions approved at the 2022 Fall Meeting of the Board. The report covers the five-year period from 2017 to 2021. A copy of the report was included with the meeting materials (Tab 1.2) and distributed at the meeting.

Dr. Savarese provided an overview of the successes achieved by each of the individual campuses and highlighted opportunities for growth and improvement. Following Dr. Savarese’s presentation, the Committee members discussed the low percentage of ethnic and minorities enrolling across the UT System, particularly when compared to peer institutions. President Randy Boyd stated that he and the Chancellors are discussing ways in which to increase enrollment, retention, and graduation rates for racial and ethnic minority students.

**UT System Enrollment Analysis.** Dr. Savarese explained that as discussed in the earlier presentation, the University has many strengths in terms of enrollment growth, stability, and student outcomes. However, there are other areas where there are opportunities to expand, particularly in addressing growth of student populations. To address these challenges, the University established a Steering Committee to conduct an analysis of student enrollment. The Steering Committee is comprised of representatives from throughout the System who will also serve as liaisons to their individual campuses. The Steering Committee will work with the Huron Consulting Group to prepare a comprehensive report addressing campus enrollment strategies and student profile enhancements using a three-part analysis to identify:

- Opportunities for enrollment growth;
- Optimal student profile and potential growth levels for each campus; and
- Impact of optimal growth and student profile changes for each campus.

Dr. Savarese hopes to provide an update on the project at the 2023 Fall Meeting of the Board.
**UT/Gallup Climate Survey.** Dr. Savarese reminded the Committee members that in the spring of 2022, the Tennessee State Legislature passed a bill requiring public institutions of higher education to conduct a biennial survey to assess campus climate regarding free expression on campus, regardless of political affiliation or ideology. The University selected Gallup, Inc., to conduct the survey and analysis. Dr. Savarese introduced Dr. Zach Hrynowski, a Gallup Research Consultant, to report on the survey and its findings.

Dr. Hrynowski began his presentation by reviewing how the survey was developed and conducted. Students, faculty, and staff at all five campuses and those employed in the UT System office were asked to participate in a short web-based survey. Nearly 8,000 students (16%), 2,000 faculty members (41%), and 4,000 staff members (48%) participated in the survey. Given the number of participants, Gallup was comfortable with the veracity of the results and the strength of the analytic power behind them.

The results of the survey found that, overall, the majority of UT students are comfortable with the level of free expression on campus:

- Fewer than one in ten (8%) UT students say their campus is not committed to free expression;
- Students who self-identify as liberal are least likely to agree their campus is committed to free speech (65%) or to personally feel comfortable expressing their opinions (67%);
- Among the 11% of UT students who are not comfortable sharing their opinions, about half cite discomfort in the classroom (56%) or on-campus social settings (49%);
- Just 5% of UT students say they are not often exposed to different viewpoints on their campus.

Dr. Hrynowski stated that shortly after it concluded the UT survey, Gallup also conducted a nationally representative survey of students. That survey found that among public universities, 76% of students agree that their campus is committed to creating an environment of free expression, with the same percentage responding that they can express their opinions freely. He observed that considering both margin of error and sampling error, the UT System is within three to five percentage points of the national average, which is line with that margin of error. Significantly, the survey found that if a student respondent self-identifies as strongly liberal or conservative, that impacts their perception of the ability to freely express oneself on campus.

Faculty and staff received a survey that mirrored that of students, albeit shorter. The survey found that faculty and staff are both less likely than students to say that their campus is committed to creating this type of an environment. As with student respondents, the faculty/staff survey found that if a respondent self-identifies as strongly liberal or conservative, that impacts their perception of the ability to freely express oneself on campus.

- Approximately 22% of faculty and 17% of staff do not feel that their campus is committed to creating an environment in which faculty/staff can express their political, social, and/or cultural opinions freely on campus.
Dr. Hrynowski responded to various questions raised by Committee members. He also stated that Gallup did not conduct a national poll of faculty/staff.

**Proposed ERS Committee Workplan Update**

Dr. Savarese provided a brief overview of the updated Committee Workplan included in the meeting materials (Tab 3). The updated Workplan incorporates feedback from Committee members and charts a course for the 2023 and 2024 academic years. The Workplan includes timing for regular reports and University updates, anticipated action items, and possible educational sessions and/or meeting topics.

**Proposed ERS Committee Charter Changes**

Dr. Savarese reviewed the proposed changes to the ERS Committee Charter. One key change being recommended would improve efficiency and limit redundancy by eliminating the requirement for “annual approval of a comprehensive inventory of all academic programs,” as multiple publicly available academic program inventories, which are updated throughout the year, exist at the campus level and with the Tennessee Higher Education Commission. Further, the Committee approves all new academic programs, modifications to programs, and terminations associated with academic programs.

Upon motion duly made and seconded, the Committee approved a recommendation that the Board of Trustees adopt the Resolution approving the proposed revisions to the Charter for the Education, Research and Service Committee (as presented in Tab 2).

**Proposed New Academic Programs**

*Master of Science in Management, UTC*

Dr. Jerold L. Hale, Provost and Senior Vice Chancellor for Academic Affairs at UTC, presented an overview of the proposed Master of Science in Management (MSM) at UTC’s Gary W. Rollins College of Business. The MSM degree will provide an online, flexible degree program with a focus on two long-term populations: (i) recent college graduates who are entering the workforce; and (ii) college graduates who have been in the workplace for two-to-five years. The curriculum will help students develop skills and knowledge in leadership, decision-making, business ethics, project management, human resource management, diversity management, personal career management, coaching, and basic business expertise. The program responds to the local and national workforce needs and aligns with UTC’s goal to continue supporting the local, regional, and national business community and prepare students to compete in a global workforce. Dr. Hale reviewed the number of credit hours, the proposed time period for implementation, the projected enrollment, the resources needed, the accreditation process, and the intended purpose and outcomes of the program.
Joint Bachelor of Science in Nursing, UTHSC and UTS

Dr. Cindy Russell, Vice Chancellor for Academic, Faculty and Student Affairs at UTHSC, presented an overview of the proposal to combine the Bachelor of Science in Nursing (BSN) programs at UTHSC and UTS into a joint program. Both institutions have collaboratively developed and executed a Memorandum of Understanding that establishes an agreement about the operations of the joint program, including admissions, financial aid, tuition and fees, graduation, and other details. Dr. Russell discussed the intended purpose and outcomes of the program and noted that combining the two programs will fill a critical specialized workforce need in Tennessee and the nation by growing the number of BSN graduates, while creating a strong, unified program. She reviewed the proposed time period for implementation, the projected enrollment, the resources needed, the accreditation process, and the intended purpose and outcomes of the program.

Master of Science in Business Cybersecurity, UTK

Dr. John Zomchick, Provost and Senior Vice Chancellor at UTK, presented an overview of the proposed Master of Science in Business Cybersecurity in the Haslam College of Business. The proposed program will leverage the knowledge and skills unique to the Business School to provide a business-focused cybersecurity skillset and will expand upon traditional technical skills by understanding the business context, regulatory environment, and the managerial and organizational implications of risk and value-generation associated with cybersecurity policies and systems. The new major will serve students who hold a broad range of undergraduate degree areas and are interested in enhancing their skill set to enter the cybersecurity field. Dr. Zomchick reviewed the number of credit hours, the proposed time period for implementation, the projected enrollment, the resources needed, the accreditation process, and the intended purpose and outcomes of the program.

Master of Music in Music Education, UTM

Dr. Stephanie Kolitsch, Interim Provost and Senior Vice Chancellor for Academic Affairs at UTM, presented an overview of the proposed Master of Music in Music Education. The program will focus on teaching practices, including conducting and developing curricula and meet a growing demand for music educators with advanced degrees in western Tennessee. The program will offer a unique, flexible online/hybrid format that will allow students to complete the degree either entirely online or in a hybrid format, which includes some in-person courses. Dr. Kolitsch reviewed the number of credit hours, the proposed time period for implementation, the projected enrollment, the resources needed, the accreditation process, and the intended purpose and outcomes of the program.

Upon recommendation of Committee Chair Woodson, the Committee considered the four Proposed New Academic Programs as one action. Upon motion duly made and seconded, the Committee approved a recommendation that the Board of Trustees adopt the Resolutions establishing the following new academic programs: (i) Master of Science in Management, UTC; (ii) Joint Bachelor of Science in Nursing, UTHSC and UTS; (iii) Master of Science in
Business Cybersecurity, UTK; and (iv) Master of Music in Music Education, UTM (as presented in Tabs 4.1 – 4.4 and further described in the appendix prepared for the meeting).

Proposed Faculty Handbook Revisions

Dr. Savarese reviewed the proposed revisions to the Faculty Handbooks for the UT Health Science Center and UT Knoxville. The revisions were reviewed and approved by Dr. Savarese, the Office of General Counsel, President Randy Boyd and the Faculty Senate and Chancellor of each of the two campuses. Dr. Savarese explained that the revisions are intended to address how each campus can continue to recruit and retain high quality faculty. The UTHSC revisions focus on multiyear appointments for non-tenure track faculty. The UTK revisions also focus on increased appointment length, clarity around appointment timelines, and reappointments.

Upon recommendation of Committee Chair Woodson, the Committee considered the two Proposed Faculty Handbook Revisions as one action. Upon motion duly made and seconded, the Committee approved a recommendation that the Board of Trustees adopt the Resolutions approving revisions to the following Faculty Handbooks: (i) UTHSC; and (ii) UTK (as presented in Tabs 5.1 and 5.2).

Consent Agenda

Committee Chair Woodson asked if there were any requests to remove an item from the agenda. There being none, upon motion duly made and seconded, the Committee approved: (i) the Resolution to adopt the minutes of the last meeting of the Committee; and (ii) the Resolutions pertaining to the other action items included on the Consent Agenda (a complete list of the approved items appears at the end of these minutes).

