



# THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

EDUCATION, RESEARCH, AND SERVICE COMMITTEE	
June 24, 2024	Agriculture and National Resources Building
2:00 p.m. (EDT) / 3:45 p.m. (CDT)	Knoxville, TN

## 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. Presentations – Information/Discussion
    - A. [UT Knoxville and Arizona State University Collaboration](#)..... Tab 1.1
    - B. [UT System Performance Compared to Peers](#)..... Tab 1.2
    - C. [FAFSA Update](#)..... Tab 1.3
    - D. [UT System Enrollment Plan](#) ..... Tab 1.4
  - V. [Guaranteed Admissions Policy Review and Update – Action](#)..... Tab 2
  - VI. [Consent Agenda – Action](#)..... Tab 3
    - A. [Minutes of the Last Meeting](#)..... Tab 3.1
    - B. [2024 Institutional Mission Profile Statements](#)..... Tab 3.2
    - C. [Authorization for Conferral of Degrees, 2024-25 Academic Year](#) ..... Tab 3.3
    - D. [Granting of Honorary Degrees, UTK](#)..... Tab 3.4
    - E. [Proposed Faculty Handbook Revisions, UTK](#) ..... Tab 3.5
    - F. [Proposed New Academic Unit, Dept. of Political Science and Global Affairs, UTM](#) ..... Tab 3.6
    - G. [Tenure Recommendations Requiring Board Approval](#) ..... Tab 3.7
      - 1) [Grant of Tenure upon Initial Appointment](#) ..... Tab 3.7.1
      - 2) [Grant of Tenure upon Early Consideration](#) ..... Tab 3.7.2
  - 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 and Adjournment
- Information Items**
- A. [Certification of Degrees Conferred](#)..... Tab 4.1
  - B. [2024 Tenure & Promotions](#) ..... Tab 4.2



THE UNIVERSITY OF  
**TENNESSEE**  
KNOXVILLE

DIGITAL LEARNING

# Digital Learning Online Capabilities

June 2024

## Why the focus on online?

**Core to the UTK Mission** by "empowering learners of all ages and backgrounds"

Serves adult learners in Tennessee who cannot enroll in a traditional UTK degree program, **meeting them where they are**

Offers UTK's world-class education to an entirely new audience of **working adults and shows why higher education matters**

Advances **workforce development**, economic mobility, and Tennessee's Drive to 55

**977,000** Tennesseans have some college, but no degree<sup>1</sup>

**41,000** Tennesseans currently studying fully online at out-of-state institutions<sup>2</sup>

**83%** of online learners choose modality first, before choosing institution<sup>3</sup>

**70%** of online learners choose an institution within 100 miles of where they live<sup>3</sup>



<sup>1</sup>US Census Data 2020

<sup>2</sup>NC-Sara 2022

<sup>3</sup>Capranos et al, 2022

## What has UTK done to date?

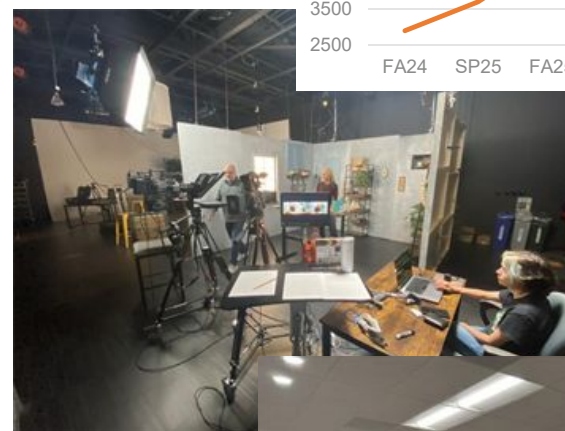
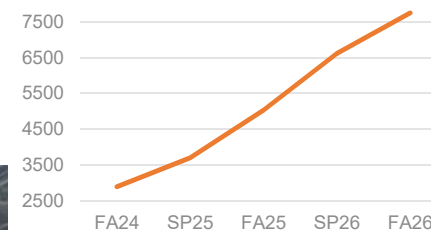
**Created Digital Learning administrative unit** to catalyze progress

Developed a strategy that **doubles the programs** available and **triples the students** studying fully online over the next 3 years

**Launched 8 new programs** and grew fully online enrollment from 1610 to 2488 students since SP22

Formalized a **collaboration with Arizona State University** to accelerate our growth and impact

Projected Fully Online Enrollment 2024-2026



## Why collaborate with Arizona State University?

Learn from the experience of the most successful public research institution serving online learners – over [65,000 students enrolled](#) online for Fall 2023

Collaborate with a prestigious major public research institution to expand and enhance our common educational mission

Co-develop new instructional technology and pedagogy with "the most innovative university" for 9 years in a row according to *US News*



## What is the nature and value of the ASU collaboration?

The ASU collaboration has three main components:

- ✓ **Operational advisory services** to help UTK quickly get to scale
- ✓ A **course exchange** that allows fully online students to take selected courses from the other university, benefiting learners at both institutions
- ✓ **Cooperation on innovation** in instructional technology and pedagogy to serve learners



## Preview of Digital Learning presentation at Fall Board Meeting

- UTK strategy for online learning
- Online program portfolio and enrollment forecasts
- Five-year financial projections
- Focus on quality reflective of UTK's reputation
- Process improvements from serving this market
- Ability to work with companies on talent upskilling



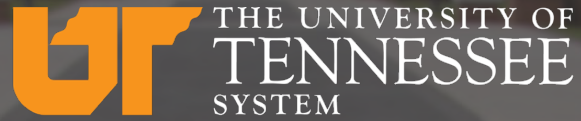


THE UNIVERSITY OF  
TENNESSEE  
KNOXVILLE

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DIGITAL LEARNING





ACADEMIC AFFAIRS, RESEARCH  
AND STUDENT SUCCESS  
Institutional Effectiveness

# UT System Performance Compared to Peers

*Board of Trustees — June 24-25, 2024*

*Institutional Effectiveness*



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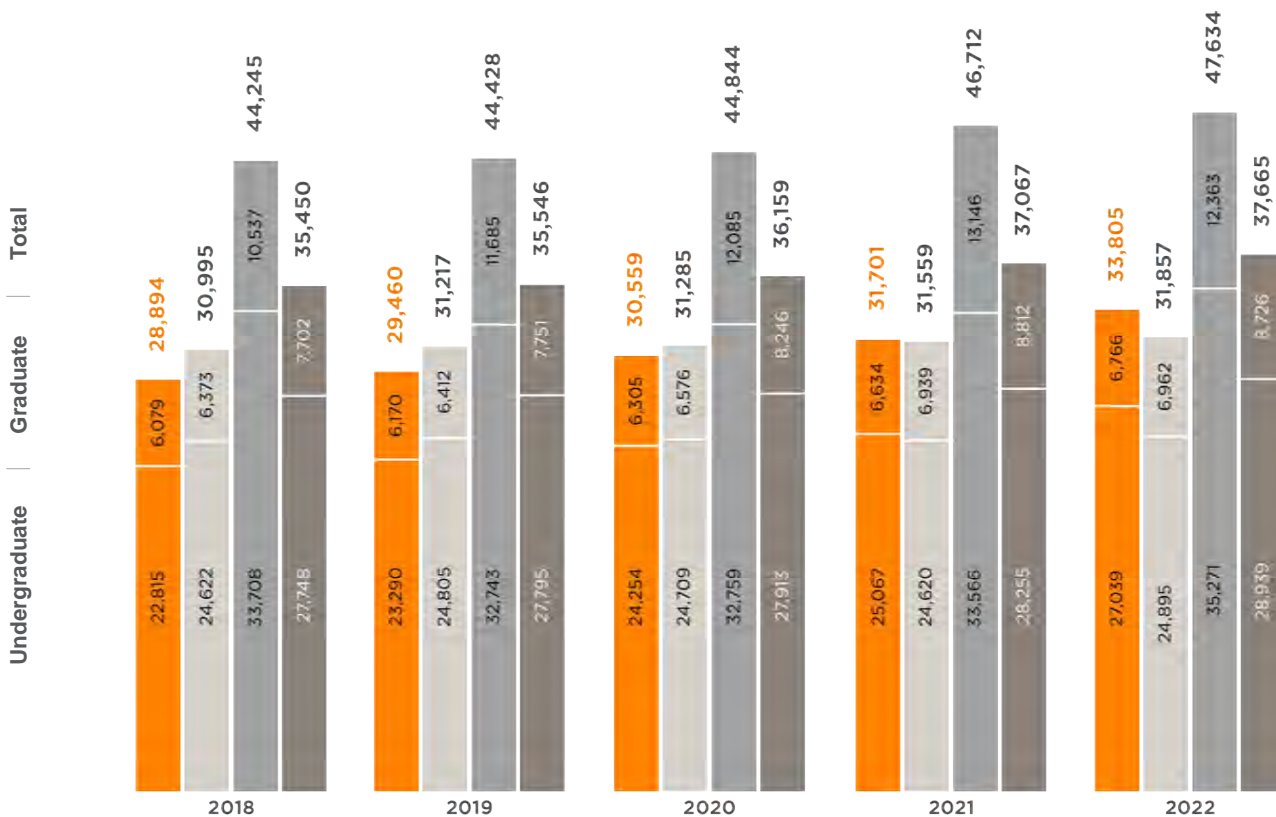
*University of  
Tennessee,*  
**KNOXVILLE**

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*UT System Performance  
Compared to Peers*



Institutional Effectiveness



# Enrollment Trends, UT Knoxville

2018-2022

● UTK ● Comparable ● Aspirational ● SEC

2023 UTK Enrollment Snapshot



**36,304**

Total Enrollment

**28,883**

UNDERGRAD

**7,421**

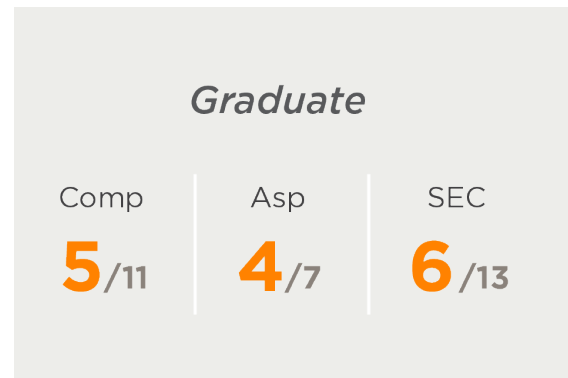
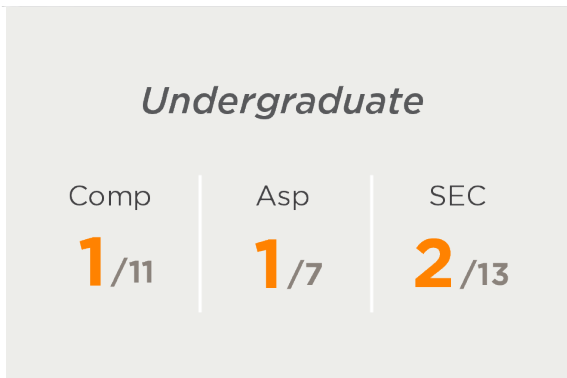
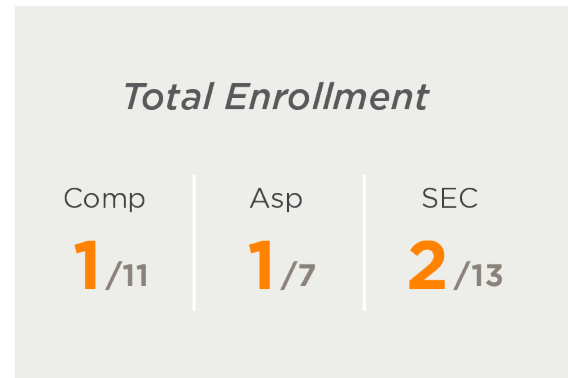
GRAD