Other Business and Adjournment

Committee Chairperson Woodson concluded the meeting by thanking Hayden Galloway (Student Trustee) and Dr. Andy Puckett (Faculty Representative) for serving on the Committee during the past year. She announced that for the coming year those positions will be held by Woodi Woodland, a rising fourth year medical student at UTHSC, and Dr. Sean Walker, a full-time tenured professor and Interim Chair of the Department of Management, Marketing, and Information Systems in the College of Business and Global Affairs at UTM.

With no further business to come before the Committee, 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 (February 24, 2023)
- 2023 Institutional Mission Profile Statements
- Authorization for Conferral of Degrees, 2023-24 Academic Year
- Proposed Academic Program Modification: Ph.D. in Evaluation, Statistics, and Methodology, UTK
- Tenure Recommendations Requiring Board Approval
  - Grant of Tenure upon Initial Appointment
  - Grant of Tenure upon Early Consideration
- Proposed Honorary Degrees
  - UTK (Robert J. “Bob” Booker and Arthur B. “A.B.” Culvahouse)
  - UTM (Rodney M. Thomsen)
  - UTS (Hurley Calister “Cal” Turner)

Information Items
- Certification of Degrees Conferred
- 2023 Tenure and Promotions

Appendix – Supplemental Materials
- New Academic Program Proposals:
  - Master of Science in Management, UTC
  - Joint Bachelor of Science in Nursing, UTHSC and UTS
  - Master of Science in Business Cybersecurity, UTK
  - Master of Music in Music Education, UTM
- Academic Program Modification Proposal:
  - Ph.D. in Evaluation, Statistics, and Methodology, UTK

Attachments
Copies of the following materials were shown or distributed at the meeting and are filed with the official minutes of this meeting.
- PowerPoint Presentations:
  - Center for Youth Advocacy and Well-Being: A Program of Research at UTHSC
  - UT System Enrollment Analysis
- Handout:
  - UT System Performance Compared to Peers
A Special Meeting of the Education, Research, and Service Committee of The University of Tennessee Board of Trustees was held at 9:00 a.m. (EDT) on Friday, September 8, 2023. The meeting was held virtually with all Committee members participating electronically or by telephone. The meeting was hosted from the University of Tennessee, Knoxville campus.

Committee Members Present: Jamie R. Woodson, Committee Chair; John C. Compton, Board Chair; Charles Hatcher, Commissioner, Tennessee Department of Agriculture; Shanea A. McKinney; Donald J. Smith; and Sean Walker (Faculty Representative).

Other in Attendance:
Trustees: Bradford D. Box, Decosta Jenkins, Christopher L. Patterson; William (Bill) C. Rhodes III; David N. Watson, and T. Lang Wiseman.

University Administration: President Randy Boyd; Bernard Savarese, Acting Vice President for Academic Affairs, Research, and Student Success; Cynthia Moore, Board Secretary and Special Counsel; Chancellor Steve Angle (UT Chattanooga); Chancellor Peter Buckley (UT Health Science Center); Chancellor Yancy Freeman (UT Martin); Interim Chancellor Linda Martin (UT Southern); and Chancellor Donde Plowman (UT Knoxville). In addition, other members of the UT senior leadership and administrative staff were present.

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.

Opening Remarks of the Committee Chair

Committee Chair Jamie Woodson opened the meeting by announcing that the Board of Trustees were invited to attend and participate in today’s meeting of the ERS Committee. She encouraged all Trustees to freely share their thoughts during the meeting, particularly regarding the proposed change to the admissions policy for all campuses.

Admissions Policy Proposal (All Campuses)

UT System President Randy Boyd began his remarks by discussing affordability, which is a vital part of access to higher education. President Boyd stated that while many states have seen a continuing, long-term decline in public funding for public institutions of higher education, such is not the case in the State of Tennessee. Further, as discussed at the Annual Meeting of the Board, over the last five years, on average, the University has had nominal increases in tuition (approximately 1% per year).
President Boyd stated that the University is committed to continuing to offer its students and their families a world class education at an affordable price. An important part of that effort is the recent decision to increase the adjusted gross family income for students eligible for the UT Promise from $60,000 household income to $75,000, along with increasing the minimum award from $100 per semester to $500 semester (these awards are generally used to cover other expenses, such as textbooks). He explained that these changes will mean that nearly 67% of college-going Tennesseans may attend a UT campus free of tuition and fees, subject to meeting admissions and other eligibility requirements.

President Boyd explained that the UT administration is requesting that the undergraduate admission policies applicable for each of the University’s campuses be amended to offer guaranteed admission1 to all Tennessee high school students who meet any of the following criteria:

1) Finish in the top 10%2 of their high school’s graduating class; or
2) Achieve a 4.03 or higher GPA; or
3) Achieve a 3.23 or higher GPA and have an ACT composite score of 234 or higher (or an SAT score of 1130-1150 or higher).

President Boyd explained that this change would further the University’s land grant mission by allowing it to expand access, recruit more of Tennessee’s best and brightest students to its campuses and promote greater geographic and socio-economic representation. If approved, UT would join public institutions in at least a dozen other states, which offer guaranteed admissions to qualified students. University admissions officials project that this change would have a positive effect on the number of Tennesseans choosing to apply to and enroll at one of its campuses.

President Boyd advised that pending approval by the Board, the admissions policy change would apply to all campuses offering undergraduate admissions and go into effect immediately for the Fall 2024 admissions cycle. Further, results of this unique initiative will be reviewed annually with the Board of Trustees to determine if adjustments should be made in future years based on outcomes and effectiveness tied to the University’s mission and goals. President Boyd stressed that this is a change to the criteria for automatic early admission. Each UT campus will continue to consider other applications holistically and admit students that may not meet these requirements.

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1 Students must meet campus application deadlines for guaranteed admission. Guaranteed admission means an offer of undergraduate admission to the University of Tennessee campus to which the applicant has applied (subject to satisfaction of the applicable eligibility requirements). Such an offer does not guarantee acceptance into a particular college, school, department, major, or program.

2 Class rank and GPA will be determined based on an applicant’s 6th semester transcript (i.e., following the completion of their junior year).

3 UT Knoxville calculates and utilizes a weighted Core GPA based on a student’s grades in 16 Core academic subjects. Other campuses may choose to use a student’s cumulative high school GPA.

4 UT Knoxville will require a minimum ACT subscore of 19 in Math and English.
Committee Chair Woodson recognized Board Chair John Compton, who observed that the proposal represents an example of cross-campus collaboration that is at the heart of the Be One UT initiative. He noted that the higher education community has known for several years that the nation was approaching a demographic cliff that would see a dramatic decline in the population of college-going students, which was further compounded by the impact of the COVID-19 pandemic. Despite those factors, the UT campuses have been able to retain and grow the number of students enrolled at their institutions, particularly at UT Knoxville, which has experienced dramatic growth in its student population.

Board Chair Compton asked the Chancellors attending the meeting for their views about potential inadvertent consequences and how the proposed policy change would impact their campuses. Chancellor Steve Angle (UT Chattanooga); Chancellor Yancy Freeman (UT Martin); and Interim Chancellor Linda Martin (UT Southern) expressed their support for the change in the Admissions Policy. Chancellor Donde Plowman (UT Knoxville) also supported the change; however, she expressed concern regarding guaranteeing early admission to students who achieved a 3.2 or higher GPA and had an ACT composite score of 23 or higher (or an SAT score of 1130-1150 or higher). Chancellor Plowman noted that UT Knoxville currently is facing a strain on its ability to offer on-campus student housing to its growing student population, which it hopes to address when it opens new housing (scheduled to come online in the Fall of 2025). She further indicated that there are several new variables, including the change in eligibility requirements for UT Promise. While there is some ability to estimate how many Tennessee students may meet the first two requirements, there is currently insufficient data to fully understand the potential pool of applicants to UT Knoxville if the third criteria is applied. Chancellor Plowman also confirmed that UT Knoxville also has several pathways for prospective students, including those attending other UT campuses, to transfer to the Knoxville campus later in their academic careers.

The Committee members and other trustees engaged in a lengthy and in-depth discussion of the Admissions Policy Proposal, the impact it would have on enrollment at all University campuses, and the potential students who would benefit from the change. There was strong support for clearly identifying benchmarks, based on merit, for Tennessee students so they have a better understanding of the campuses admissions processes and what is required to be eligible for early, guaranteed admission at the University. There were concerns expressed in terms of (i) moving too quickly, without sufficient information, if the third criteria is applied to UT Knoxville; (ii) whether the third criteria should be the same for all campuses; and (iii) whether additional component(s) should be considered as part of the third criteria to ensure a pathway for early admission for motivated students from a disadvantaged background. Several of the trustees expressed their support for the consideration of a third eligibility requirement for UT Knoxville. Dr. Walker, Faculty Representative to the Committee, shared his views and those received from other members of the faculty. He was encouraged by the thoughtful consideration that was being given to the proposal. He indicated that he shared the same concerns over unintended consequences and whether it would be appropriate to apply the same criteria to the UT Knoxville campus. Dr. Walker recommended that a yearly review be conducted to assess and learn from the experiences of the other campuses.
Committee Chair Woodson indicated that there will be ongoing conversations in upcoming ERS Committee meetings regarding enrollment strategies for all the campuses over the next year. Chancellor Plowman was asked to continue to evaluate the third criteria and to bring back her recommendations as to whether it should be applied on the same or on a different basis for the UT Knoxville campus in future years.

Following discussion, Committee Chair Woodson indicated that the ERS Committee would first act on the motion to bring the resolution forward, as written and included in the meeting materials, and to consider whether to amend the resolution.

Upon motion duly made and seconded, a roll call vote was taken, the Committee unanimously approved amending the resolution whereby the first two criteria of the proposed admission policy (for early, guaranteed freshman admission for Tennessee students) would be applied to all UT campuses as contemplated, with the third eligibility criteria would be applied for admission to UT Chattanooga, UT Martin, and UT Southern.

Upon motion duly made and seconded, a roll call vote was taken, the Committee unanimously approved the amended resolution pertaining to the Admissions Policy Proposal. A copy of the amended resolution is attached hereto and filed with these minutes.

**Adjournment**

With no further business to come before the Committee, Committee Chairperson Woodson adjourned the meeting.

Respectfully Submitted,

/\ Cynthia C. Moore
Cynthia C. Moore
Secretary and Special Counsel

Attachment
- Amended Resolution
Amended Resolution: Guaranteed Admissions Policy (All Campuses)

Resolved:

The Board of Trustees hereby approves the following:

1. The undergraduate admission policies applicable to each of the University’s campuses shall be amended to offer guaranteed first-year admission\(^1\) to all Tennessee high school students who meet any of the following criteria:
   
   - Finish in the top 10\(^{2}\) of their high school’s graduating class; or
   - Achieve a 4.0\(^{3}\) or higher GPA.

Additionally, for UT Chattanooga, UT Martin, and UT Southern, the following additional criteria shall also apply:

   - Achieve a 3.2 or higher GPA and have an ACT composite score of 23 or higher (or an SAT score of 1130-1150 or higher).

All applicants, regardless of class rank or GPA, must submit ACT/SAT test scores.

\(^1\) Students must meet campus application deadlines for guaranteed admission. Guaranteed admission means an offer of undergraduate admission to the University of Tennessee campus to which the applicant has applied (subject to satisfaction of the applicable eligibility requirements). Such an offer does not guarantee acceptance into a particular college, school, department, major, or program.

\(^2\) Class rank and GPA will be determined based on an applicant’s 6\(^{th}\) semester transcript (i.e., following the completion of their junior year).

\(^3\) UT Knoxville calculates and utilizes a weighted Core GPA based on a student’s grades in 16 Core academic subjects. Other campuses may choose to use a student’s cumulative high school GPA.

2. This resolution shall be effective immediately, and the foregoing admission requirements shall be applicable to the Fall 2024 class.

3. The proper officers of the University are authorized to take other actions as may be necessary and deemed appropriate to effectuate the changes to the outstanding admission policies to comply with the provisions of this resolution.

4. The President (or his/her designee) is authorized to issue additional guidance to the campuses from time to time, as may be deemed appropriate and approved by the President, to further clarify the intent and applicability of the admission requirements as set forth herein.
Meeting Date: October 13, 2023

Committee: Education, Research, and Service

Item: Ratification of Administrative Action to Terminate or Inactivate Academic Programs

Type: Action

Background Information

A list of academic programs terminated or inactivated by administrative action during the 2022-23 academic year is attached. Ratification by the Board of the administrative actions is requested. As noted on the attached list there are two terminations:

- UT Knoxville: Terminate the accelerated Bachelor-to-Master of Social Work (BSSW/MSSW), as it duplicates the existing advanced MSSW five-year program; and

- UT Chattanooga: Terminate the Master of Science in Nursing. The accreditation body mandated the move from the Master's to Doctoral level needed in the field.

Committee Action

The following resolution is being presented to the Committee for its consideration.

Resolved:

The Board of Trustees hereby ratifies the administrative actions taken during the 2022-23 academic year to terminate or inactivate the academic programs as presented in the meeting materials. A list of these actions shall be attached to this resolution.
The University of Tennessee System
Academic Program Terminations & Inactivations: AY 2022-23

**UT Knoxville**

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<th>Reason</th>
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<td>Aug. 2023</td>
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*Note:*

**UT Chattanooga**

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<td>Master of Science in Nursing</td>
<td>Termination</td>
<td>Aug. 2022</td>
<td>Accreditation body mandated move from Master to Doctoral level needed in the field.</td>
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*Note: The THEC form specified inactivation as students were still enrolled at the time. All students should have graduated or transferred to the new DNP program.

**UT Southern**

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**UT Health Science Center**

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*Note:

**UT Martin**

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<th>Reason</th>
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*Note:
AGENDA ITEM SUMMARY

Meeting Date: October 13, 2023
Committee: Education, Research, and Service
Item: Proposed Academic Unit Modification: Department of Performing Arts, UTC
Type: Action

Background Information

The University of Tennessee at Chattanooga (UTC) seeks to split the Department of Performing Arts into two departments: (1) Theatre, and (2) Music. In Fall 2016, as a cost-saving measure and to promote administrative efficiency, the Department of Music and the Department of Theatre & Speech at UTC were merged into the Department of Performing Arts. In the newly organized structure, Professor Stuart Benkert served as the Department Head, overseeing both the Division of Music and the Division of Theatre. While this structure removed the administrative cost of two department heads, the complexity of programming in these units necessitated two Associate Heads, one in Music and one in Theatre. The newly formed unit retained two office staff, one serving as a receptionist and another handling the department’s finances.

When Music and Theatre & Speech merged in Fall 2016, Music enrolled 36 students. Through strategic hires in the music program, most notably a prominent Director of Bands and a new Director of Music Therapy, music has expanded its enrollment to 92 students. Splitting the Department of Performing Arts into a Department of Music and a Department of Theatre will provide necessary autonomy to these growing units, create a “brand” advantage in recruiting students, ensure that each discipline is led by someone who is from that discipline, and will require minimal expenses of approximately $15,000 to implement these new academic units, which includes additional salary for a 12-month department head and an administrative assistance stipend for the Theatre Department.

The full Academic Unit Modification Proposal can be found in Tab 1 of the Appendix.
Resolved:

The Board of Trustees hereby approves the following:

1. Subject to additional state approvals as required, the University of Tennessee at Chattanooga may separate the Department of Performing Arts into two separate academic departments: (i) Theatre, and (ii) Music;

2. The implementation date shall be immediate upon final approval by the Tennessee Higher Education Commission (anticipated to occur in Fall 2023); and

3. The proper officers of the University are authorized to (i) seek any state approvals as may be required, and (ii) take other actions as may be necessary and deemed appropriate to effectuate the successful implementation of the proposed academic unit modifications as contemplated herein.
The University of Tennessee at Chattanooga (UTC) seeks formal approval to establish a Department of Engineering Management and Technology (EMT) in the College of Engineering and Computer Science (CECS). The original degree program was established in the College of Engineering and Computer Science in the 1970s under the title of Industrial Technology Management. The name was changed to its current title of Engineering Technology Management (ETM) in 2005. The program added the Construction Management concentration to the existing ETM degree program in 2008.

The Bachelor of Science in Engineering Technology Management degree program, with its two concentrations in Engineering Management and Construction Management, has been offered as a fully accredited degree program by the Accreditation Board for Engineering and Technology (ABET) since 2013. This interdisciplinary program is designed to apply management and engineering principles to business practices. Additionally, the Mechatronics Engineering Technology program, initiated in 2018, was evaluated by ABET in 2021, and its formal accreditation status was announced in August 2022.

The Master of Science in Engineering Management and Construction Management is also associated with the proposed EMT department and is offered in both classroom and online modalities. This graduate degree program currently has 52 students enrolled.

In 2005, the College of Engineering and Computer Science internally established the Department of Engineering Management & Technology. The Department has a Head and operates a budget that has been sustainable since its inception. With over 380 enrollments...
as of Fall 2022, the proposed EMT department currently has the second-highest enrollment among departments in the College of Engineering and Computer Science.

The EMT programs have contributed significantly to UTC's mission in teaching, research, and service toward workforce development to meet the demands of industries in the region. Since its inception, the programs offered by the EMT department have seen steady growth in student enrollment and graduation, teaching activities, research productivity, and community engagement.

The proposed establishment of an academic unit (Department) is needed to house these programs and their related academic activities, improve administrative oversight, and create opportunities for growth.

All costs to formally establish and maintain the EMT Department are allocated from the existing annual budget. No additional costs related to the establishment of the department are required. The formal establishment of the department facilitates compliance with ABET standards.

The full New Academic Unit Proposal can be found in Tab 2 of the Appendix.

Resolved:

The Board of Trustees hereby approves the following:

1. Subject to additional state approvals as required, the University of Tennessee at Chattanooga may establish a Department of Engineering Management and Technology;

2. The implementation date shall be immediate upon final approval by the Tennessee Higher Education Commission (anticipated to occur in Fall 2023); and

3. The proper officers of the University are authorized to (i) seek any state approvals as may be required, and (ii) take other actions as may be necessary and deemed appropriate to effectuate the successful implementation of the new academic unit as contemplated herein.
Meeting Date: October 13, 2023
Committee: Education, Research, and Service
Item: Proposed New Academic Unit: Department of Data Analytics, UTC
Type: Action

Background Information

The University of Tennessee at Chattanooga (UTC) proposes a Department of Data Analytics focused on teaching, curriculum development, research, student support, and community engagement around data analytics. Currently, the data analytics faculty and academic programs are housed in the Department of Management.

The Department of Management has 28 total faculty—more than double the size of the next largest department in the college—and an overly broad academic scope that includes both behavioral and quantitative academic programs and curriculum. The size and scope of the management department are administratively unwieldy, with the faculty engaging in widely divergent research and teaching. This divergence creates promotion and tenure challenges (i.e., expertise, time commitments, and methodology differences) and limits the ability to respond effectively to fast-changing technologies in the data analytics field. The size and scope also make it more difficult to provide personalized attention to students and their academic needs administratively.

Through this proposed change, twelve faculty members will move from the management department to data analytics. The proposed department will house four academic programs, with three more planned in the next two years. The new department will create a more efficient and effective administrative structure to address student needs, faculty development, and curriculum modifications and changes. No new faculty or staff resources are required since this proposed unit is developing from an existing department. The only costs associated with the new program include a salary adjustment for an internal department head appointment (i.e., moving from a 9- to 12-month salary and department head stipend), as well as hiring adjunct faculty to cover the internal department head's course releases (4 courses per academic year) for serving in an
THE UNIVERSITY OF TENNESSEE
BOARD OF TRUSTEES

administrative role, totaling approximately $65,000 annually. No new administrative assistant staff will be needed. The new department will continue to share an administrative assistant with the management department. The Rollins College of Business will cover increased costs associated with department head compensation and adjunct hires.

The full Academic Unit Modification Proposal can be found in Tab 3 of the Appendix.