Institutional Effectiveness



# Enrollment Peer Rankings, UT Knoxville

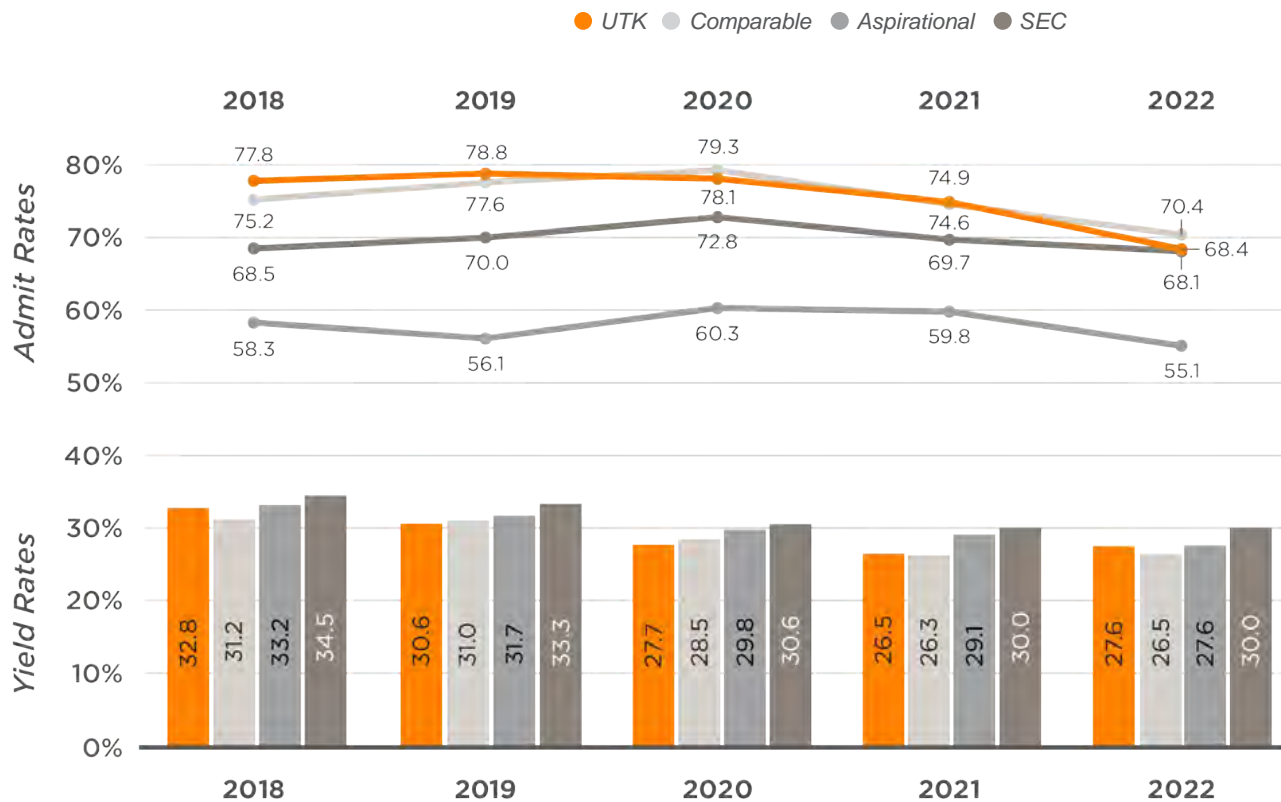
2018-2022



Institutional Effectiveness



# Admit & Yield Rates, UT Knoxville



2023 Admit Rate



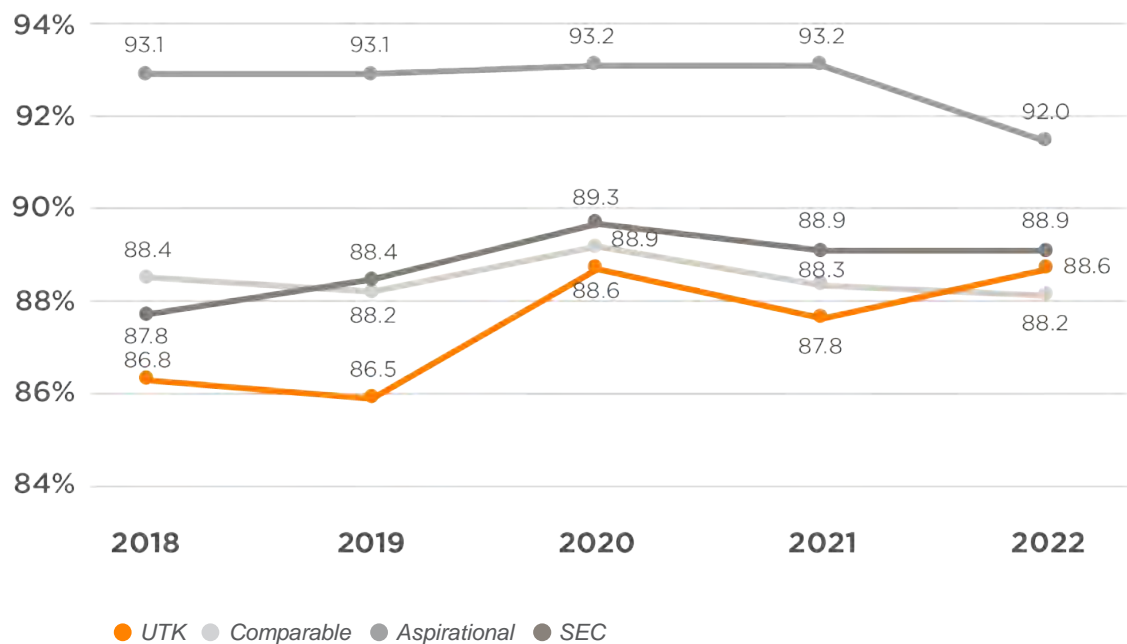
2023 Yield Rate

Institutional Effectiveness



# First-Year Retention, UT Knoxville

2018-2022

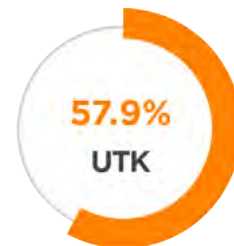
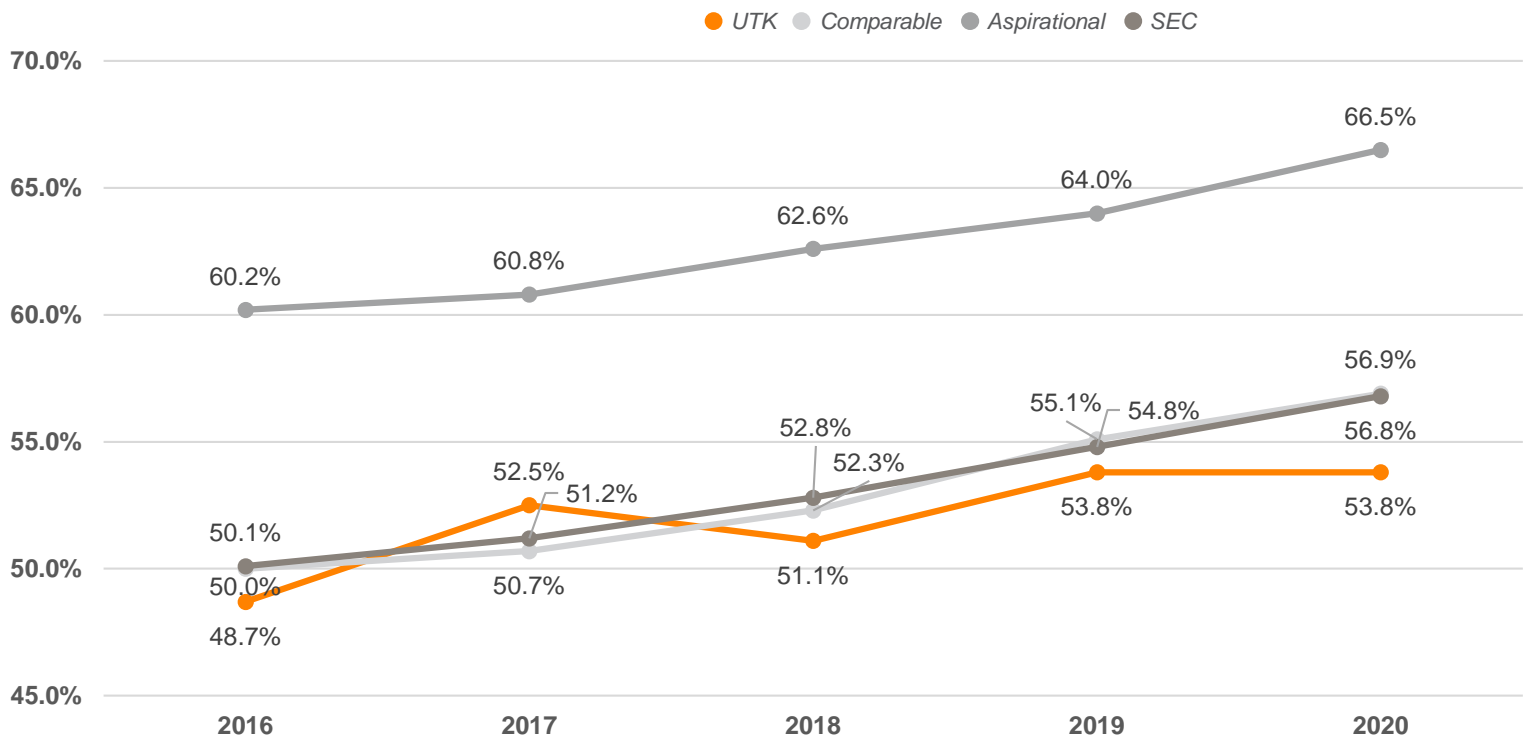


**2023 Retention**  
(Fall 2022 Cohort)

Institutional Effectiveness



# 4-Year Graduation Rates, UT Knoxville



4-Year Graduation Rate (2023)

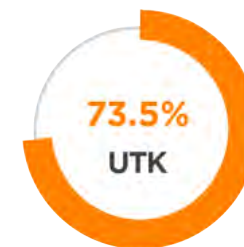
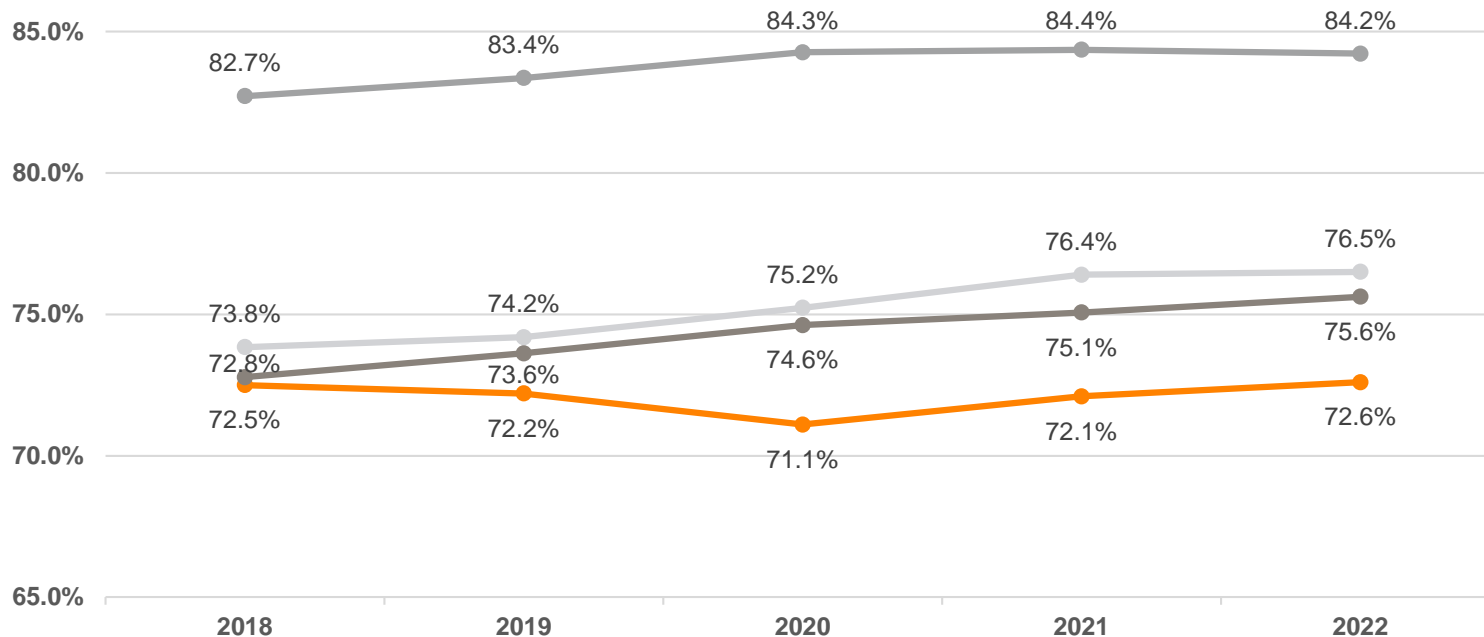
Note: 2016 through 2020 represent the most current 4-year graduation rate data available in IPEDS for peer comparisons.

Institutional Effectiveness



# 6-Year Graduation Rates, UT Knoxville

● UTK ● Comparable ● Aspirational ● SEC



6-Year Graduation Rate (2023)



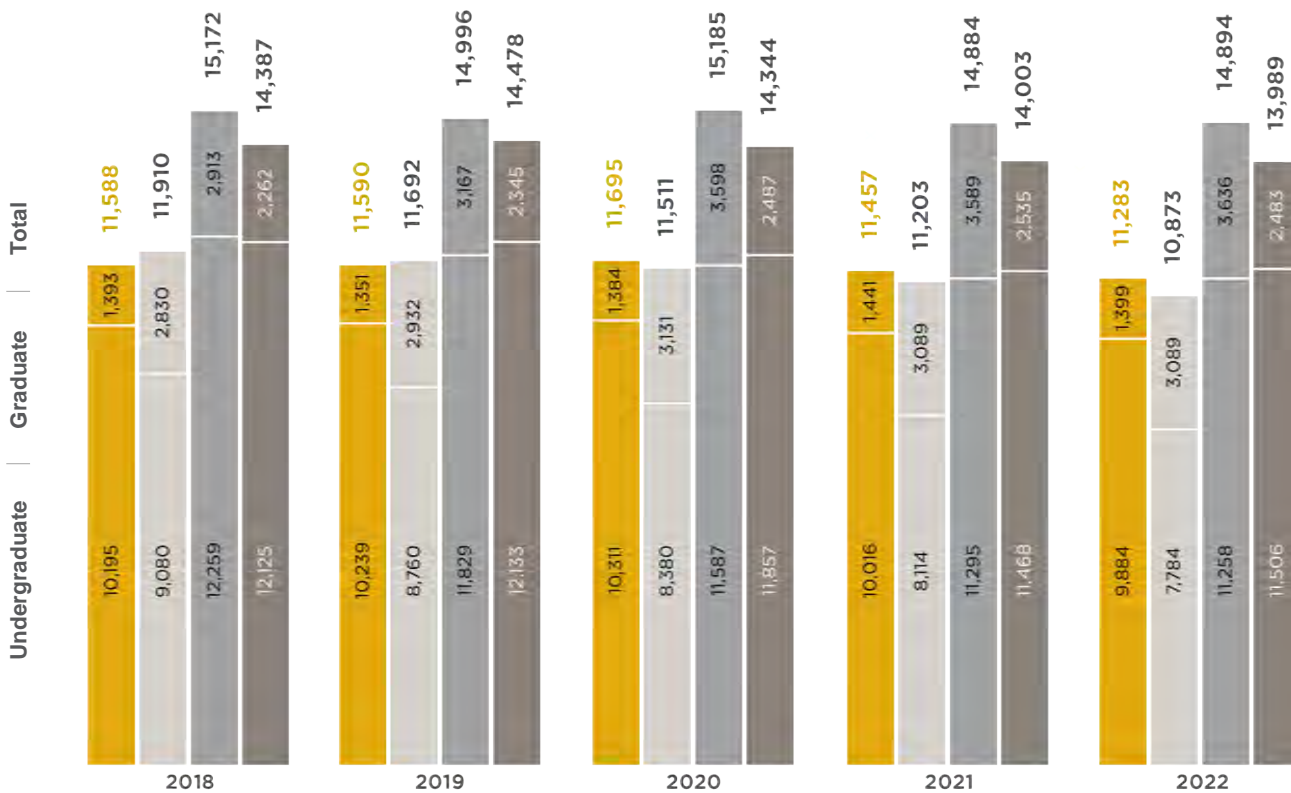


*University of  
Tennessee at*  
**CHATTANOOGA**

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*UT System Performance  
Compared to Peers*

Institutional Effectiveness



# Enrollment Trends, UT Chattanooga

2018-2022

● UTC ● Comparable ● Aspirational ● LGI

## 2023 UTC Enrollment Snapshot

**11,380**

Total Enrollment

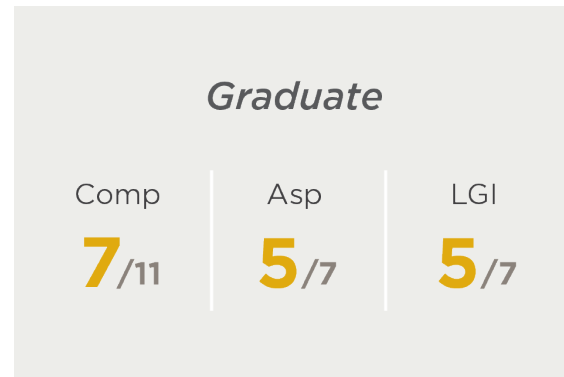
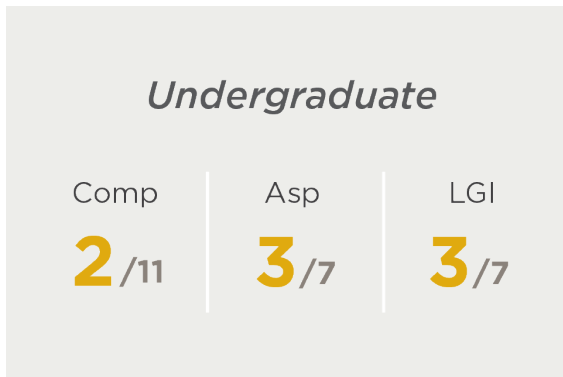
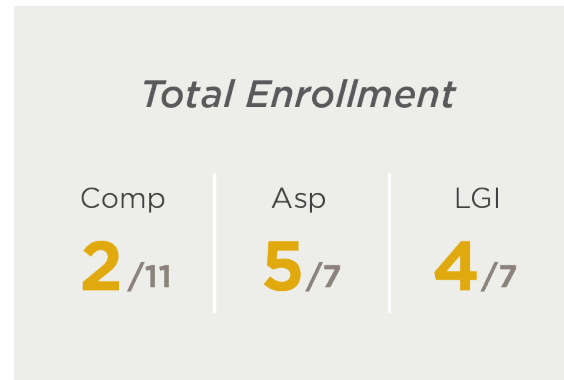
**9,982** **1,398**  
 UNDERGRAD GRAD