Resolved:

The Board of Trustees hereby approves the following:

1. Subject to additional state approvals as required, the University of Tennessee at Chattanooga may create a new Department of Data Analytics;

2. The implementation date shall be July 1, 2024, subject to final approval by the Tennessee Higher Education Commission; and

3. The proper officers of the University are authorized to (i) seek any state approvals as may be required, and (ii) take other actions as may be necessary and deemed appropriate to effectuate the successful implementation of the new academic unit as contemplated herein.
**Proposed Academic Program Modification: CIP Code Change for Ph.D. in Plant, Soil, and Environmental Sciences, UTK**

Every ten years, the National Center for Education Statistics (NCES) establishes new Classification of Instructional Programs (CIP) codes as programs continue to emerge and evolve.

In 2015, when the Plant, Soil and Environmental Sciences (PSES) doctoral program was established, it was assigned the CIP code of 01.0000, which is Agriculture, General. The University of Tennessee, Knoxville (UTK) proposes modifying the current CIP code and reassigning it 01.1101, which is for Plant Sciences, General. The Plant Sciences CIP code aligns better with the PSES doctoral program, as evidenced by the curricular scope and focus of the program.

The full Academic Program Modification Proposal can be found in Tab 4 of the Appendix.

**Resolved:**

The Board of Trustees hereby approves the following:

1. Subject to additional state approvals as required, the University of Tennessee, Knoxville, may revise the assigned CIP code for the Ph.D. in Plant, Soil, and Environmental Sciences from Agriculture, General (01.0000) to Plant Sciences, General (01.1101);

2. The implementation date shall be immediate upon final approval by the Tennessee Higher Education Commission (anticipated to occur in Fall 2023); and

3. The proper officers of the University are authorized to (i) seek any state approvals as may be required and (ii) take other actions as may be necessary and deemed appropriate to effectuate the successful implementation of the proposed modification.
AGENDA ITEM SUMMARY
Meeting Date: October 13, 2023
Committee: Education, Research, and Service
Item: Proposed Academic Program Modification: CIP Code Change for Master of Architecture, UTK
Type: Action

Background Information
The School of Architecture is requesting a change to the CIP Code for the Master of Architecture (M.ARCH) program based on (1) the addition of the CIP Code 04.0902, focusing on building technology and approved for Science, Technology, Engineering, and Mathematics (STEM), and (2) a redesign of the M.ARCH building technology sequence in 2017.

In a review of the CIP codes and detailed content descriptions, the School of Architecture has determined that the 04.0902 CIP is a more appropriate fit for the Master of Architecture program due to the level of building technology content and application in the coursework, as well as the opportunity for STEM designation provided by the more specific CIP listing.

The full Academic Unit Modification Proposal can be found in Tab 5 of the Appendix.

Resolved:
The Board of Trustees hereby approves the following:
1. Subject to additional state approvals as required, the University of Tennessee, Knoxville, may revise the assigned CIP code for the Master of Architecture from Architecture (04.0201) to Architecture and Building Science Technology (04.0902);
2. The implementation date shall be immediate upon final approval by the Tennessee Higher Education Commission (anticipated to occur in Fall 2023); and
3. The proper officers of the University are authorized to (i) seek any state approvals as may be required, and (ii) take other actions as may be necessary and deemed appropriate to effectuate the successful implementation of the proposed modification.
**AGENDA ITEM SUMMARY**

Meeting Date: October 13, 2023

Committee: Education, Research, and Service

Item: **Proposed Academic Program Modification: CIP Code Change for Bachelor of Architecture, UTK**

Type: Action

**Background Information**

The School of Architecture is requesting a change to the CIP Code for the Bachelor of Architecture (B.ARCH) program based on (1) the addition of the CIP Code 04.0902, focusing on building technology and approved for Science, Technology, Engineering, and Mathematics (STEM), and (2) a redesign of the B.ARCH building technology sequence in 2016.

In a review of the CIP codes and detailed content descriptions, the School of Architecture has determined that the 04.0902 CIP is a more appropriate fit for the Bachelor of Architecture program due to the level of building technology content and application in the coursework, as well as the opportunity for STEM designation provided by the more specific CIP listing.

The full Academic Program Modification Proposal can be found in Tab 6 of the Appendix.

**Resolved:**

The Board of Trustees hereby approves the following:

1. Subject to additional state approvals as required, the University of Tennessee, Knoxville, may revise the assigned CIP code for the Bachelor of Architecture from Architecture (04.0201) to Architecture and Building Science Technology (04.0902);
2. The implementation date shall be immediate upon final approval by the Tennessee Higher Education Commission (anticipated to occur in Fall 2023); and
3. The proper officers of the University are authorized to (i) seek any state approvals as may be required, and (ii) take other actions as may be necessary and deemed appropriate to effectuate the successful implementation of the proposed modification.
Meeting Date: October 13, 2023
Committee: Education, Research, and Service
Item: Grant of Tenure upon Initial Appointment
Type: Action

Background Information

President Boyd and Chancellor Plowman are recommending that tenure be granted to individuals upon their initial appointment to a faculty position. Each nominated individual satisfies the following requirements to be considered for tenure upon initial appointment:

(1) The tenure candidates were tenured at the institution from which they were recruited and could not have been successfully recruited without being considered for tenure upon initial appointment; and

(2) All the required tenure review and recommendation procedures were followed by the campus; candidates received a positive recommendation for tenure at every level of review.

Information on the candidates is provided in Attachments 1 and 2.

Resolved:

The Board of Trustees hereby grants tenure upon initial appointment to the individuals presented in the meeting materials and listed on Attachment 1, which shall be attached to this Resolution after adoption.
**October 2023 Tenure upon Initial Appointment**

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>College</th>
<th>Department</th>
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<tbody>
<tr>
<td>Dunn</td>
<td>Joshua</td>
<td>Baker School of Public Policy &amp; Public Affairs</td>
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</tr>
<tr>
<td>Gao</td>
<td>Zan</td>
<td>Education, Health, &amp; Human Sciences</td>
<td>Kinesiology, Recreation, &amp; Sport Studies</td>
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<tr>
<td>Lewin</td>
<td>Andrew</td>
<td>Veterinary Medicine</td>
<td>Small Animal Clinical Sciences</td>
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<td>San</td>
<td>Omer</td>
<td>Tickle College of Engineering</td>
<td>Mecanical, Aerospace, &amp; Biomedical Engineering</td>
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<tr>
<td>Vattern</td>
<td>Raj</td>
<td>Education, Health, &amp; Human Sciences</td>
<td>Nutrition</td>
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</tbody>
</table>
Chancellor Donde Plowman has recommended to President Boyd that tenure be granted to the following individuals upon their initial appointment to a faculty position at UT Knoxville:

**Dr. Joshua Dunn** has been recommended as Professor in the Baker School of Public Policy and Public Affairs. For nearly two decades, Dr. Dunn has been a faculty member and administrator at the University of Colorado, Colorado Springs, being tenured there in 2009 and promoted to professor in 2016. He has served as chair of the Department of Political Science and director of the Center for Study of Government. While his teaching evaluations are not presented, the position does not require teaching to be a driving force. One external reviewer said, “his ability to reach a variety of audiences” is apparent through his “strengths as a speaker and educator”. One example of this would be his many seminars to high school teachers through the Bill of Rights Institute and the Ashbrook Center. Dr. Dunn has published four scholarly books and is currently working on another. All external reviewers agree that his 2016 book, *Passing on the Right*, is essential to political science and campus discussions nationwide. He has authored or co-authored over 25 book chapters or articles, as well as over 50 pieces on legal issues related to education policy and practice in *Education Next*, a journal devoted to education policy. His university service includes serving as a representative of the faculty assembly on the social science symposium series and the Dean’s committee for pre-law minor studies and legal studies, among others. These activities represent a commitment to public learning and engagement. Dr. Dunn has spent his career in deliberate public engagements consistent with the expectations for tenure at the Baker School, and the request for tenure upon initial appointment was supported across all levels.

**Dr. Zan Gao** has been recruited to serve as Professor and Department Head of Kinesiology, Recreation, and Sport Studies in the College of Education, Health, and Human Sciences. Regarding teaching, Dr. Gao has served as the Director of Graduate Studies and the Chair of the Graduate Committee at the University of Minnesota. He has taught ten different courses and won the 2018 Teaching Innovation grant during his time there. He has led several undergraduate students in research and advised more than 30 undergraduate students while also working extensively with graduate students and chaired the dissertation committees of 14 doctoral students. Dr. Gao has an extraordinary scholarly career, having published 155 research articles. He has published in high-impact journals such as the *British Journal of Sports Medicine and Obesity Review* and *Research Quarterly for Exercise and Sport*, and his work is highly cited, garnering over 6,000 citations. Dr. Gao has secured over $8M in funding and has two large grants pending. A few impressive recognitions included being on the 2022 list of the *World’s Top 2% of Scientists* from all areas, the 2019 Society for Health and Physical Educators Graduate Student Research Award, and the 2019 International Chinese Society for Physical Activities and Health Excellence Leadership Award. Dr. Gao has a strong record of service, such as being on the Faculty Senate, the College Finance Committee, journal editorships, panels, review teams, journal reviewer, search committees, and committee chairs. The request for tenure upon initial appointment was supported across all levels.
October 2023 Grant of Tenure upon Initial Appointment

Candidate Summaries

Dr. Andrew Lewin was recommended as Associate Professor of ophthalmology in the Department of Small Animal Clinical Sciences in the College of Veterinary Medicine. Dr. Lewin encompasses research and teaching skills, often combining the two to mentor students throughout the research process. His research focus involves infectious ocular disease and clinical veterinary ophthalmology. He has published over 36 refereed journal articles, numerous monographs, 50 scientific abstracts, and four non-peer-reviewed scientific articles. He received the Andrew Lackner Mentorship Award at Louisiana State University (LSU), awarded annually to a single faculty member for excellence in mentoring professional students in research activities. His research accomplishments are impressive, considering he was also on clinical ophthalmology duty in the veterinary hospital 4-5 months a year, or approximately 50 hours a week on the hospital floor. He has received nearly $700K in external funding from agencies such as National Institute of Health and United States Department of Agriculture to support his research. Five external reviewers submitted letters attesting to the quality and impact of Dr. Lewin’s research accomplishments. He regularly teaches three significant courses. Recognizing teaching, he has received several awards, including the 2021 LSU School of Veterinary Medicine (SVM) Veterinary Teaching Hospital Clinical Service Award and the 2019 LSU SVM Teaching Merit Awards. Dr. Lewin holds several administrative roles at LSU such as the director of the ophthalmology residency and internship programs at LSU, a leader of the “Veterinary Clinical Research” research council focus group, and co-facilitates the LSU SVM Summer Scholar Program. The request for tenure upon initial appointment was supported across all levels.

Dr. Omer San is under consideration for the position of Associate Professor in the Tickle College of Engineering at UTK. He is a tenured Associate Professor in the Mechanical and Aerospace Engineering Department at Oklahoma State University (OSU) and has been on the faculty since 2015. His contributions to research, teaching, and service have been exemplary. Dr. San has secured more than $1.75M in external funding. Dr. San also has several grant proposals pending close to $2.25M in funding. Throughout his career, he has co-authored 104 archival journal papers, seven of which were published in 2023. He has delivered over 100 talks and is considered a rising star in his field. Dr. San was nominated for the National Science Foundation’s 2023 Alan T. Waterman Award and received the 2020 Excellent Scholar Award at OSU, among many other accolades. Dr. San has taught many undergraduate and graduate courses during his time at OSU, as well as at Virginia Tech. Many of the sections he taught had high enrollment numbers, between 50-150 students. His service activities are equally impressive. He has reviewed manuscripts for some of the highest-impact journals in his discipline, such as the Journal of Fluid Mechanics and Scientific Reports. He also organized and chaired sessions at international conferences, served on numerous panels, and is currently on the editorial board of three journals. The request for tenure upon initial appointment was supported across all levels.
October 2023 Grant of Tenure upon Initial Appointment

Candidate Summaries

Dr. Dhiraj Vattem has been recruited to serve as Professor and Department Head of the Department of Nutrition in the College of Education, Health, and Human Sciences. Dr. Vattem has shown exemplary dedication to teaching, research, and service. He has served as a Distinguished Visiting Professor at the Interdisciplinary Cluster for Cutting Edge Research in the Institute of Biomedical Sciences at Shinshu University, Japan. He has held various administrative positions, including Director of the School of Applied Health Sciences and Wellness. In his leadership roles, he has secured $2.8M in gifts, endowments, and commitments to support student education and faculty research. Dr. Vattem has published 52 research articles, six chapters, and has an edited book. He has over 5,000 citations, and he has published in high-impact journals such as Food Science Technology Research and Nutrients. Dr. Vattem has been a highly successful teacher, earning a teaching and mentoring award at Texas State. He has taught undergraduate and graduate-level courses while mentoring 22 graduate students and four postdoctoral students. Dr. Vattem also has a strong service record to his universities, such as being on the Institutional Biosafety Committee, the Health Sciences Curriculum Committee, the Faculty Senate Council on Research, Scholarship, and Creative Activity. The request for tenure upon initial appointment was supported across all levels.
Degrees Awarded, Student Debt & Graduate Outcomes

Board of Trustees — October 13, 2023
University of Tennessee

SYSTEM

Enrollment Snapshot
## UT System Fall 2023 Enrollment

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<th>Freshman Class</th>
<th>Undergraduate*</th>
<th>Graduate</th>
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<td>9,982</td>
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<td>10,389</td>
<td>46,421</td>
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*Undergraduate enrollment includes the freshman class.

Note: Percentages are one-year changes (2022-2023).
Institutional Effectiveness

LGI Fall 2023 Enrollment

<table>
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<th>Campus</th>
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<th>Graduate</th>
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*Undergraduate enrollment includes the freshman class.

Note: Percentages are one-year changes (2022-2023).
University of Tennessee SYSTEM

Degrees Awarded, Student Debt & Graduate Outcomes
Institutional Effectiveness

Total Degrees Awarded

UT System, 2019-2023

+10.1%
Total 5-Year Change
Institutional Effectiveness

Average Time to Bachelor’s Degree

2019-2023

Note: UT Health Science Center primarily awards graduate and professional degrees.
Institutional Effectiveness

Average Student Debt of Bachelor’s Recipient Borrowers

*UT System, 2019-2023*

Note: Student debt figures do not include non-borrowers and include only students who entered college as first-time full-time freshman.

-4.4% Total 5-Year Change
University of Tennessee, Knoxville

Degrees Awarded, Student Debt & Graduate Outcomes
Institutional Effectiveness

Total Degrees Awarded

UT Knoxville, 2019-2023

+14.9% Total 5-Year Change

Bachelor's  Master's  Professional  Doctoral

Institutional Effectiveness

Degrees Awarded by Gender

UT Knoxville, 2019-2023

+20.8% Total 5-Year Change

+8.3% Total 5-Year Change
Institutional Effectiveness

Total Degrees Awarded by Racial/Ethnic Minorities (Percent)

UT Knoxville, 2019-2023

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<th>Year</th>
<th>American Indian/Alaskan Native</th>
<th>Asian</th>
<th>Black/African American</th>
<th>Hispanic/Latino</th>
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<td>0.2</td>
<td>5.2</td>
<td>5.2</td>
<td>4.6</td>
</tr>
<tr>
<td>2021</td>
<td>5.7</td>
<td>0.2</td>
<td>5.2</td>
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<td>2022</td>
<td>5.2</td>
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<td>5.2</td>
<td>5.2</td>
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<tr>
<td>2023</td>
<td>3.8</td>
<td>0.1</td>
<td>3.8</td>
<td>3.8</td>
<td>3.8</td>
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</tbody>
</table>

Note: Asian includes Native Hawaiian/Other Pacific Islander race/ethnicity.

Total 5-Year Change

- +1.6%
- +1.2%
- -0.5%
- +0.9%
- -0.1%
Bachelor’s Degrees by Other Populations

UT Knoxville, 2019-2023

- Total 5-Year Change:
  - Adult Learners: -5.2%
  - First-Generation: +56.6%
  - Pell: +4.4%
  - Veterans: +15.7%

Graph showing the number of bachelor’s degrees by other populations from 2019 to 2023.
Institutional Effectiveness

Average Student Debt of Bachelor’s Recipient Borrowers

UT Knoxville, 2019-2023

Note: Student debt figures do not include non-borrowers and include only students who entered college as first-time full-time freshman.
Average Student Debt by Race/Ethnicity

UT Knoxville, 2019-2023

- American Indian/Alaskan Native
- Asian
- Black/African American
- Hispanic/Latino
- Multiracial
- White

* Data not displayed when count of students <10.

Note: Asian includes Native Hawaiian/Other Pacific Islander race/ethnicity.
First Destinations of Bachelor’s Recipients

UT Knoxville, 2021-2022

Response Rate: 81%

- Employed: 63%
- Further Education: 26%
- Seeking Employment or Education: 8%
- Not Seeking: 2%
- Military: 1%
University of Tennessee at CHATTANOOGA

Degrees Awarded, Student Debt & Graduate Outcomes
Institutional Effectiveness

Total Degrees Awarded

*UT Chattanooga, 2019-2023*

+3.8% Total 5-Year Change
Institutional Effectiveness

Degrees Awarded by Gender

UT Chattanooga, 2019-2023

Female

Total 5-Year Change: +6.4%

Male

Total 5-Year Change: +0.4%
Institutional Effectiveness

Total Degrees Awarded by Racial/Ethnic Minorities (Percent)

UT Chattanooga, 2019-2023

Note: Asian includes Native Hawaiian/Other Pacific Islander race/ethnicity.

Total 5-Year Change
-2.1%
+4.5%
-0.3%
+0.6%
-0.1%
Bachelor’s Degrees by Other Populations

*UT Chattanooga, 2019-2023*

**Institutional Effectiveness**

- Adult Learners
- First-Generation
- Pell
- Veterans

**Total 5-Year Change**
- **+3.6%** Pell
- **+53.2%** First-Generation
- **-16.8%** Adult Learners
- **-30.2%** Veterans

---

**Graph**

- Adult Learners: 890 (2019) to 922 (2023)
- First-Generation: 458 (2019) to 449 (2023)
- Pell: 53 (2019) to 37 (2023)
- Veterans: 293 (2019) to 381 (2023)
Institutional Effectiveness

Average Student Debt of Bachelor’s Recipient Borrowers

UT Chattanooga, 2019-2023

Note: Student debt figures do not include non-borrowers and include only students who entered college as first-time full-time freshman.
Institutional Effectiveness

Average Student Debt by Race/Ethnicity

UT Chattanooga, 2019-2023

- American Indian/Alaskan Native*
- Asian*
- Black/African American
- Hispanic/Latino
- Multiracial
- White

* Data not displayed when count of students <10.

Note: Asian includes Native Hawaiian/Other Pacific Islander race/ethnicity.
First Destinations of Bachelor’s Recipients

UT Chattanooga, 2021-2022

Response Rate: 18%
University of Tennessee

SOUTHERN

Degrees Awarded, Student Debt & Graduate Outcomes
Institutional Effectiveness

Total Degrees Awarded

UT Southern, 2019-2023

-9.2% Total 5-Year Change

**Total Degrees Awarded**

<table>
<thead>
<tr>
<th>Year</th>
<th>Associate</th>
<th>Bachelor’s</th>
<th>Master’s</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>163</td>
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<tr>
<td>2020</td>
<td>153</td>
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<td>2021</td>
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<td>2022</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>2023</td>
<td>148</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Institutional Effectiveness

Degrees Awarded by Gender

UT Southern, 2019-2023

-15.9%  
Total 5-Year Change

+3.6%  
Total 5-Year Change

*Total 5-Year Change includes Associate, Bachelor’s, and Master’s degrees. Timeline data is not displayed when count of students <10.
**Institutional Effectiveness**

**Total Degrees Awarded by Racial/Ethnic Minorities (Percent)**

*UT Southern, 2019-2023*

- **American Indian/Alaskan Native**
- **Asian**
- **Black/African American**
- **Hispanic/Latino**
- **Multiracial**

Note: Asian includes Native Hawaiian/Other Pacific Islander race/ethnicity.