Institutional Effectiveness



# Enrollment Peer Rankings, UT Chattanooga

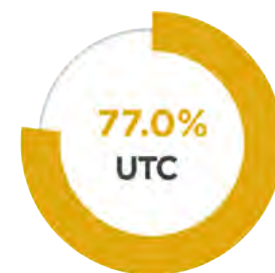
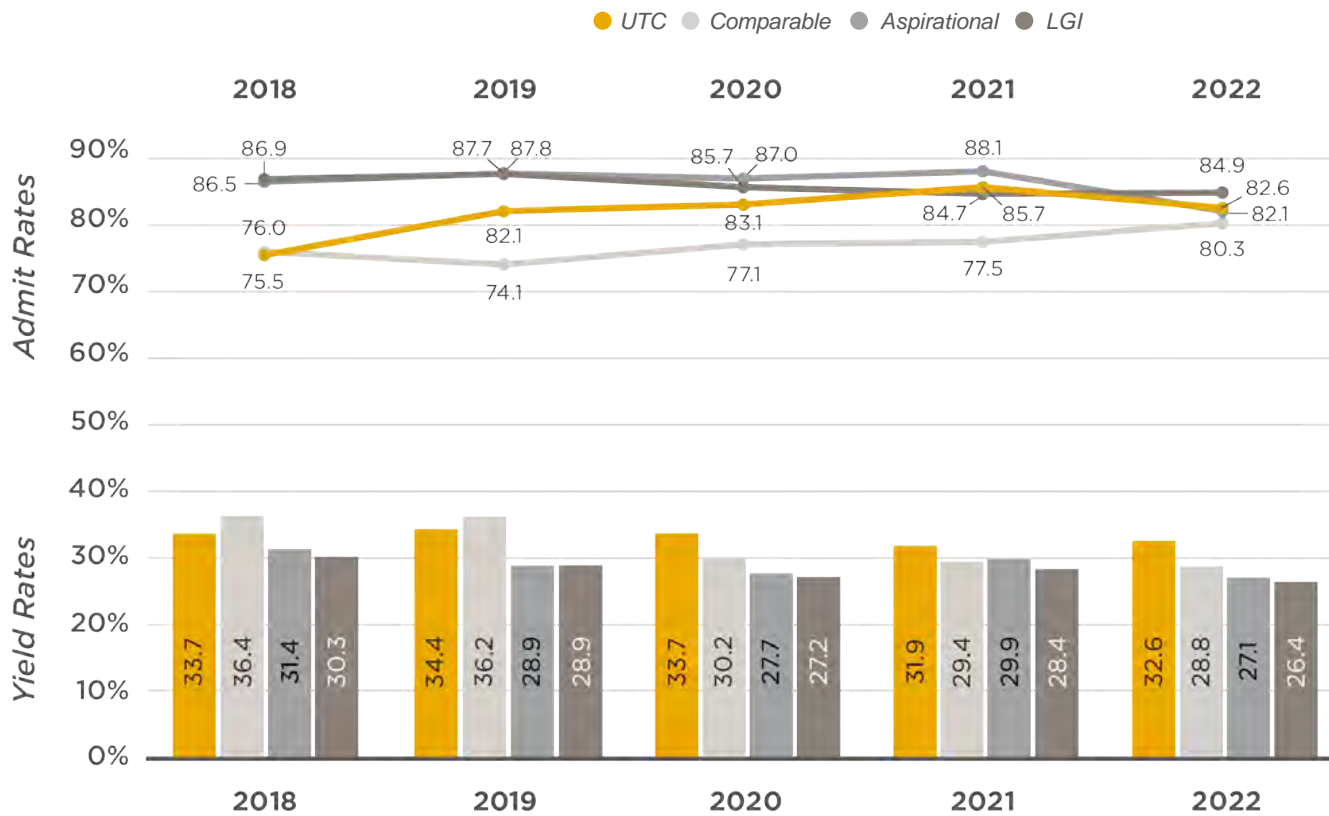
2018-2022



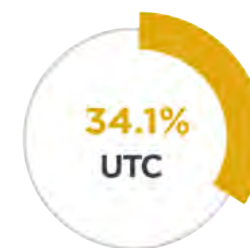
Institutional Effectiveness



# Admit & Yield Rates, UT Chattanooga



2023 Admit Rate



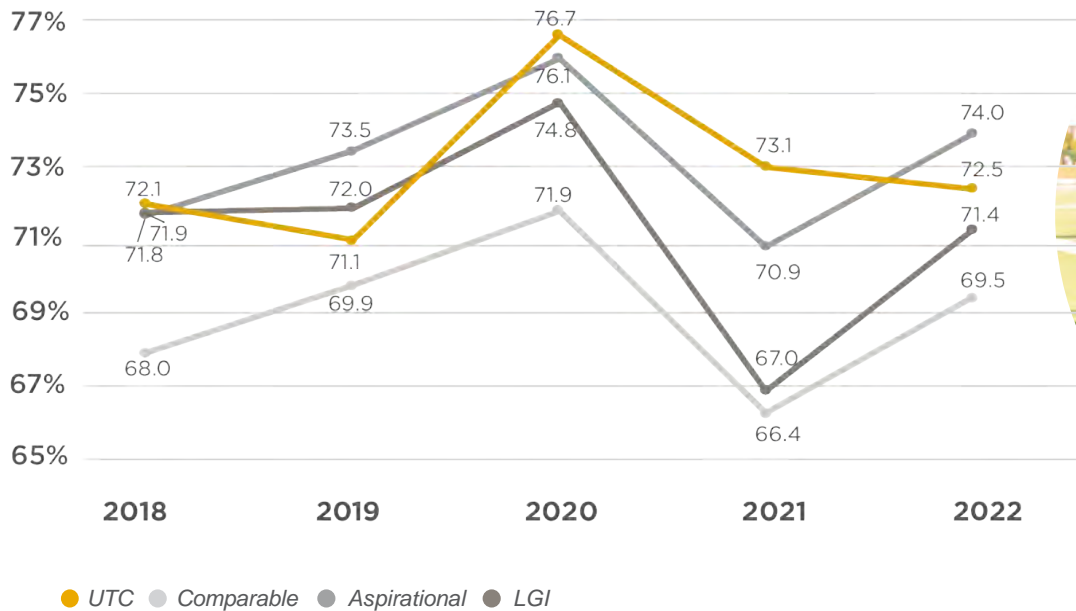
2023 Yield Rate

Institutional Effectiveness



# First-Year Retention, UT Chattanooga

2018-2022

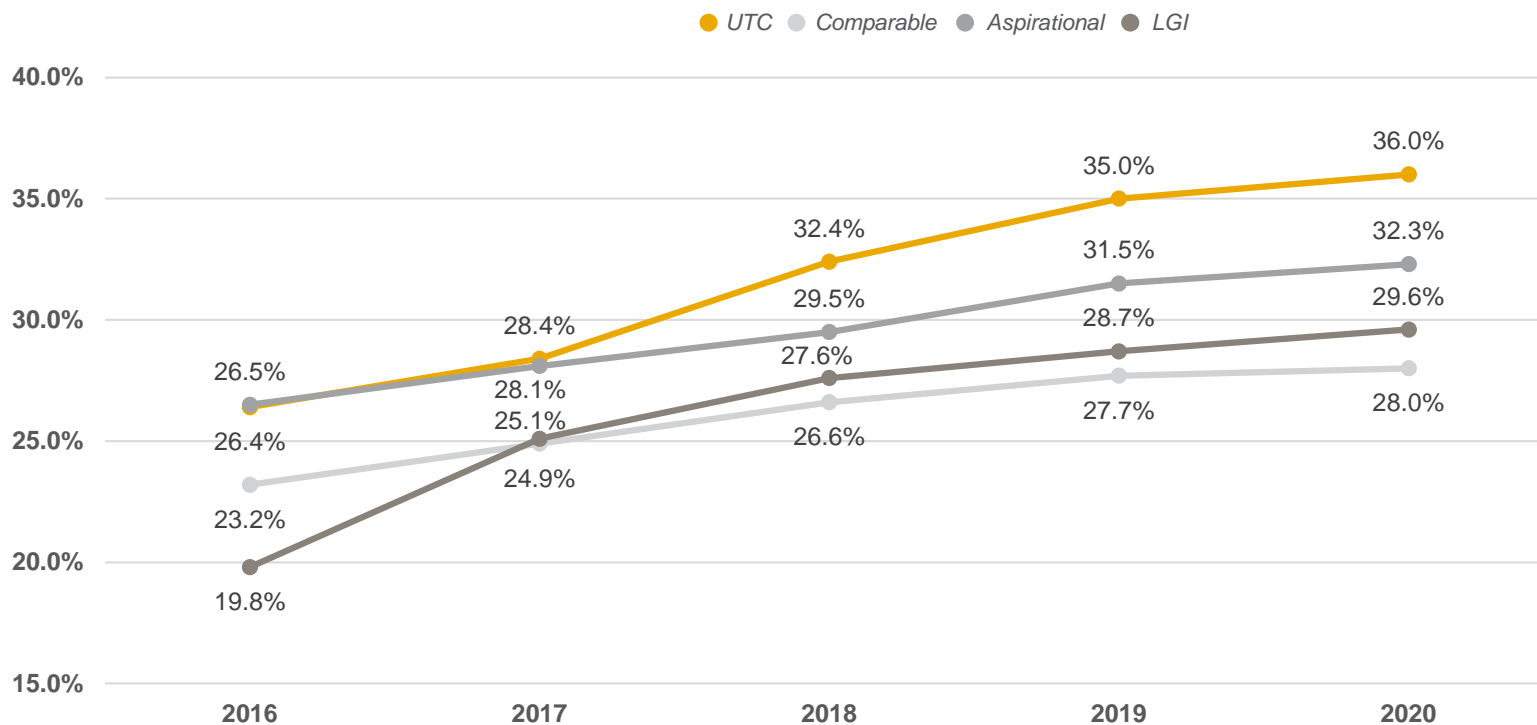


2023 Retention  
(Fall 2022 Cohort)

Institutional Effectiveness



# 4-Year Graduation Rates, UT Chattanooga



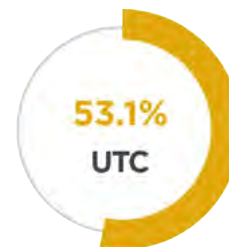
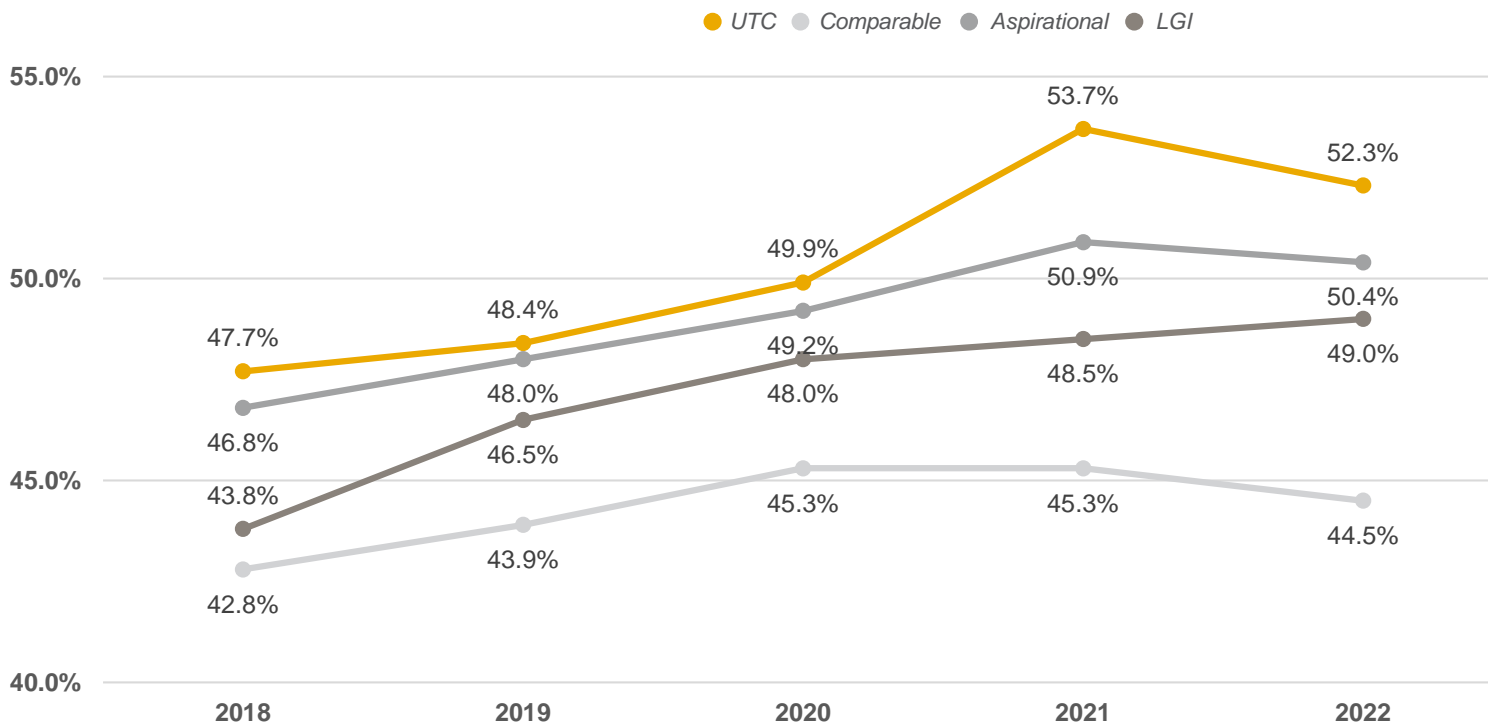
4-Year Graduation Rate (2023)

Note: 2016 through 2020 represent the most current 4-year graduation rate data available in IPEDS for peer comparisons.

Institutional Effectiveness



# 6-Year Graduation Rates, UT Chattanooga



6-Year Graduation Rate (2023)

*University of  
Tennessee*

# SOUTHERN

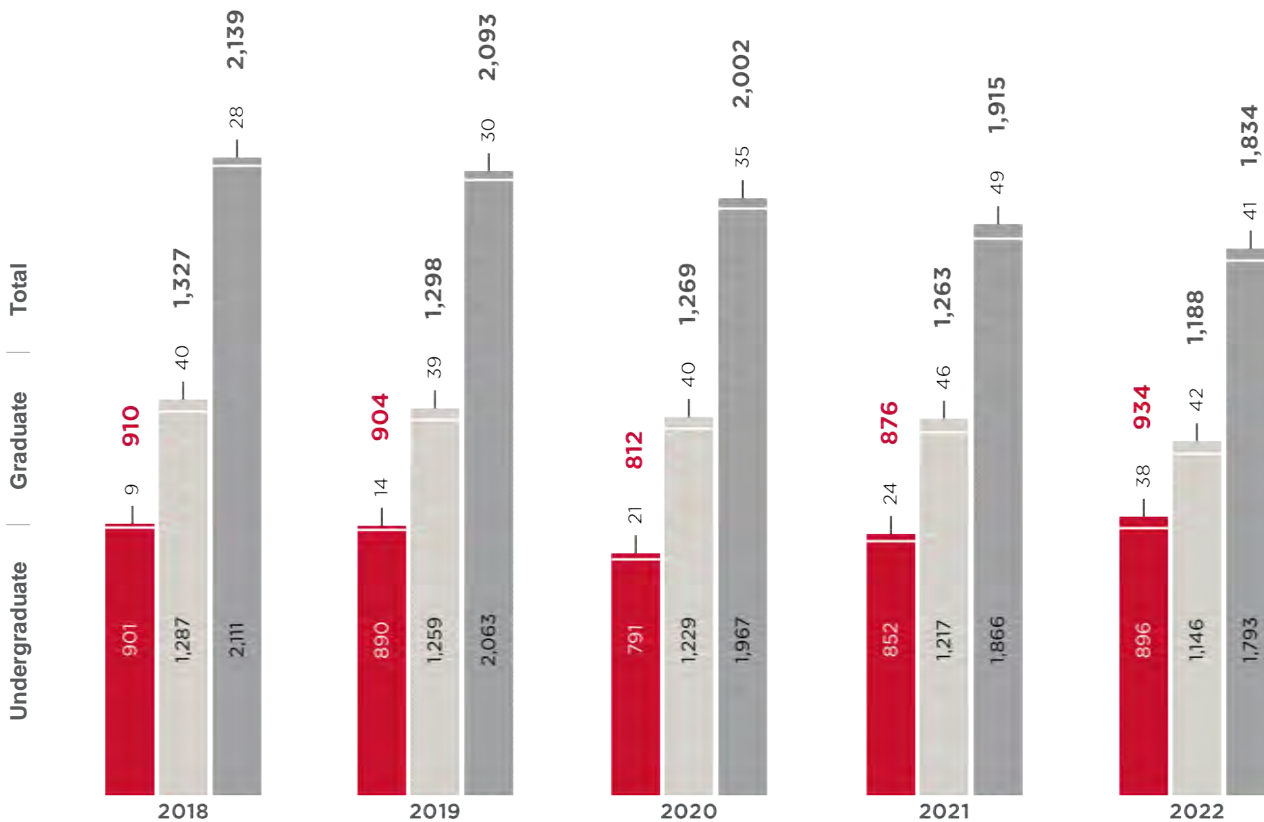
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*UT System Performance  
Compared to Peers*