**Total 5-Year Change**
- +3.4%
- +2.1%
- +0.3%
- -1.2%
- +0.2%
Bachelor’s Degrees by Other Populations

*Data not displayed when count of students <10.*
Institutional Effectiveness

Average Student Debt of Bachelor’s Recipient Borrowers

UT Southern, 2019-2023

Note: Student debt figures do not include non-borrowers and include only students who entered college as first-time full-time freshman.
Institutional Effectiveness

Average Student Debt by Race/Ethnicity

UT Southern, 2019-2023

* Data not displayed when count of students <10.

Note: Asian includes Native Hawaiian/Other Pacific Islander race/ethnicity.
University of Tennessee at

MARTIN

Degrees Awarded, Student Debt & Graduate Outcomes
# Total Degrees Awarded

**UT Martin, 2019-2023**

<table>
<thead>
<tr>
<th>Year</th>
<th>Bachelor’s</th>
<th>Master’s</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>1,284</td>
<td></td>
</tr>
<tr>
<td>2020</td>
<td>1,225</td>
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<tr>
<td>2021</td>
<td>1,298</td>
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<td>2022</td>
<td>1,372</td>
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</tr>
<tr>
<td>2023</td>
<td>1,302</td>
<td></td>
</tr>
</tbody>
</table>

*Institutional Effectiveness*

**Total Degrees Awarded**

- **UT Martin, 2019-2023**
  
  +1.4% Total 5-Year Change
Institutional Effectiveness

Degrees Awarded by Gender

**UT Martin, 2019-2023**

**Bachelor’s**
- 2019: 684
- 2020: 686
- 2021: 648
- 2022: 648
- 2023: 648

**Master’s**
- 2019: 75
- 2020: 85
- 2021: 160
- 2022: 204
- 2023: 190

**Total 5-Year Change**

- **Women**:
  - Bachelor’s: +10.4%
  - Master’s: -11.6%

- **Men**:
  - Bachelor’s: +10.4%
  - Master’s: -11.6%
Total Degrees Awarded by Racial/Ethnic Minorities (Percent)

UT Martin, 2019-2023

Note: Asian includes Native Hawaiian/Other Pacific Islander race/ethnicity.

Total 5-Year Change
+0.9%
+0.3%
-0.1%
-0.2%
+0.1%
Bachelor’s Degrees by Other Populations

UT Martin, 2019-2023

Total 5-Year Change

-7.6% Pell
+39.6% First-Generation
-39.4% Adult Learners
-13.3% Veterans
Average Student Debt of Bachelor’s Recipient Borrowers

*UT Martin, 2019-2023*

- **2019**: $24.2k
- **2020**: $24.5k
- **2021**: $22.7k
- **2022**: $21.8k
- **2023**: $22.2k

**Total 5-Year Change**: -8.0%

Note: Student debt figures do not include non-borrowers and include only students who entered college as first-time full-time freshman.
Institutional Effectiveness

Average Student Debt by Race/Ethnicity

**UT Martin, 2019-2023**

- **American Indian/Alaskan Native**
- **Asian**
- **Black/African American**
- **Hispanic/Latino**
- **Multiracial**
- **White**

*Data not displayed when count of students <10.*

**Note:** Asian includes Native Hawaiian/Other Pacific Islander race/ethnicity.

**Total 5-Year Change**
- **-28.8%**
- **-1.2%**
- **-21.5%**
Institutional Effectiveness

First Destinations of Bachelor’s Recipients

UT Martin, 2021-2022

Response Rate: 74%

- 69% Employed
- 20% Further Education
- 11% Unknown

---

2023 - ERS Committee - VI. Presentations - Information/Discussion
University of Tennessee

HEALTH SCIENCE CENTER

Degrees Awarded, Student Debt & Graduate Outcomes
Institutional Effectiveness

Total Degrees Awarded

UT Health Science Center, 2019-2023

- **Total Degrees Awarded**
  - UT Health Science Center, 2019-2023
  - +6.5%
  - Total 5-Year Change
  - *UTHSC awarded BSPS degree for the first time (474 awards). All Pharmacy students that met the requirements were awarded the degree. Going forward, less than 200 BSPS will be awarded per year.*
Institutional Effectiveness

Degrees Awarded by Gender

UT Health Science Center, 2019-2023

+6.1% Total 5-Year Change

+6.8% Total 5-Year Change

Bachelor’s  Master’s  Professional  Doctoral
Institutional Effectiveness

**Total Degrees Awarded by Racial/Ethnic Minorities (Percent)**

*UT Health Science Center, 2019-2023*

- American Indian/Alaskan Native
- Asian
- Black/African American
- Hispanic/Latino
- Multiracial

Note: Asian includes Native Hawaiian/Other Pacific Islander race/ethnicity.

Total 5-Year Change

- +1.0%
- +0.7%
- +3.4%
- +1.2%
- 0.0%
Bachelor’s Degrees by Other Populations

UT Health Science Center, 2019-2023

Total 5-Year Change

-46.3%

Pell

* Data not displayed when count of students <10.
Questions?
Update on UT Research Enterprise

Board of Trustees
Education, Research and Service Committee
October 13, 2023
RESEARCH

Studious inquiry or examination especially: investigation or experimentation aimed at the discovery and interpretation of facts, revision of accepted theories or laws in the light of new facts, or practical application of such new or revised theories or laws.
Total Research Expenditures by Campus

Millions

FY12 FY13 FY14 FY15 FY16 FY17 FY18 FY19 FY20 FY21 FY22

$0 $50 $100 $150 $200 $250 $300 $350 $400

The University of Tennessee System
Total Systemwide Research Expenditures

- System-wide, total research expenditures increased 3.5% in the last year and 27.7% in the last five years.

- From FY11 through FY21, the UT System captured 95% of its “fair share” of the growth in national research funding at US universities.
Federal Research Expenditures by Campus

![Federal Research Expenditures by Campus Chart]
Systemwide Federal Research Expenditures

- System-wide federal research expenditures increased 9.7% in the last year and increased 16.3% in the last five years.
- From FY11 through FY21, the UT System captured 36% of its “fair share” of the growth in federal research funding at US universities.
National Science Foundation
Higher Education Research and Development (HERD) Survey Rankings

Total Research Expenditures – Public Universities FY21

57 UTK
116 UTHSC
244 UTC

UTM - NR
Number of Proposals by Campus

Note: UT Southern (with a proposal count of 1) is included in FY23 only.
Proposal Amounts by Campus

Note: UT Southern (with a proposal amount of $113,553) is included in FY23 only.
Best-in-Class Tools and Technology
Huron Research Suite Solutions
A seamless, integrated experience.

- Safety
- Animal Operations
- Export Control
- Conflict of Interest (COI)
- efacs™
- Employee Compensation Compliance (ECC)
- Institutional Animal Care and Use Committee (IACUC)
- Grants
- Agreements
- Institutional Review Board (IRB)
- Financial Forecasting
- IRB Exchange
Points of Pride
University of Tennessee Research Points of Pride

• UTC established the UTC Research Institute in 2023, led by Dr. Mina Sartipi. Sartipi’s team was also recently awarded $4.9 Million from the Department of Transportation.

• A UTK-led coalition (TEAM TN) was awarded a Type 1 Research Innovation Engine Award by NSF positioning them to compete for a $160 Million Type 2 award.

• UTIA received a $30M grant to empower grassland farmers in climate-smart agriculture

• UTK’s Center for Advanced Materials and Manufacturing awarded $18M NSF Materials Research Science and Engineering Center

• A UTHSC initiative, the Tennessee Heart Health Network, received a $6 million grant from the Centers for Disease Control and Prevention to continue and expand its work to improve heart health across Tennessee.
Thank you!
Maha Krishnamurthy, Ph.D., MBA
President
OUR MISSION

• Protect, manage, and commercialize UT’s innovations
• Support UT’s research
• Encourage an entrepreneurial culture
• Contribute to state and regional economic development
SIGNIFICANT DATES

- 1934: Organized as UT Research Corporation (UTRC)
- 1958: UTRC recognized as IRC 501(c)(3) tax exempt
- 1970s: UTRC's first executive director hired
- 1984: UT Board of Trustees adopted Patents, Copyrights, and Other Intellectual Property Policy
- 1990s: First $1 million licensing fee
- 2000: TCA § 49-9-1401 enacted, recognizing UT authority to participate in entities supporting UT research
- 2003: UTRC reorganized as UT Research Foundation (UTRF)
- 2009/2010: Organization of 1st UTRF subsidiary, m2m Terria, as part of UT Biofuels Initiative
- 2011: Cherokee Farm Development organized
- 2012: Solar Initiative, including Solar Institute and Solar Farm
- 2014: Collaborative Composite Solutions Corp./IACMI organized
- 2017: Clinical Trials Network of Tennessee organized
- 2023: Venture Launch Program and Accelerator Fund created
STRUCTURE / ORGANIZATION

THE UNIVERSITY OF TENNESSEE

Operating Agreement, Annual Budget, Employee Assignment Agreements

UT RESEARCH FOUNDATION

Multi Campus Office (UTK, UTC)
- IP Management
- Tech Transfer
- TN-MADE
- Techstars
- Solar Farm

Health Science Center Office (UTHSC, UTM, UTS)
- Outreach
- Education
- USFS & Innovation South
- Venture Launch Program
- Accelerator Fund

Operating & Funding Agreements
- TennEra, LLC

Master Sublease, Development Management Services Agreement
- Cherokee Farm Development Corporation

Funding Advance Agreement
- Collaborative Composite Solutions Corp./IACMI

Affiliation, Employee Assignment
- Clinical Trials Network of Tennessee
UT/UTRF OPERATING AGREEMENT

- Exclusively assigns UT IP to UTRF in accordance with UT Board of Trustees PCIP Policy
- Makes UT employees available to UTRF
- Provides funding to UTRF pursuant to an annual budget

- As managed by its President and Board, UTRF is responsible for active tech transfer and IP administration program
- To extent of its resources, UTRF may also support new business opportunities, R&D programs & entrepreneurial culture, enter into public/private partnerships, hold equity derived from licenses, etc.
Innovation is everywhere.