Institutional Effectiveness

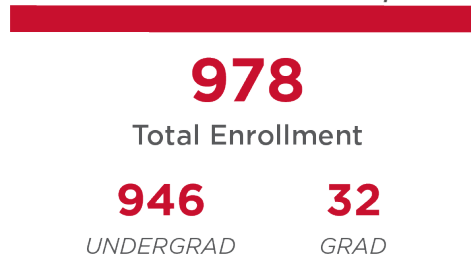


# Enrollment Trends, UT Southern

2018-2022

● UTS ● Comparable ● Aspirational

## 2023 UTS Enrollment Snapshot



Institutional Effectiveness



# Enrollment Peer Rankings, UT Southern

2018-2022

*\*The denominator includes only campuses with graduate enrollment.*

**Peer Rankings on 5-Year Percent Change**

**Total Enrollment**

Comp	Asp
<b>4</b> /11	<b>2</b> /7

**Undergraduate**

Comp	Asp
<b>4</b> /11	<b>2</b> /7

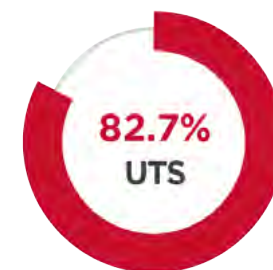
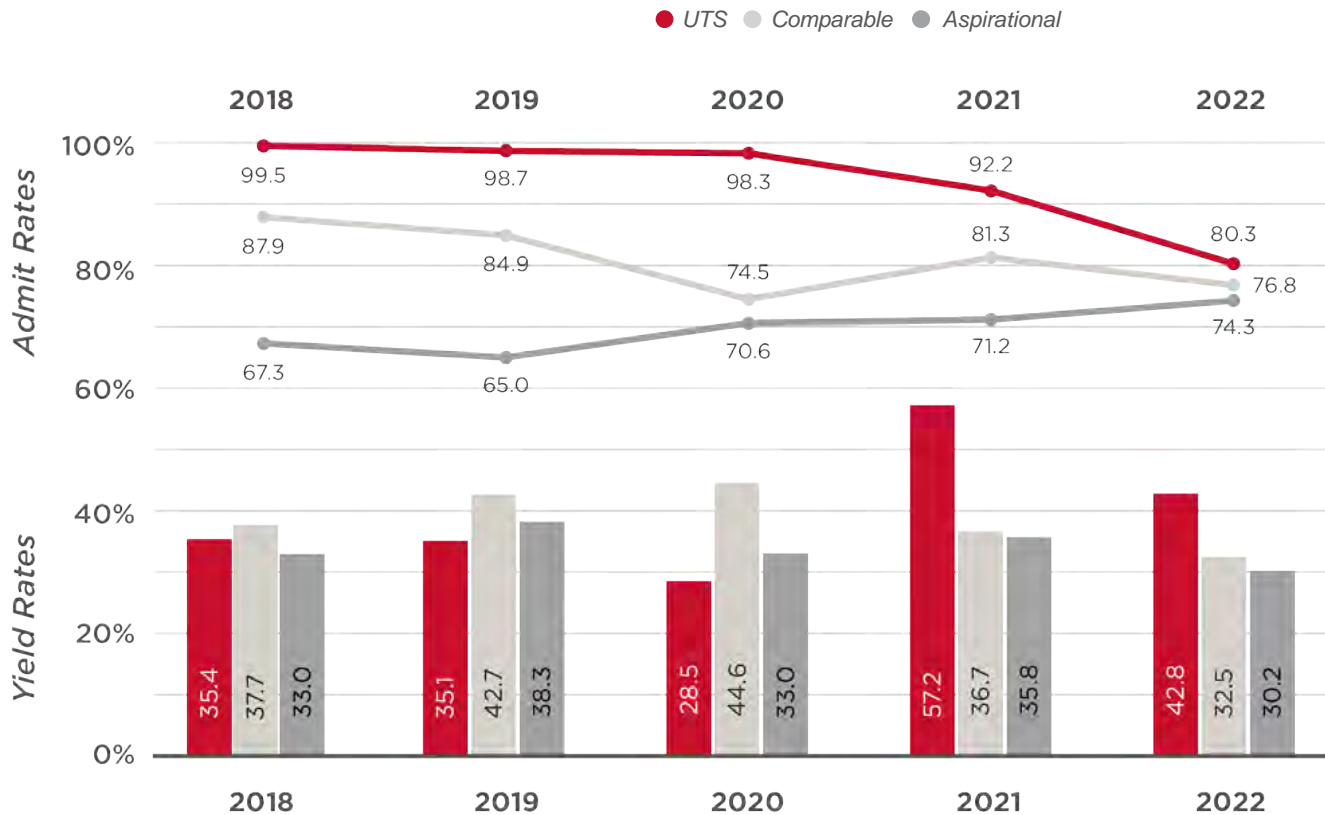
**Graduate\***

Comp	Asp
<b>1</b> /6	<b>1</b> /3

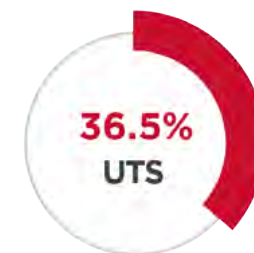
Institutional Effectiveness



# Admit & Yield Rates, UT Southern



2023 Admit Rate



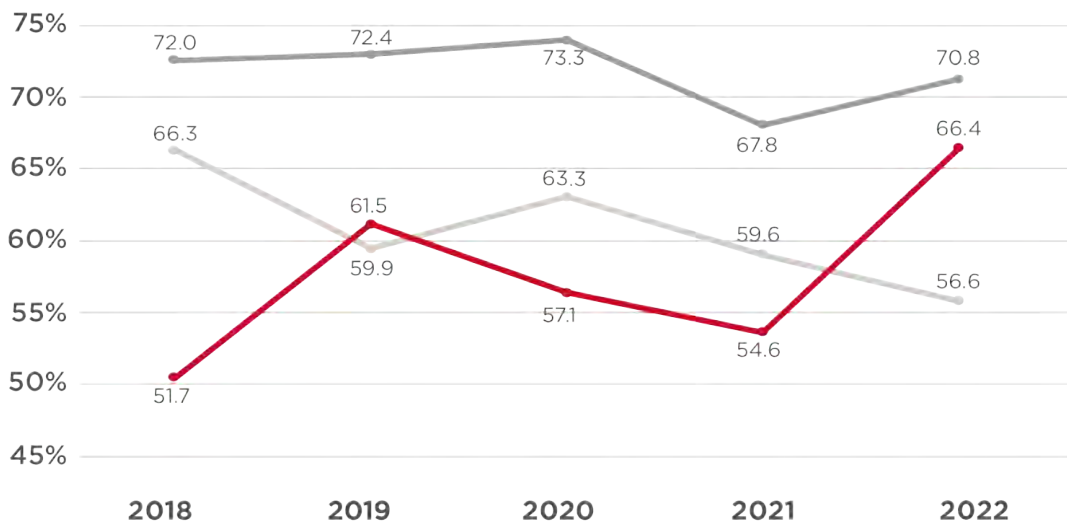
2023 Yield Rate

Institutional Effectiveness

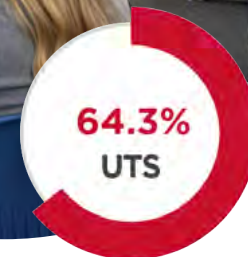


# First-Year Retention, UT Southern

2018-2022



● UTS ● Comparable ● Aspirational



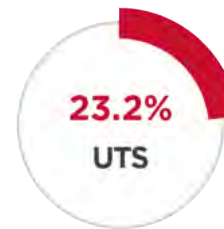
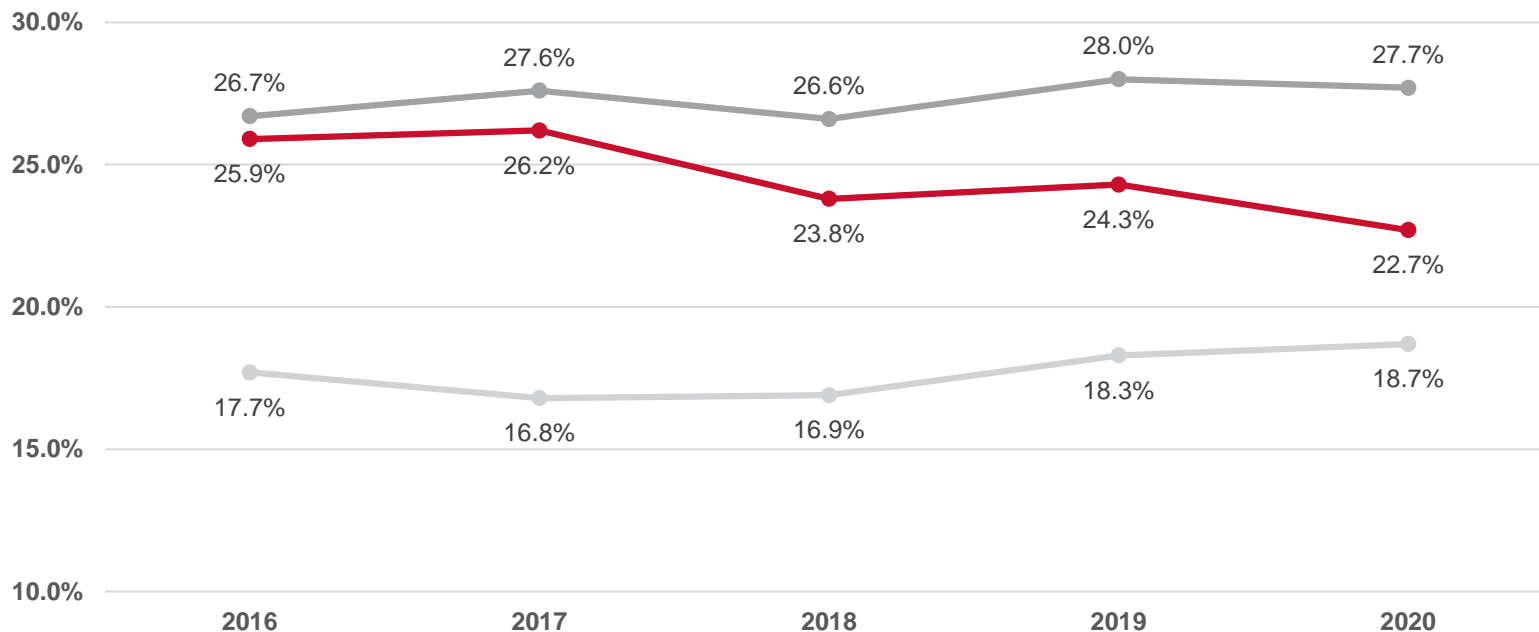
2023 Retention  
(Fall 2022 Cohort)

Institutional Effectiveness



# 4-Year Graduation Rates, UT Southern

● UTS ● Comparable ● Aspirational



4-Year Graduation Rate (2023)

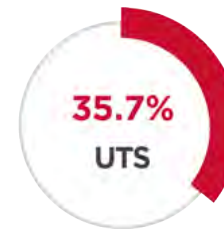
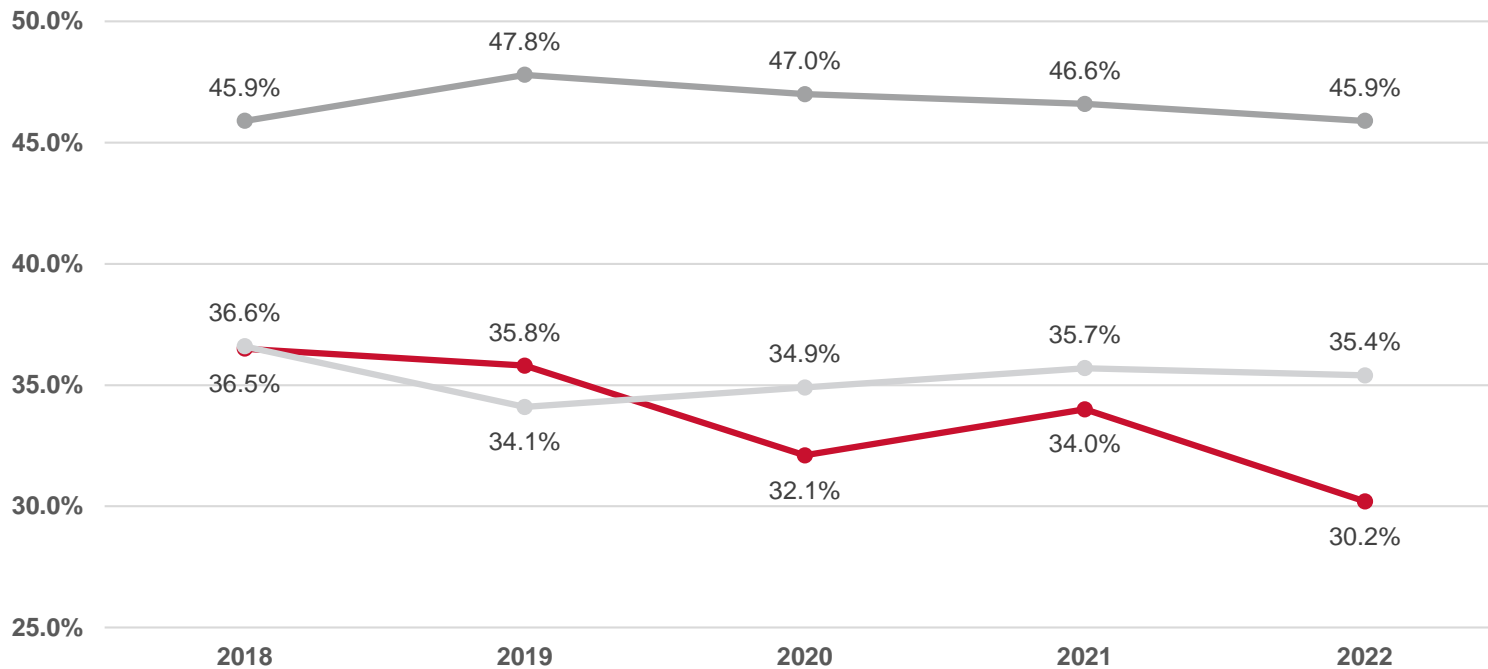
Note: 2016 through 2020 represent the most current 4-year graduation rate data available in IPEDS for peer comparisons.