FY2023 Total Disclosures

*FY2023 data subject to change.
PATENTS

574
Filed
over the last 5 years

160
Issued
over the last 5 years

141*
Filed FY23

31*
Issued FY23

UTRF Patent Portfolio

Numbers representative of FY2022 period.

15% UT-Battelle

8% Provisionals

44% Licensed

27% Never Licensed

6% Previously Licensed

*FY2023 data subject to change.
LICENSES

- 204 licenses/options over last 5 years
- 22 startup licenses over last 5 years
- $6.7 million in license revenue over last 5 years

*FY2023 data subject to change.
LATEST INITIATIVES

To start and grow sustainable startups throughout the UT ecosystem

$5M Accelerate Fund

• Evergreen Fund for startups based on UT’s IP
• Pre-seed/seed investments

Venture Launch Program

• Executives-in-Residence
• Entrepreneurial Fellow
• Mentors

Designed to ensure founders have team, traction, and funds for success
ACCELERATE FUND

Investing in great ideas!

Mission

• Build a reputation and presence for UT and UTRF investing in tech-based companies
• Mentor entrepreneurs
• Good companies that other investors will want to follow
ACCELERATE FUND

Investing in great ideas!

• Hold minority interest
• Investment up to $150K, mostly as SAFE\(^1\) or convertible notes
• Returns retained by the Fund
• No management fees
• Nine-member Investment Advisory Committee consisting of investors, serial entrepreneurs, and industry leaders who make funding recommendations

\(^1\) Simple Agreement for Future Equity
ACCELERATE FUND

Two companies pitched for funding on August 30th!

- The device gives surgeons better control of the movement of their tools when inside an endoscope or working within a body cavity
- A non-invasive, easy-to-use device that assesses postoperative digestive health, allowing hospitals to discharge patients that can safely refeed more confidently
VENTURE LAUNCH PROGRAM

- **Executives-in-Residence** work with founders and innovators at the early development stage to bring entrepreneurial and sector-specific knowledge and connections for opportunity assessment.

- **Entrepreneurial Fellow** retains talented individuals in the region by pairing with executives-in-residence to work on tech startups.

- **Mentors** provide guidance, advice, and insights on various aspects of entrepreneurship.

*Designed to increase quality deal flow and match founders with successful entrepreneurs and leaders that have a domain experience*
UT/HURON ENROLLMENT ANALYSIS

[To be Provided]
AGENDA ITEM SUMMARY

Meeting Date: October 13, 2023
Committee: Education, Research, and Service
Item: **Annual Report on Intercollegiate Athletics**
Type: Information

**Background Information**

In 2007, the Association of Governing Boards (AGB) adopted a statement on Board Responsibilities for Intercollegiate Athletics. In a follow-up 2012 report, *Trust, Accountability, and Integrity*, AGB noted, “To honor and exercise the duty of trust, the board must ensure that student-athletes are...successful as students...[and] be attentive to the academic progress of athletes, ensuring that their participation in intercollegiate sports does not negatively affect their progress and success in the curriculum.”

Effective November 2019, the University of Tennessee Board of Trustees issued a Policy on Oversight of Intercollegiate Athletics (BT0015), which details the Board’s role and the specific responsibilities of the Chancellors and Intercollegiate Athletics Departments relative to the Board’s oversight. The policy requires that any UT campus with an intercollegiate athletics program submit a written report to the Education, Research, and Service Committee each fall.

Each campus report must contain the following information: (1) the role of athletics on the campus; (2) oversight of the faculty athletics representative (FAR) on each campus; (3) how athletics program success is measured; (4) National Collegiate Athletic Association (NCAA) Academic Progress Rate (APR) data or comparable measure; (5) NCAA Graduation Success Rate (GSR) or comparable measure; (6) department benchmarks for student performance assessment; (7) admissions policy; (8) student-athlete summary information on declared majors; and (9) academic standards and policy descriptions.

**Campus Highlights and Report Summary**

The Chancellors of the Chattanooga, Knoxville, Martin, and Southern campuses submitted summary reports outlining all required information as well as campus highlights.
At UT Knoxville, the campus achieved a record student-athlete GPA for Fall 2022 (3.32) and Spring 2023 (3.38). Spring 2023 was the 121st consecutive semester that student-athletes achieved a 3.0+ GPA and the first time that all 16 teams’ GPA exceeded 3.0.

At UT Chattanooga, 11 of 15 teams exceeded national averages for the Academic Progress Rate, and 10 teams exceeded the national Graduation Success Rate. Two hundred seventeen student-athletes made the Southern Conference Honor Roll, the second most on record.

At UT Southern, the campus was again named a Champions of Character® Five-Star Goal Award winner. Forty-three UTS students were named NAIA Scholar-Athletes, and 34 were named to their sports’ respective All-Conference Teams.

At UT Martin, 14 of 17 teams finished in the top five of their conference or region standings, leading to the school’s highest finish in the history of the OVC Commissioner’s Cup standings.

All campuses have implemented policies and guidelines that support board reporting and standards set forth by the NCAA (UTK, UTC, & UTM) or NAIA (UTS), respective division or conference, and the campus academic community. Moreover, the UT campuses have established targets to improve performance, even when the division averages exceed national averages. The UT campuses also have clear statements and practices to ensure that student-athletes are held to the same academic integrity, policies, and standards of conduct. Concerning specific practices across the UT campuses, all four chancellors ensure a thorough review of athletic programs and student-athletes’ success. Finally, all campuses have a Faculty Athletics Representative to oversee and ensure compliance with all rules and regulations established by the campus’s respective athletic conference or association.

The full Intercollegiate Athletics report for each campus can be found in Tab 7 of the Appendix.
AGENDA ITEM SUMMARY

Meeting Date: October 13, 2023
Committee: Education, Research, and Service
Item: Report on Periodic Post-Tenure Performance Review (PPPR)
Type: Information

Background Information

UT Board Policy BT0006, Policies Governing Academic Freedom, Responsibility, and Tenure, outlines procedures for the evaluation of tenured faculty for (a) Annual Performance and Planning Review (APPR), (b) Periodic Post-Tenure Performance Review (PPPR), and (c) Enhanced Periodic Post-Tenure Review.

- APPR requires that each tenured faculty member undergo a formal annual review with the department head to evaluate the current year’s activities and plan for the following year.

- PPPR is a comprehensive review that occurs every six years in addition to APPR. PPPR requires that reviews: (i) utilize an internal-departmental peer review committee of faculty at the same or higher rank; (ii) involve external reviews when deemed necessary by the review committee or the dean; (iii) occur on a staggered basis to avoid an administrative burden.

- In certain cases, a tenured faculty may be reviewed under an Enhanced Post-Tenure Performance Review (EPPR), which is triggered when a faculty member requests this review, receives one overall annual performance rating of “Unsatisfactory,” or earns two overall performance ratings of “Needs Improvement” during any consecutive four-year period.

Academic Year (AY) 2019-20 was the first year PPPR occurred on the UT campuses. To assist the UT Board of Trustees, the System President, and campus leadership in evaluating and improving procedures, each campus reports the following: (i) all individuals, departments, and colleges involved in the process; (ii) summary results of outcomes for faculty under review; (iii) estimates of hourly rates/salary for all parties involved, hours spent per faculty under review, and total costs for groups, campuses, and the system as a whole.
For this particular reporting request, UT Knoxville and UT Institute of Agriculture provide their findings separately. Beginning in 2022-23, the UT System Office of Academic Affairs, Research, and Student Success collects APPR and EPPR summary data jointly with PPPR information and will provide a consolidated comprehensive report on reviews of tenured faculty at the fall meeting.

The Periodic, Enhanced, and Annual Post-Tenure Performance Review Update can be found on the following page.
Annual, Enhanced, and Periodic Post-Tenure Performance Review

Fall 2023 Update
BT0006 Policy: Academic Freedom, Responsibility, and Tenure

- **Annual Performance-and-Planning Review (APPR)** occurs each year between a faculty member and his or her department head when they formally examine the year’s activities and plan what should occur during the coming year.

- **Enhanced Post-Tenure Performance Review (EPPR)** is initiated when a faculty member has (1) requested an EPPR after four or more APPR cycles; (2) received one overall APR of the lowest performance rating; or (3) received two overall APR of a campus’ next-to-lowest performance rating during any four review cycles.