Institutional Effectiveness



# 6-Year Graduation Rates, UT Southern

● UTS ● Comparable ● Aspirational



6-Year Graduation Rate (2023)



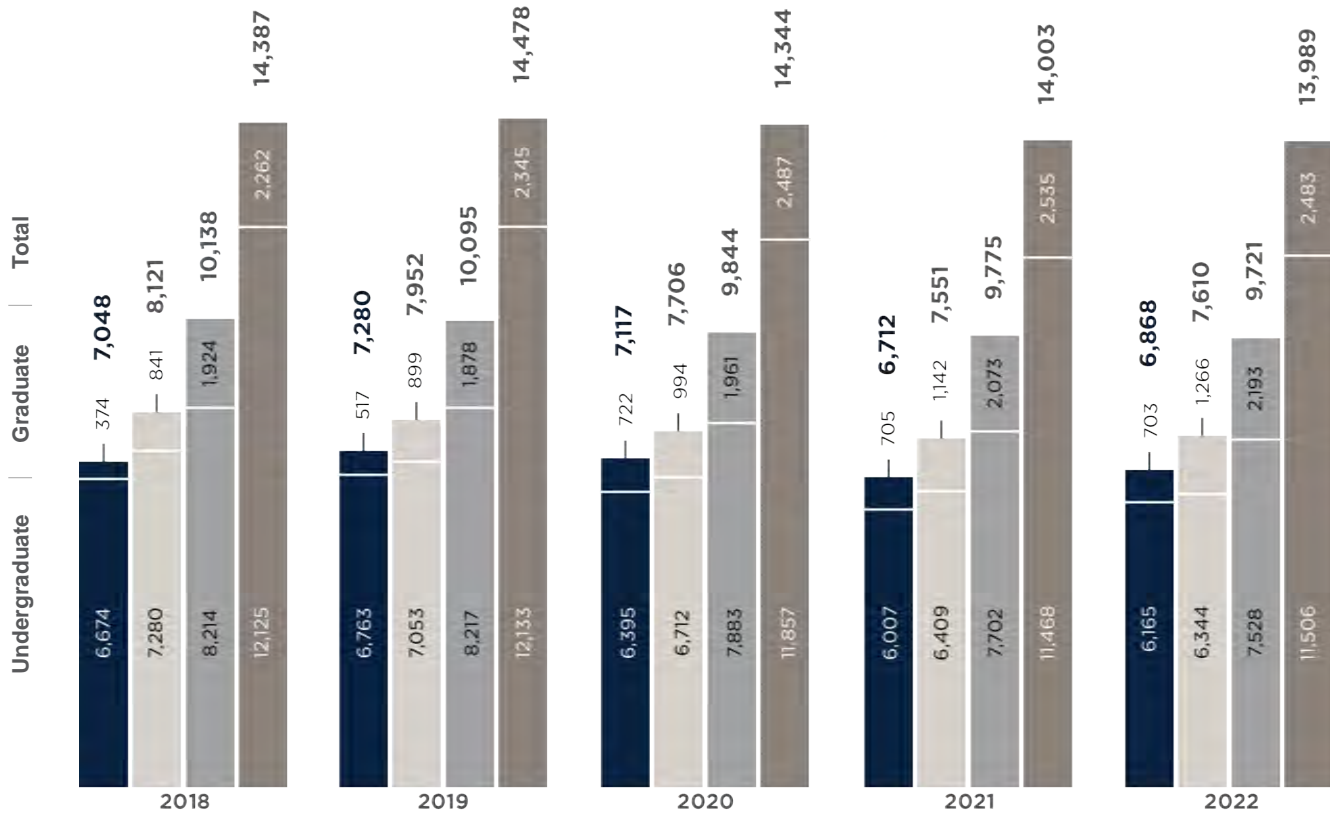
*University of  
Tennessee at*

**MARTIN**

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*UT System Performance  
Compared to Peers*

Institutional Effectiveness



# Enrollment Trends, UT Martin

2018-2022

● UTM ● Comparable ● Aspirational ● LGI

## 2023 UTM Enrollment Snapshot

**6,941**  
Total Enrollment

**6,234** UNDERGRAD      **707** GRAD



Institutional Effectiveness



# Enrollment Peer Rankings, UT Martin

2018-2022



**MARTIN**

Peer Rankings on 5-Year Percent Change

*Total Enrollment*

Comp	Asp	LGI
<b>4</b> / 11	<b>4</b> / 7	<b>3</b> / 7

*Undergraduate*

Comp	Asp	LGI
<b>4</b> / 11	<b>5</b> / 7	<b>5</b> / 7

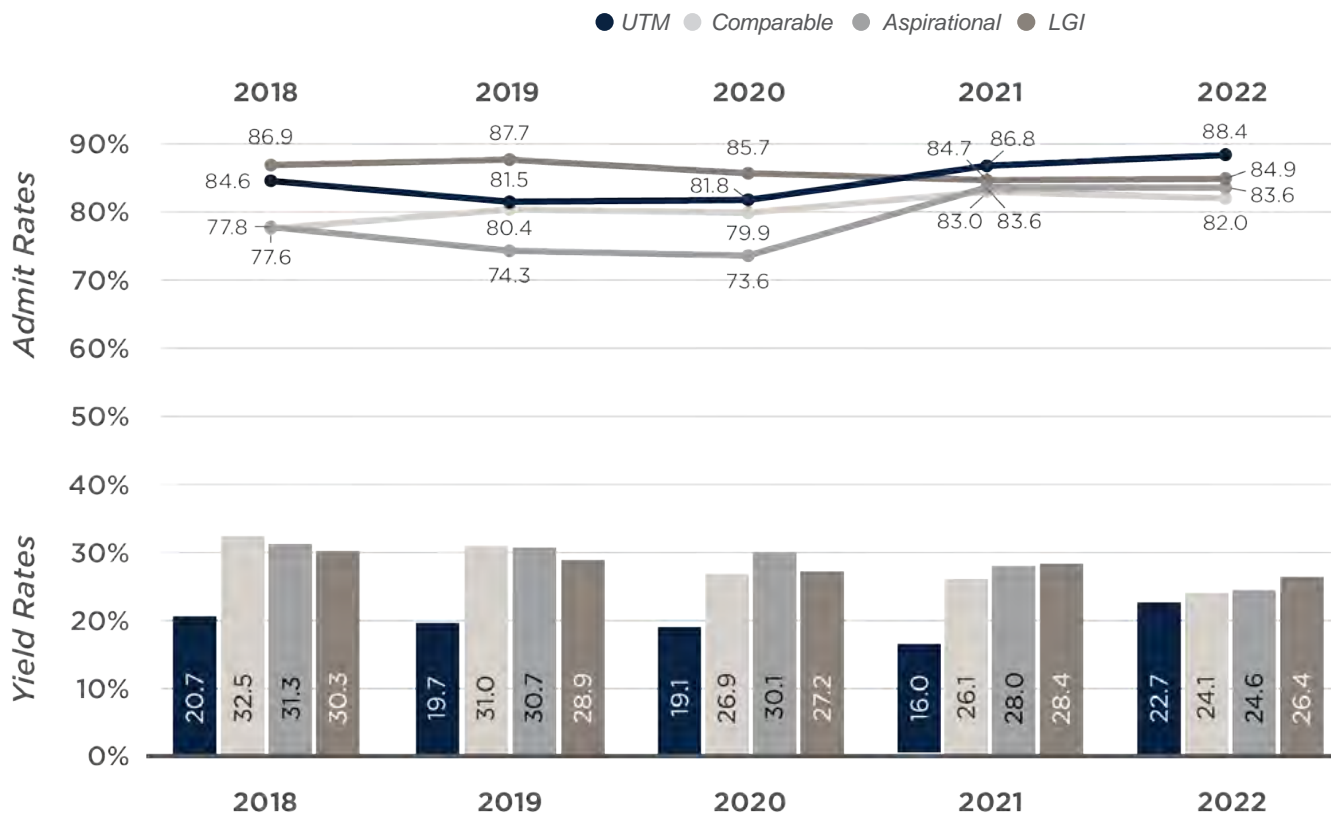
*Graduate*

Comp	Asp	LGI
<b>4</b> / 11	<b>2</b> / 7	<b>1</b> / 7

Institutional Effectiveness



# Admit & Yield Rates, UT Martin



2023 Admit Rate



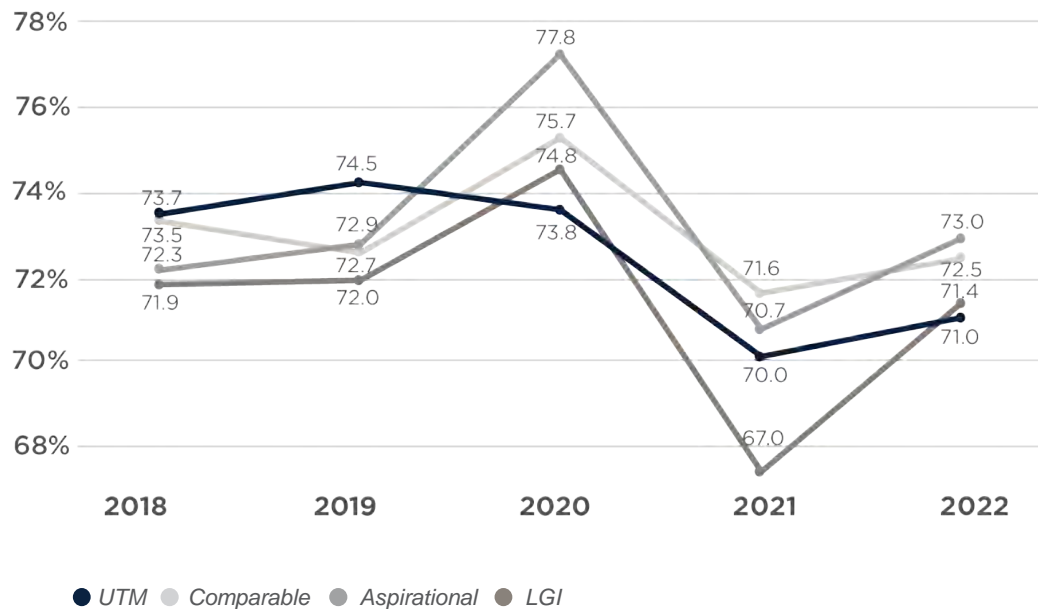
2023 Yield Rate

Institutional Effectiveness



# First-Year Retention, UT Martin

2018-2022

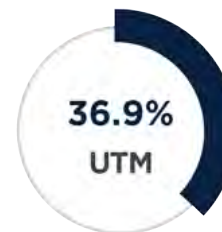
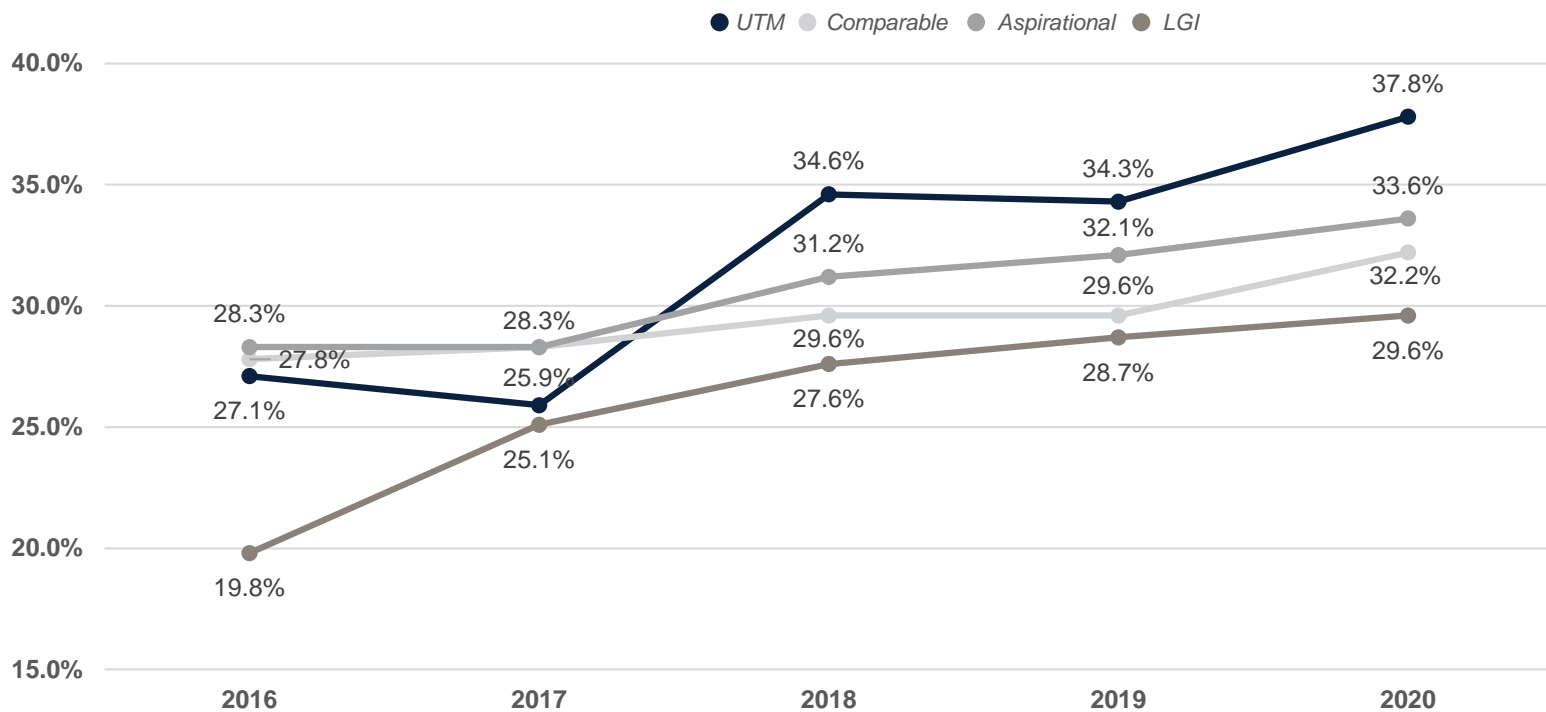


2023 Retention  
(Fall 2022 Cohort)

Institutional Effectiveness



# 4-Year Graduation Rates, UT Martin



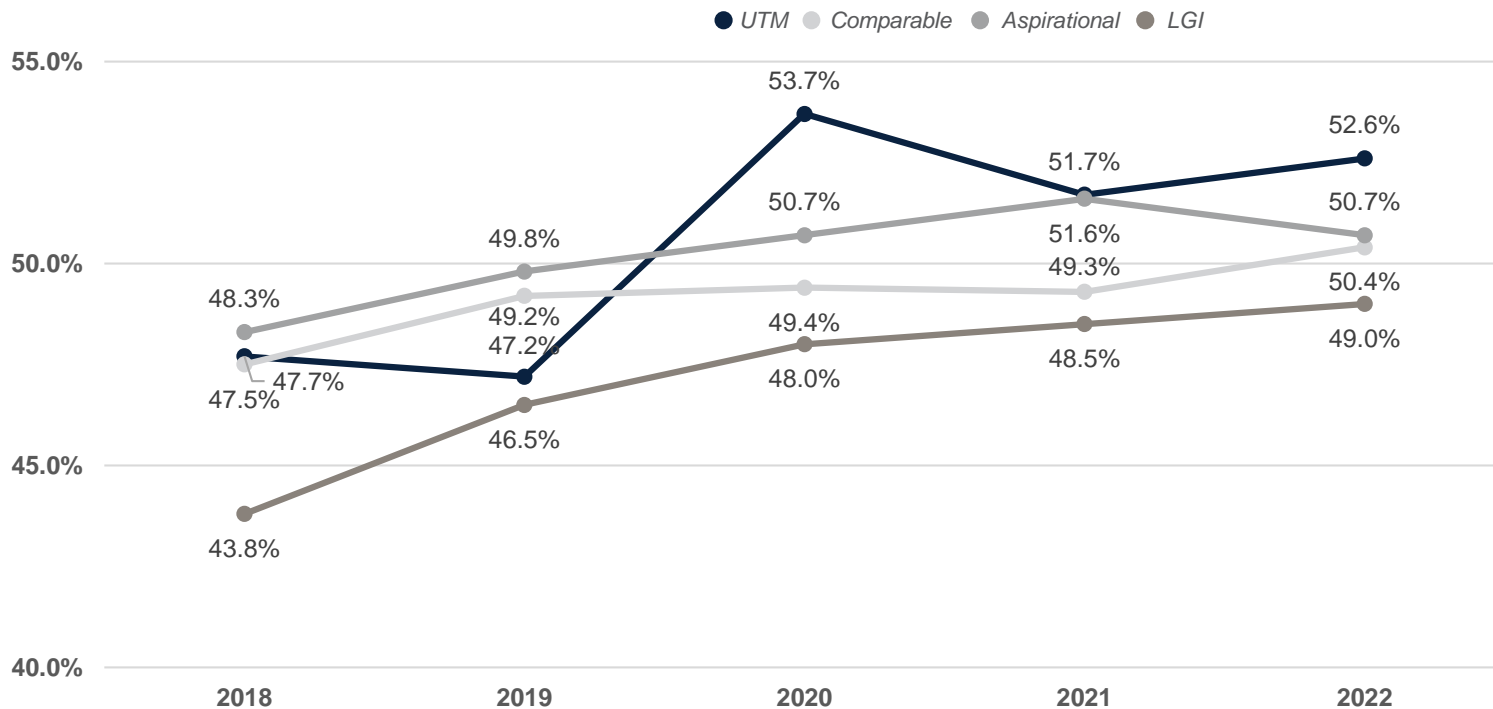
4-Year Graduation Rate (2023)

Note: 2016 through 2020 represent the most current 4-year graduation rate data available in IPEDS for peer comparisons.

Institutional Effectiveness



# 6-Year Graduation Rates, UT Martin



6-Year Graduation Rate (2023)

*University of  
Tennessee*

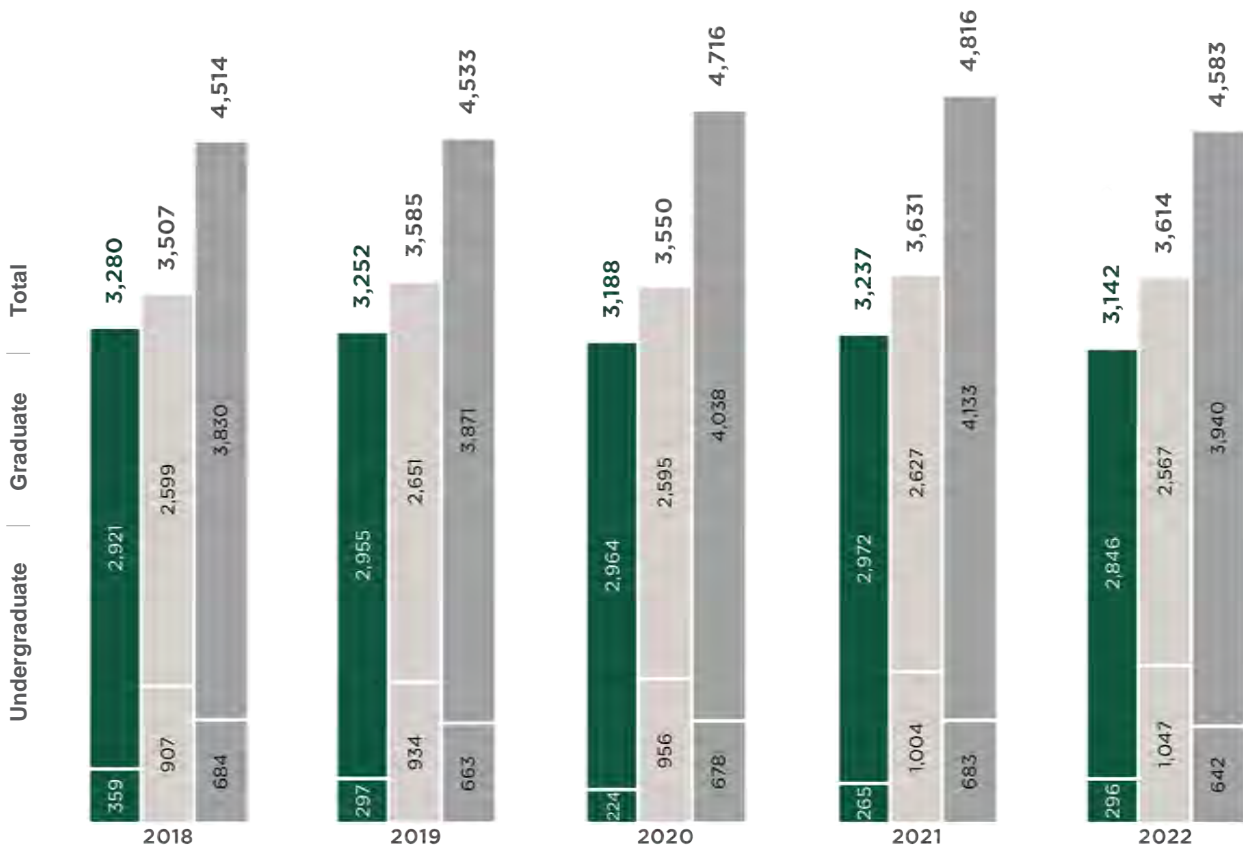
# HEALTH SCIENCE CENTER

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*UT System Performance  
Compared to Peers*



Institutional Effectiveness



# Enrollment Trends, UT Health Science Center

2018-2022

● UTHSC ● Comparable ● Aspirational

2023 UTHSC Enrollment Snapshot

**3,123**

Total Enrollment

**376**

UNDERGRAD

**2,747**

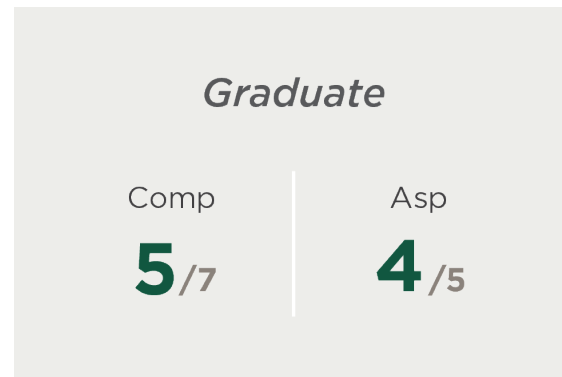
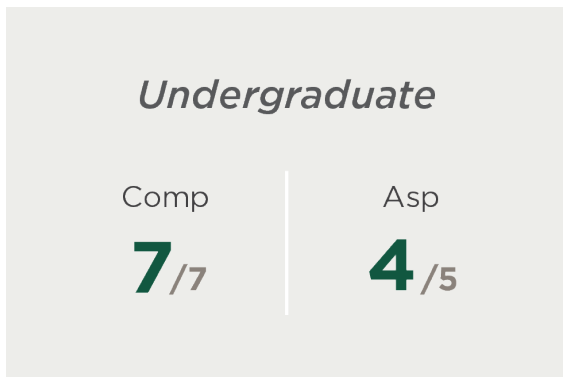
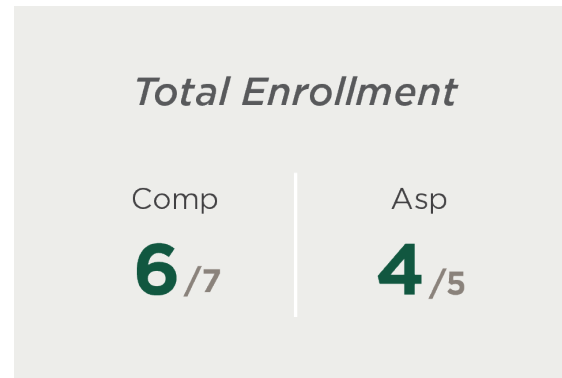
GRAD

Institutional Effectiveness

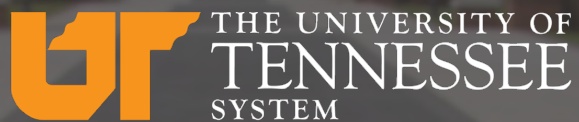


# Enrollment Peer Rankings, UT Health Science Center

2018-2022







ACADEMIC AFFAIRS, RESEARCH  
AND STUDENT SUCCESS  
Institutional Effectiveness

# Questions?

*Institutional Effectiveness*



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ACADEMIC AFFAIRS, RESEARCH  
AND STUDENT SUCCESS

# UT System Performance Compared to Peers

*Board of Trustees — June 24-25, 2024*





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*University of Tennessee,*

# KNOXVILLE



## *UT Knoxville Peer Comparisons | June 2024*

### Comparable Peers

- Auburn University
- Clemson University
- Iowa State University
- University of Colorado
- University of Kentucky
- University of Missouri
- University of Nebraska-Lincoln
- University of Oklahoma
- University of South Carolina
- Virginia Tech University

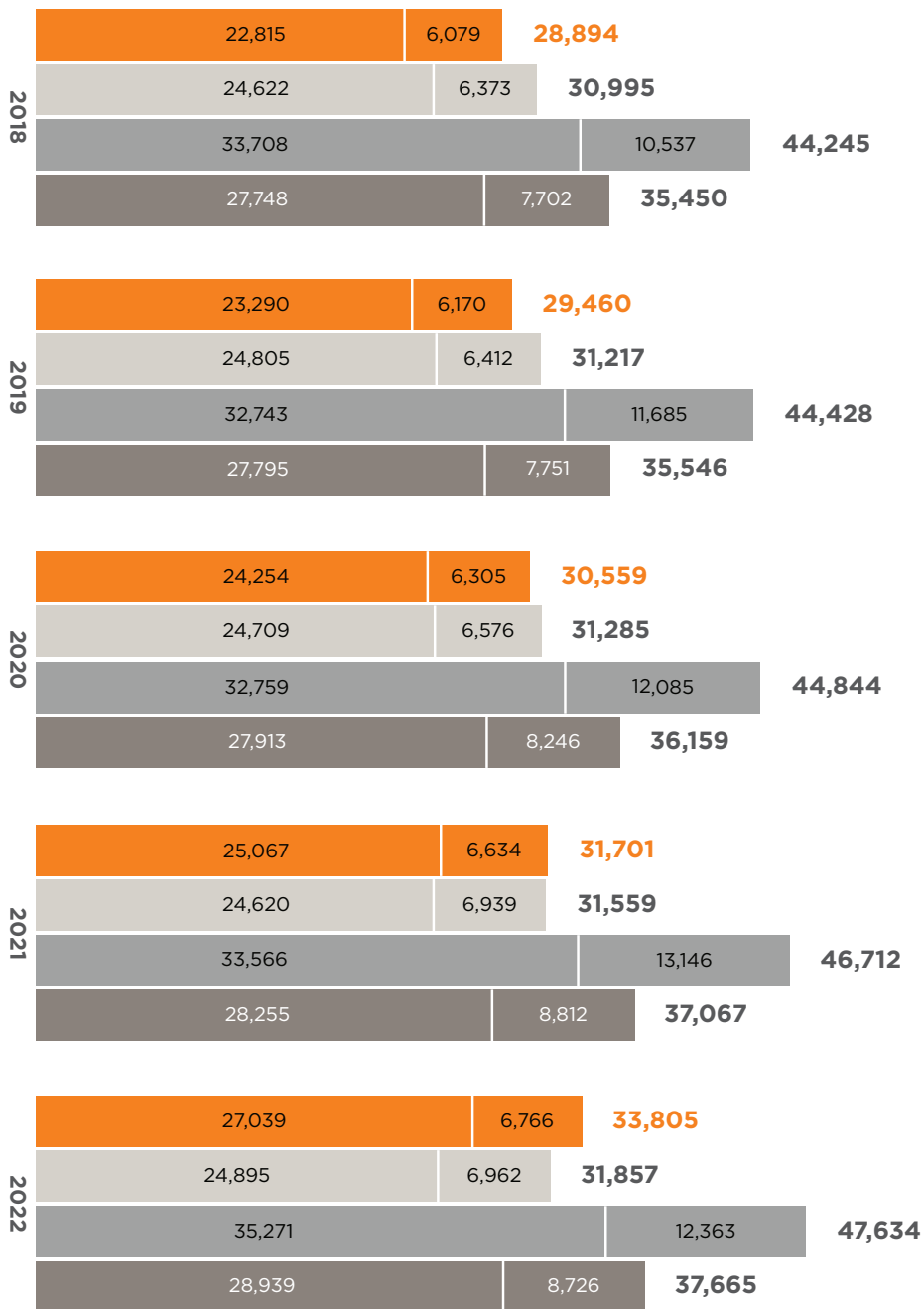
### Aspirational Peers

- Michigan State University
- North Carolina State University
- Penn State University
- Purdue University
- University of Georgia
- University of Illinois