- **Periodic Post-Tenure Performance Review (PPPR)** is a comprehensive performance review that occurs no less often than every six years for every tenured faculty member.
Reporting Updates: 2022-23

- **UT System Report to ERS** now includes summary data for APPR and EPPR

- **UT Knoxville** now has a team of faculty affairs staff to compile and create cases in Interfolio, a product to facilitate the PPPR process

- **UT Southern** completed PTR for every tenured faculty member in 2021, so no PPPR evaluations occurred during this cycle

- **UT Martin** implemented a voluntary retirement incentive plan in 2022-23, which 5 faculty and 2 administrators utilized this year
APPR, EPPR, & PPPR Summary: 2022-23

APPR and EPPR:
- Systemwide: 1,709 tenured and tenure-track faculty completed APPR in 2022-23; UTHSC also completed 1,225 APPRs for non-tenure track faculty
- 10 tenured faculty did not complete the APPR process for reasons like extended leaves of absence, departures, or other extenuating circumstances
- 1 faculty member underwent EPPR, and 1 filed a grievance to the Chancellor

PPPR:
- 124 faculty and 208 reviewers participated
- 8% of tenured faculty scheduled for PPPR announced retirement:
  - UTK (1.5%), UTIA (12.5%), UTC (0%), UTM (35%), and UTHSC (6.5%)
- 26 faculty received exemptions
- 99% met expectations for rank
- Required 27 hours / $2,300 per faculty, or 3,300 hours / $284,000 systemwide
### PPPR Process Results

<table>
<thead>
<tr>
<th>Category</th>
<th>UTK</th>
<th>UTIA</th>
<th>UTC</th>
<th>UTS</th>
<th>UTM</th>
<th>UTHSC</th>
<th>System Total or Average</th>
</tr>
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<tbody>
<tr>
<td>Faculty Scheduled for Review</td>
<td>66</td>
<td>16</td>
<td>15</td>
<td>0</td>
<td>20</td>
<td>31</td>
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<td>Faculty Reviewed</td>
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<td>9</td>
<td>15</td>
<td>0</td>
<td>10</td>
<td>27</td>
<td>124</td>
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<tr>
<td>Faculty Reviewers</td>
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<td>27</td>
<td>20</td>
<td>0</td>
<td>23</td>
<td>71</td>
<td>208</td>
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<tr>
<td>Scheduled but Not Evaluated</td>
<td>3</td>
<td>7</td>
<td>0</td>
<td>0</td>
<td>12</td>
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<td>26</td>
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<td>Faculty Exemptions</td>
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<td>0</td>
<td>7</td>
<td>2</td>
<td>12</td>
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<tr>
<td>% of Scheduled Faculty Retiring</td>
<td>1.5%</td>
<td>12.5%</td>
<td>0%</td>
<td>0%</td>
<td>35%</td>
<td>6.5%</td>
<td>8%</td>
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<tr>
<td>% Meeting Expectations</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>0%</td>
<td>90%</td>
<td>100%</td>
<td>99%</td>
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</table>

### PPPR Time and Cost Outcomes

<table>
<thead>
<tr>
<th>Category</th>
<th>UTK</th>
<th>UTIA</th>
<th>UTC</th>
<th>UTS</th>
<th>UTM</th>
<th>UTHSC</th>
<th>System Total or Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hours per Faculty Member</td>
<td>20</td>
<td>51</td>
<td>25</td>
<td>0</td>
<td>27</td>
<td>33</td>
<td>27</td>
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<tr>
<td>Campus Total Hours</td>
<td>1,281</td>
<td>463</td>
<td>381</td>
<td>0</td>
<td>271</td>
<td>894</td>
<td>3,290</td>
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<tr>
<td>Cost per PPPR Faculty Member</td>
<td>$1,817</td>
<td>$3,998</td>
<td>$2,022</td>
<td>0</td>
<td>$1,536</td>
<td>$3,262</td>
<td>$2,292</td>
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<tr>
<td>Campus Total Cost</td>
<td>$114,480</td>
<td>$35,985</td>
<td>$30,331</td>
<td>0</td>
<td>$15,355</td>
<td>$88,074</td>
<td>$284,225</td>
</tr>
</tbody>
</table>
Registrar’s Certification Regarding Satisfaction of Degree Requirements

I hereby certify that all University of Tennessee, Chattanooga students upon whom degrees have been conferred on August 12, 2023 have satisfied all degree requirements. A complete and accurate list of those students and the degrees conferred has been filed with the Office of the Board of Trustees.

Certified:

[Signature]

Joel D. Wells
Name

University Registrar
Title

9/11/2023
Date
Bursar's Certification Regarding Satisfaction of University Debts and Obligations

I hereby certify that all University of Tennessee, Chattanooga students upon whom degrees have been conferred on August 12, 2023 have satisfied all debts and obligations owed to the University in accordance with requirements of state law. A complete and accurate list of those students and the degrees conferred has been filed with the Office of the Board of Trustees.

Certified:

[Signature]

Name: Janice Cosey

Title: Bursar

Date: 9/12/23
Registrar’s Certification Regarding Satisfaction of Degree Requirements

I hereby certify that all University of Tennessee Health Science Center students upon whom degrees have been conferred from June 9, 2023 through September 15, 2023 have satisfied all degree requirements. A complete and accurate list of those students and the degrees conferred has been filed with the Office of the Board of Trustees.

Certified:

Scott Summers
University Registrar
9/25/2023
Bursar’s Certification Regarding Satisfaction of University Debts and Obligations

I hereby certify that all University of Tennessee Health Science Center students upon whom degrees have been conferred from June 9, 2023 through September 15, 2023 have satisfied all debts and obligations owed to the University in accordance with requirements of state law. A complete and accurate list of those students and the degrees conferred has been filed with the Office of the Board of Trustees.

Certified:

Byron T. Porter

Signature

Byron T. Porter

Name

Bursar

Title

09/22/2023

Date
Bursar’s Certification Regarding Satisfaction of University Debts and Obligations

I hereby certify that all University of Tennessee Health Science Center students upon whom degrees have been conferred from August 4, 2023 through August 21, 2023 have satisfied all debts and obligations owed to the University in accordance with requirements of state law. A complete and accurate list of those students and the degrees conferred has been filed with the Office of the Board of Trustees.

Certified:

Byron T. Porter
Signature

Byron T. Porter
Name

Bursar
Title

09/22/2023
Date
Registrar’s Certification Regarding Satisfaction of Degree Requirements

I hereby certify that all University of Tennessee Health Science Center students upon whom degrees have been conferred from August 4, 2023 through August 21, 2023 have satisfied all degree requirements. A complete and accurate list of those students and the degrees conferred has been filed with the Office of the Board of Trustees.

Certified:

Signature

Scott Summers
Name

University Registrar
Title

9/25/2023
Date
Registrar’s Certification Regarding Satisfaction of Degree Requirements

I hereby certify that all University of Tennessee, Knoxville students upon whom degrees have been conferred on May 21, 2022 have satisfied all degree requirements. A complete and accurate list of those students and the degrees conferred has been filed with the Office of the Board of Trustees.

Certified:

______________________________
Signature

______________________________
Brian Coldren
Name

______________________________
AVP & University Registrar
Title

6/20/2022
Date
Bursar's Certification Regarding Satisfaction of University Debts and Obligations

I hereby certify that all University of Tennessee, Knoxville students upon whom degrees have been conferred on May 21, 2022 have satisfied all debts and obligations owed to the University in accordance with requirements of state law. A complete and accurate list of those students and the degrees conferred has been filed with the Office of the Board of Trustees.

Certified:

[Signature]

Kevin Rushing
Name

Bursar
Title

June 22, 2022
Date
Registrar’s Certification Regarding Satisfaction of Degree Requirements

I hereby certify that all University of Tennessee, Knoxville students upon whom degrees have been conferred on August 12, 2023 have satisfied all degree requirements. A complete and accurate list of those students and the degrees conferred has been filed with the Office of the Board of Trustees.

Certified:

[Signature]

__________________________
Brian M. Coldren
UNIVERSITY REGISTRAR

__________________________
Signature

__________________________
Brian Coldren
Name

__________________________
AVP & University Registrar
Title

__________________________
9/14/2023
Date
Bursar's Certification Regarding Satisfaction of University Debts and Obligations

I hereby certify that all University of Tennessee, Knoxville students upon whom degrees have been conferred on August 12, 2023, have satisfied all debts and obligations owed to the University in accordance with requirements of state law. A complete and accurate list of those students and the degrees conferred has been filed with the Office of the Board of Trustees.

Certified:

[Signature]

Kevin Rushing
Name

Bursar
Title

September 26, 2023
Date

Office of the Bursar
211 Student Services Building   Knoxville, TN 37996-0225
865-946-3100   865-974-1945 fax   studentaccounts.utk.edu
Registrar’s Certification to the Chancellor

I hereby certify that all University of Tennessee at Martin students upon whom degrees have been conferred on August 12, 2023, have satisfied all degree requirements. A complete and accurate list of those students and the degrees conferred has been filed with the Office of the Board of Trustees.

Certified:

Martha M. Barnett
Signature

Martha M. Barnett
Name

Registrar
Title

09/21/2023
Date
Bursar’s Certification to the Chancellor
Regarding Satisfaction of Debts and Obligations Owed to the University

I hereby certify that all University of Tennessee at Martin students with degrees conferred on August 12, 2023, on the attached list have satisfied all financial debts and obligations owed to the University in accordance with requirements of state law.

Certified:

Signature: Stacey Jackson

Name: Bursar

Title: 9/18/23

Date:
Registrar’s Certification Regarding Satisfaction of Degree Requirements

I hereby certify that all University of Tennessee Southern students upon whom degrees have been conferred on August 10, 2023 have satisfied all degree requirements. A complete and accurate list of those students and the degrees conferred has been filed with the Office of the Board of Trustees.

Certified:

[Signature]

Chris Mattingly
Name

Registrar
Title

9/6/2023
Date
Bursar's Certification Regarding Satisfaction of University Debts and Obligations

I hereby certify that all University of Tennessee Southern students upon whom degrees have been conferred on August 10, 2023 have satisfied all debts and obligations owed to the University in accordance with requirements of state law. A complete and accurate list of those students and the degrees conferred has been filed with the Office of the Board of Trustees.

Certified:

Rhonda Clinard
Signature

Name

Assoc Vice Chancellor for Finance
Title

9-19-2023
Date
AGENDA ITEM SUMMARY

Meeting Date: October 13, 2023

Committee: Education, Research, and Service

Item: Tenure Approvals and Promotions

Type: Information

Background Information

Under the Board’s tenure policy, the President has authority to grant tenure to faculty members, except where otherwise reserved for the Board’s approval. Attached is a report of the faculty members who have been granted tenure in accordance with the Board’s Policies Governing Academic Freedom Responsibility and Tenure (BT0006).

A report of approved faculty member promotions is also being provided.
## October 2023 Tenure

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>College</th>
<th>Department</th>
</tr>
</thead>
<tbody>
<tr>
<td>Roy</td>
<td>Sharani</td>
<td>Arts &amp; Sciences</td>
<td>Chemistry</td>
</tr>
</tbody>
</table>
October 2023 Promotion

<table>
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