## ENROLLMENT 2018-2022

● UTK ● Comparable ● Aspirational ● SEC

### Undergraduate | Graduate | Total Enrollment



### Peer Rankings on 5-Year Percent Change

#### Total Enrollment

Comp	Asp	SEC
1/11	1/7	2/13

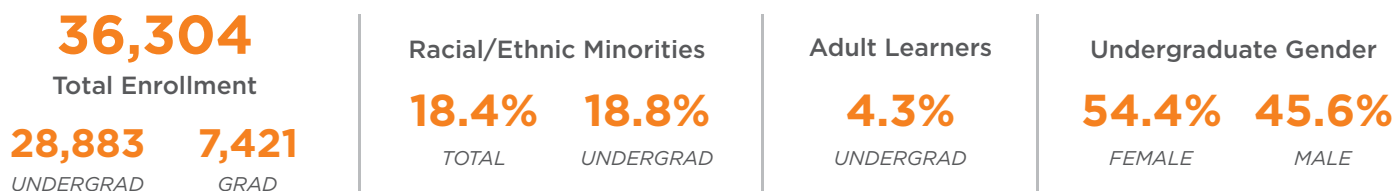
#### Undergraduate

Comp	Asp	SEC
1/11	1/7	2/13

#### Graduate

Comp	Asp	SEC
5/11	4/7	6/13

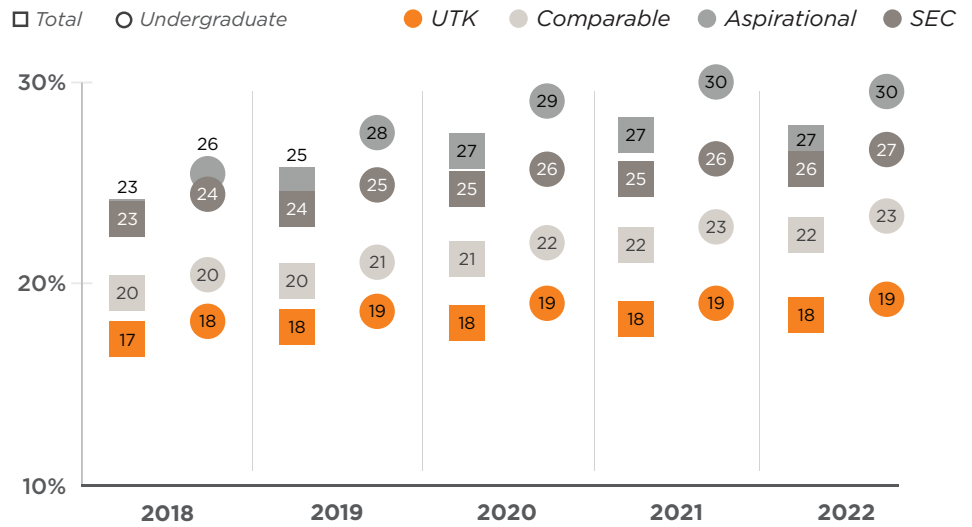
### 2023 UTK Enrollment Snapshot





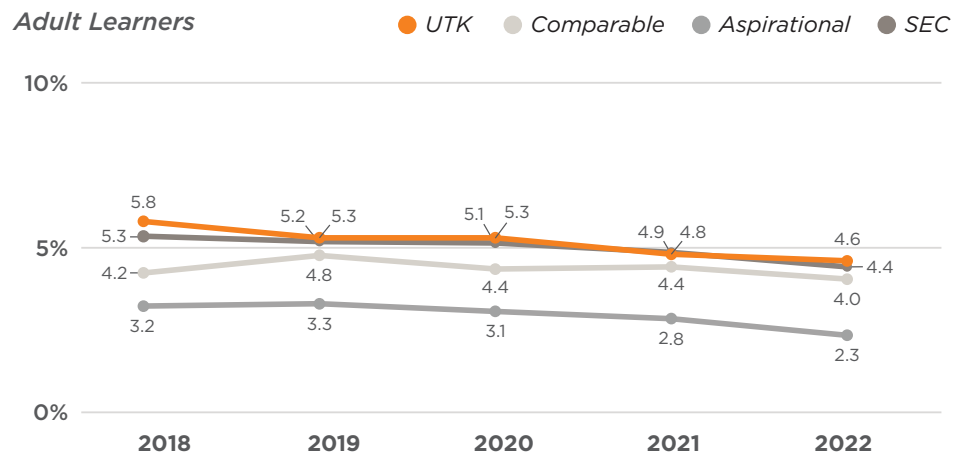
UT Knoxville

### % Enrollment of Racial/Ethnic Minorities

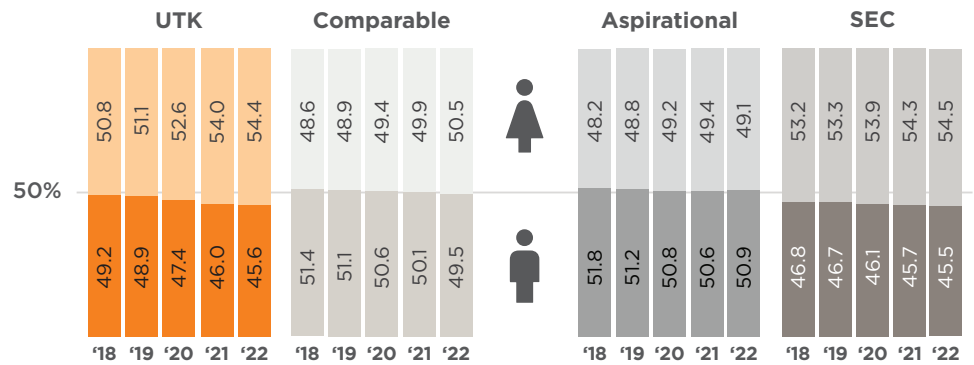


### Undergraduate Enrollment

#### Adult Learners



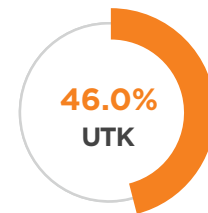
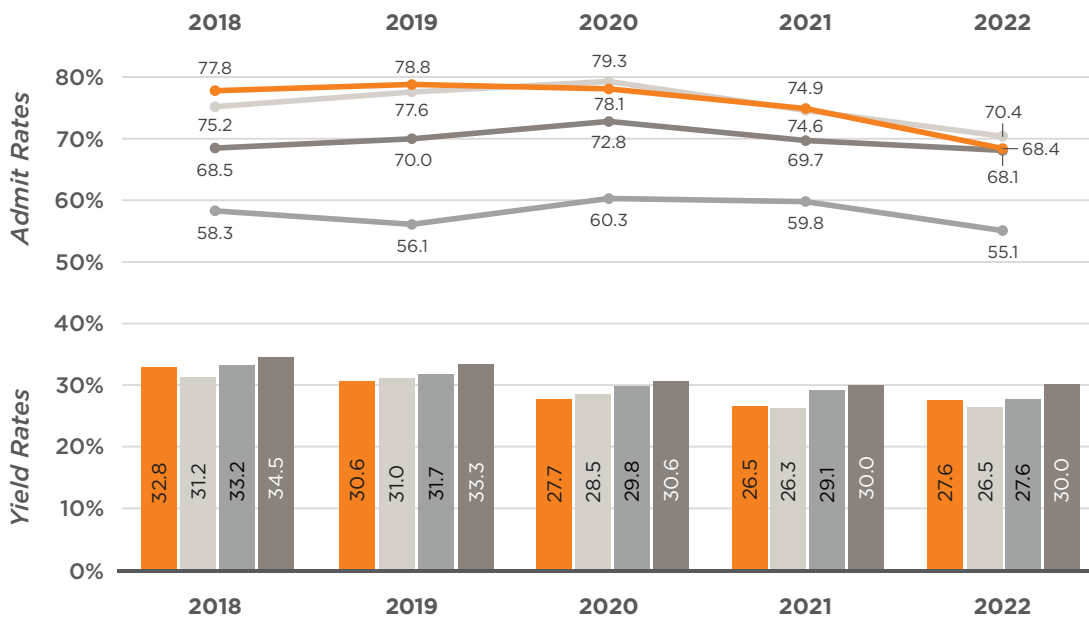
### Gender



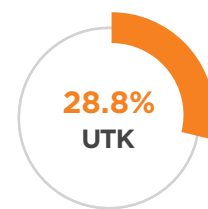
**ADMISSIONS 2018-2022**

● UTK ● Comparable ● Aspirational ● SEC

**Admit & Yield Rates**

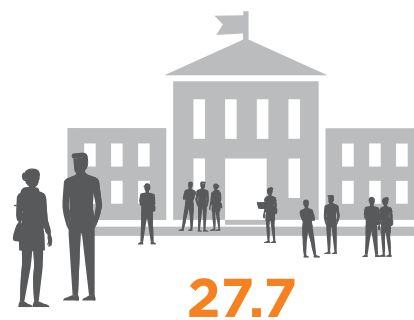
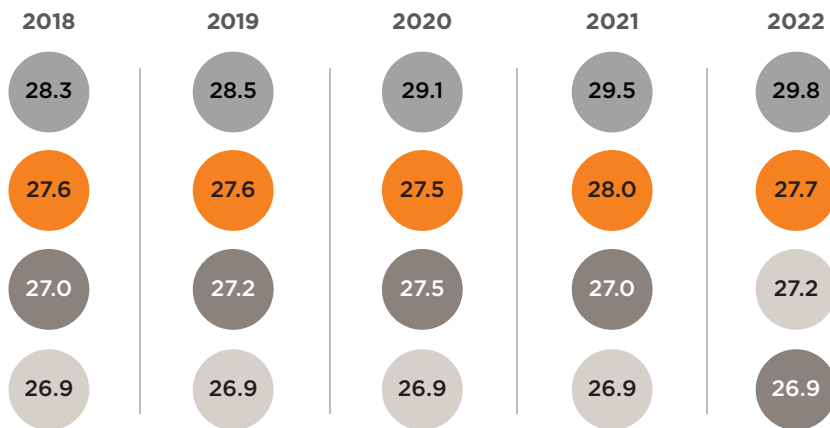


2023 Admit Rate



2023 Yield Rate

**Freshman Average ACT Scores**



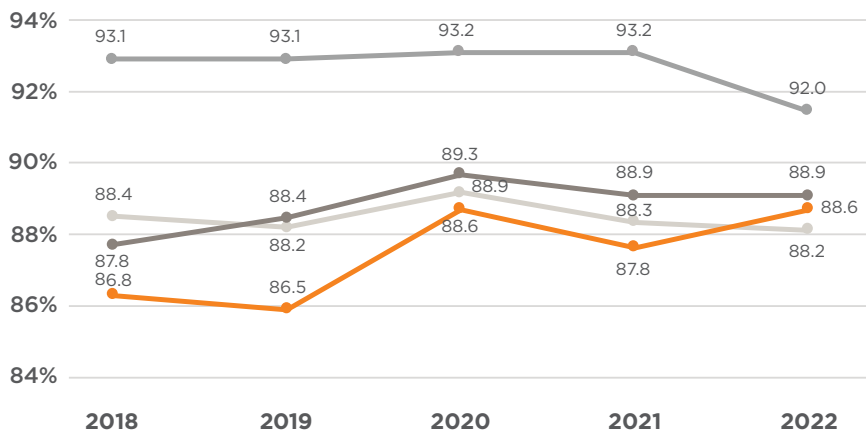
**27.7**  
2023 UTK Freshman ACT Scores



## RETENTION 2018-2022

● UTK ● Comparable ● Aspirational ● SEC

### First-Year Retention

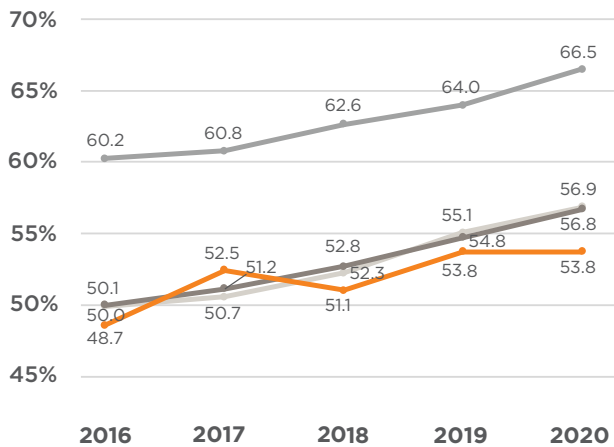


2023 Retention  
(Fall 2022 Cohort)

## GRADUATION RATES

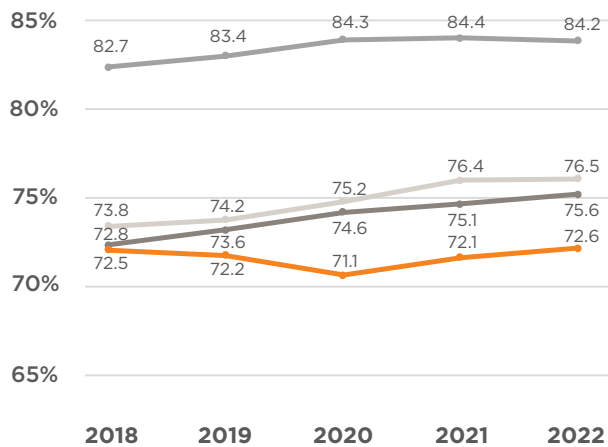
● UTK ● Comparable ● Aspirational ● SEC

### 4-Year (%)\*



\*2016 through 2020 represent the most current 4-year graduation rate data available in IPEDES for peer comparisons.

### 6-Year (%)



## 2023 UTK Graduation Rates Snapshot

4-Year  
**57.9%**  
6-Year  
**73.5%**

6-Year Racial/Ethnic  
Minorities  
**67.6%**

6-Year Pell  
Recipients  
**63.1%**

6-Year Gender  
**77.0%** FEMALE  
**69.7%** MALE



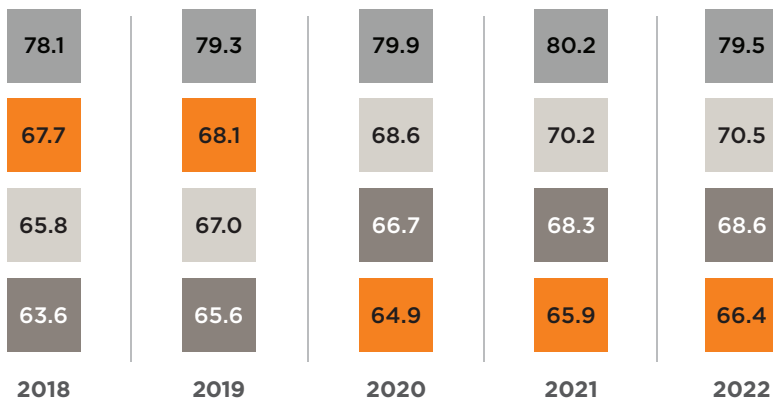


UT Knoxville

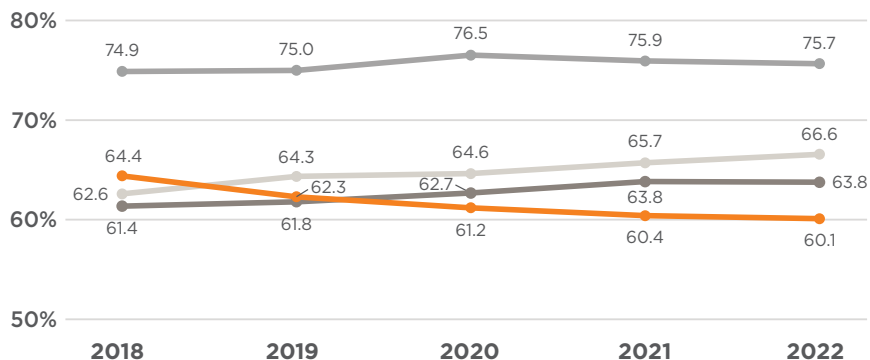
6-Year Graduation Rates

● UTK ● Comparable ● Aspirational ● SEC

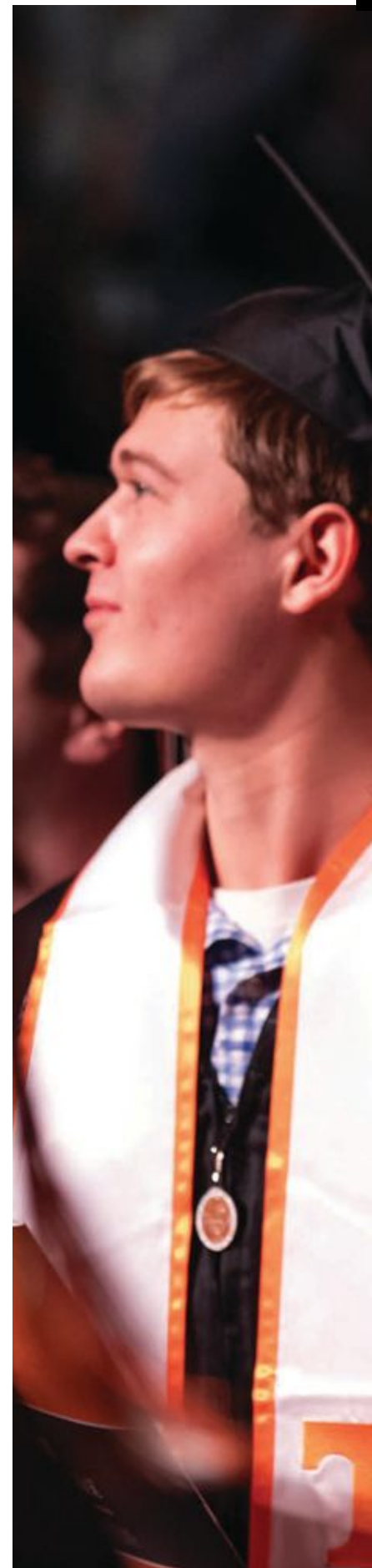
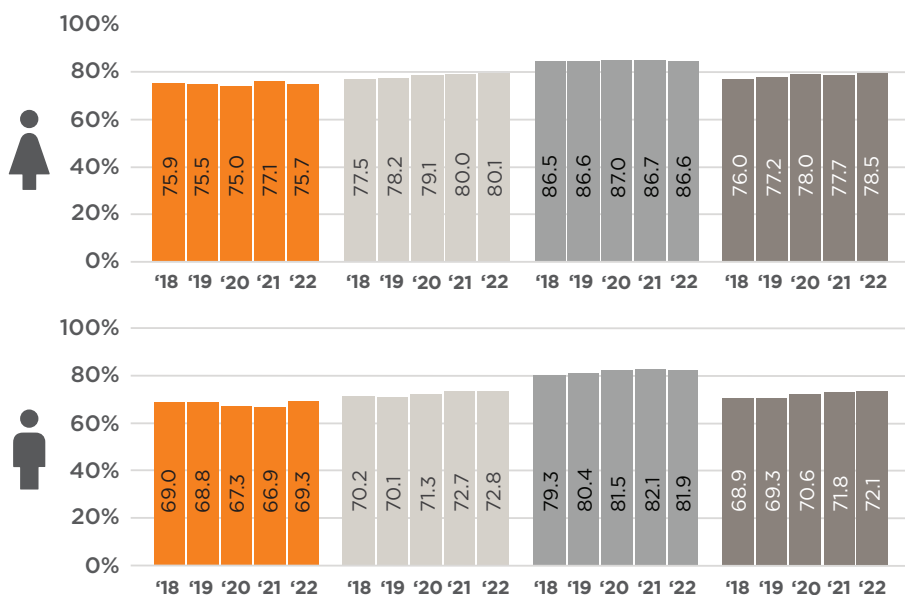
Racial/Ethnic Minorities (%)



Pell Recipients



Gender



*University of Tennessee at*

# CHATTANOOGA



## *UT Chattanooga Peer Comparisons | June 2024*

### **Comparable Peers**

- Arkansas State University
- Louisiana State University-Shreveport
- Stephen F. Austin State University
- Texas A&M University-Corpus Christi
- University of Arkansas at Little Rock
- University of Central Arkansas
- University of Missouri-St Louis
- University of Texas at Tyler
- University of West Georgia
- Valdosta State University

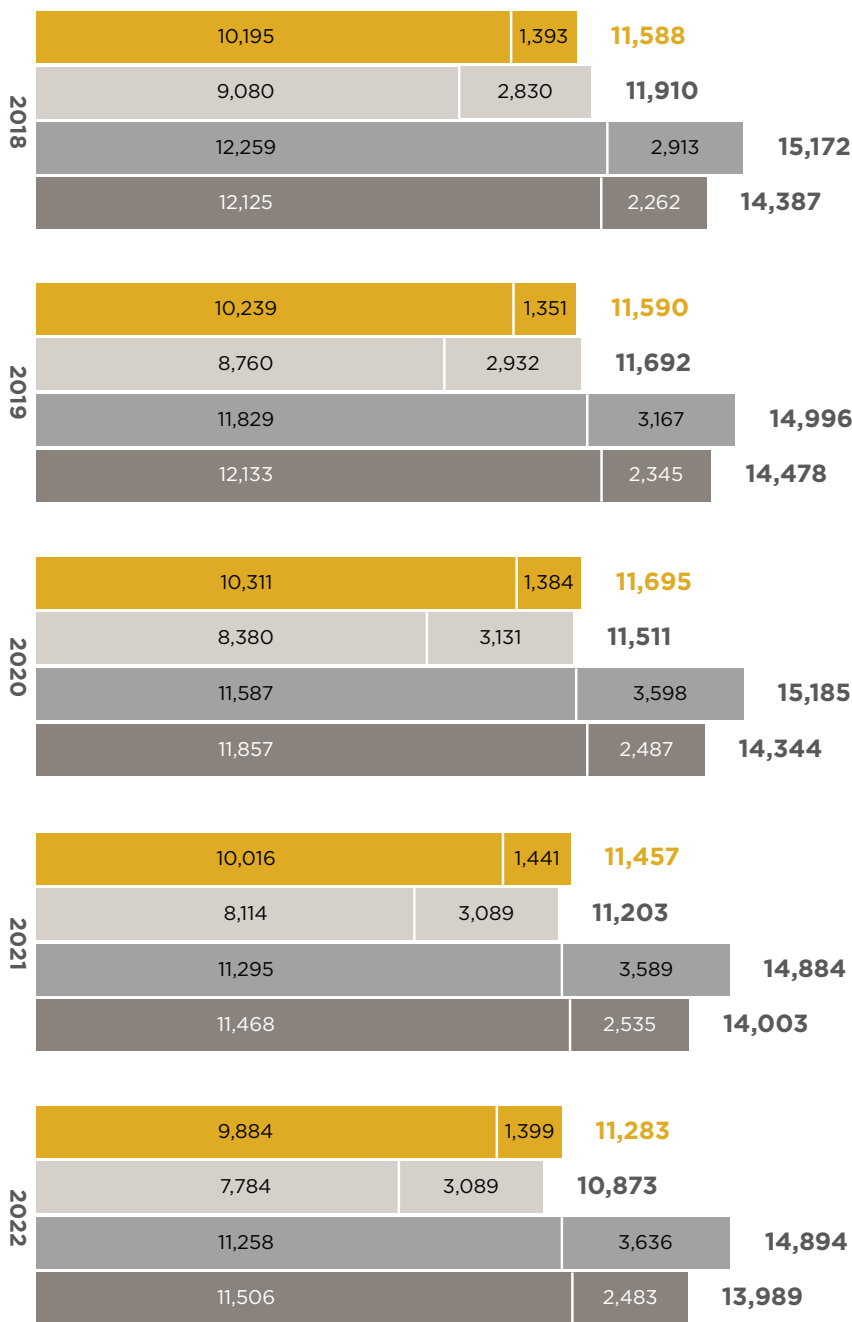
### **Aspirational Peers**

- College of Charleston
- Eastern Kentucky University
- Lamar University
- Northern Kentucky University
- University of Nebraska at Omaha
- Western Kentucky University

## ENROLLMENT 2018-2022

● UTC ● Comparable ● Aspirational ● LGI

### Undergraduate | Graduate | Total Enrollment



### Peer Rankings on 5-Year Percent Change

#### Total Enrollment

Comp	Asp	LGI
<b>2</b> /11	<b>5</b> /7	<b>4</b> /7

#### Undergraduate

Comp	Asp	LGI
<b>2</b> /11	<b>3</b> /7	<b>3</b> /7

#### Graduate

Comp	Asp	LGI
<b>7</b> /11	<b>5</b> /7	<b>5</b> /7

## 2023 UTC Enrollment Snapshot

**11,380**

Total Enrollment

**9,982** **1,398**  
UNDERGRAD GRAD

Racial/Ethnic Minorities

**21.5%** **21.9%**  
TOTAL UNDERGRAD

Adult Learners

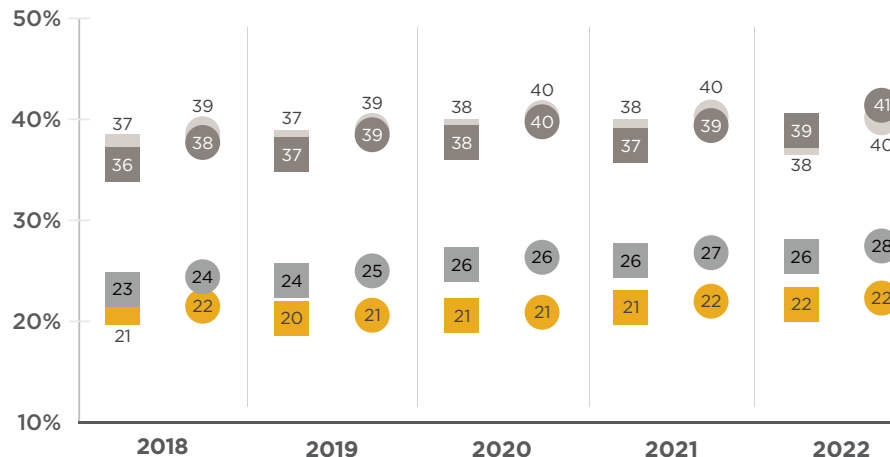
**9.8%**  
UNDERGRAD

Undergraduate Gender

**58.4%** **41.6%**  
FEMALE MALE

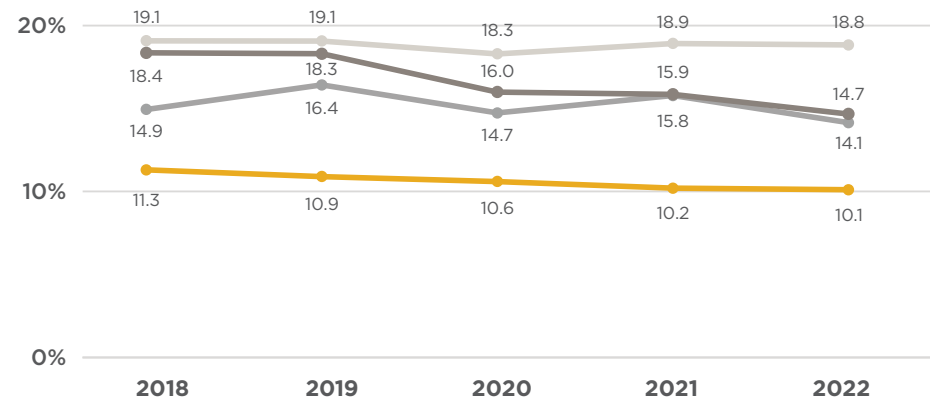
### % Enrollment of Racial/Ethnic Minorities

□ Total ○ Undergraduate ● UTC ● Comparable ● Aspirational ● LGI

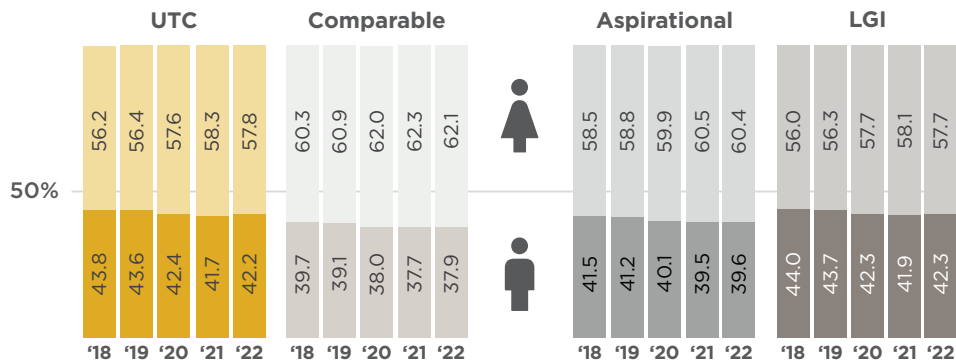


### Undergraduate Enrollment

● Adult Learners ● UTC ● Comparable ● Aspirational ● LGI



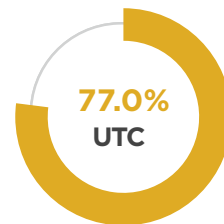
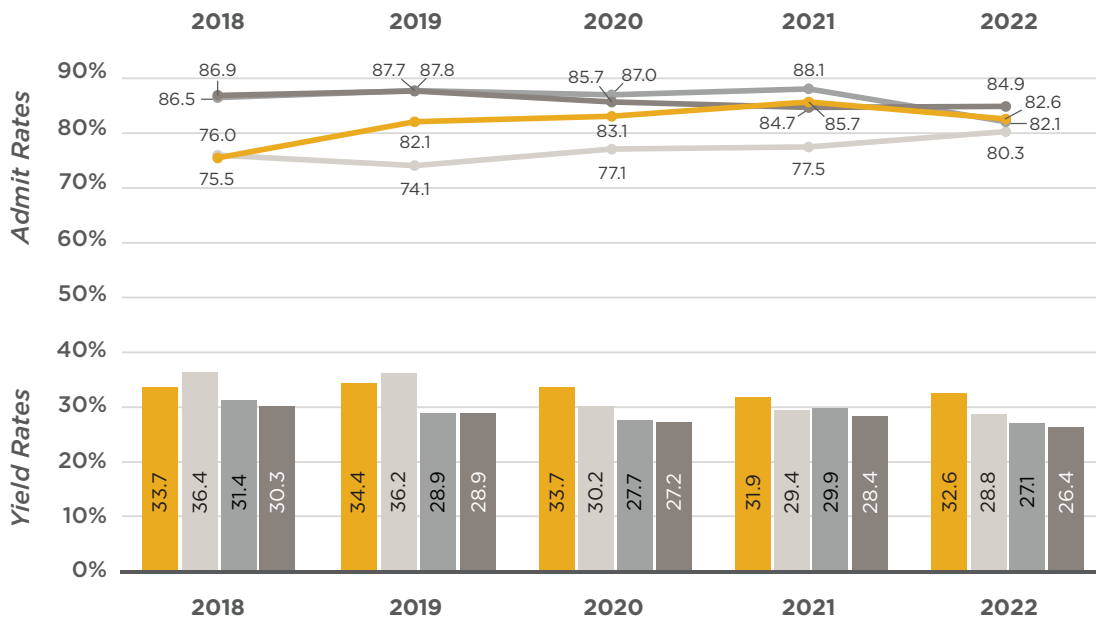
### Gender



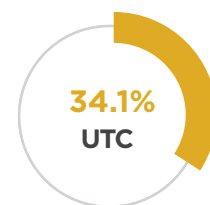
**ADMISSIONS 2018-2022**

● UTC ● Comparable ● Aspirational ● LGI

**Admit & Yield Rates**

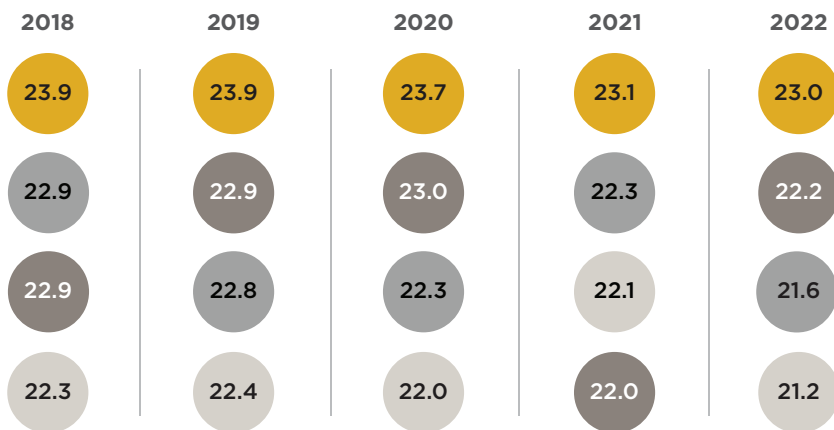


2023 Admit Rate



2023 Yield Rate

**Freshman Average ACT Scores**



**22.6**

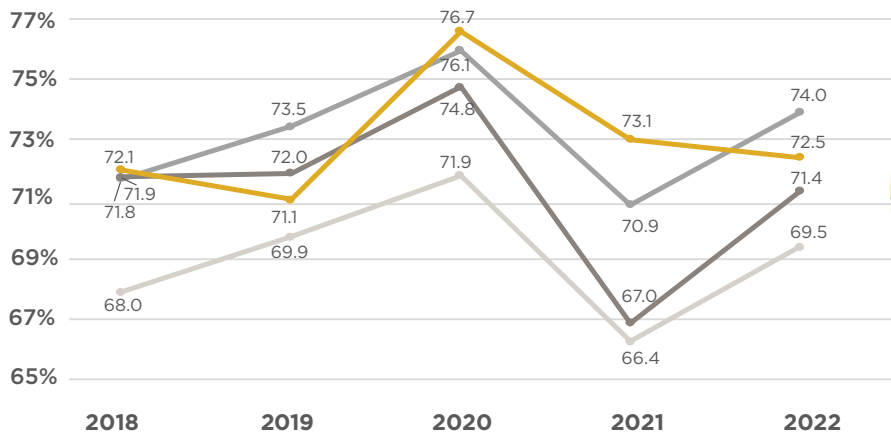
2023 UTC Freshman ACT Scores



## RETENTION 2018-2022

● UTC ● Comparable ● Aspirational ● LGI

### First-Year Retention

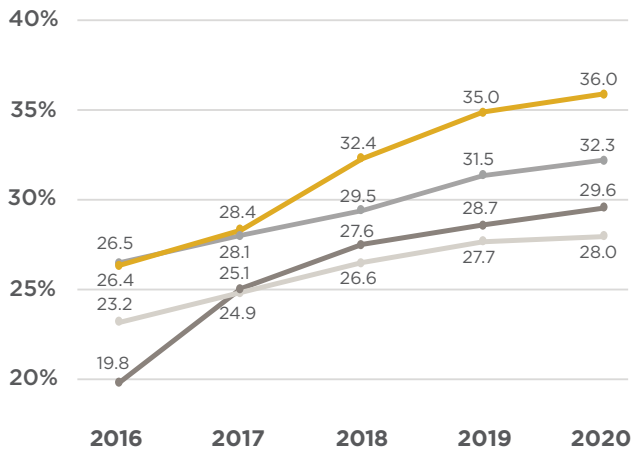


2023 Retention  
(Fall 2022 Cohort)

## GRADUATION RATES

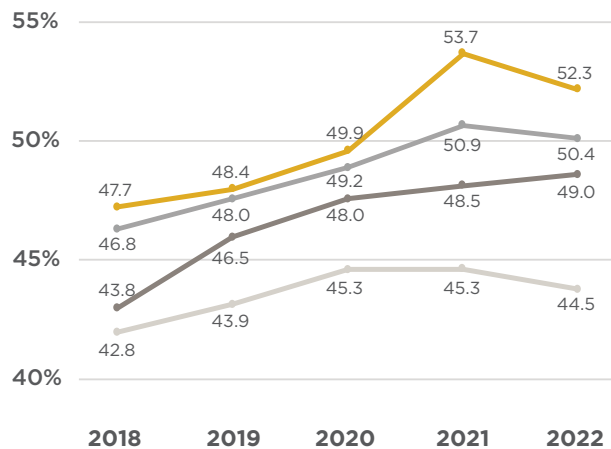
● UTC ● Comparable ● Aspirational ● LGI

### 4-Year (%)\*



\*2016 through 2020 represent the most current 4-year graduation rate data available in IPEDS for peer comparisons.

### 6-Year (%)



## 2023 UTC Graduation Rates Snapshot

4-Year

**39.9%**

6-Year

**53.1%**

6-Year Racial/Ethnic Minorities

**49.2%**

6-Year Pell Recipients

**45.0%**

6-Year Gender

**54.8%** **50.7%**

FEMALE

MALE

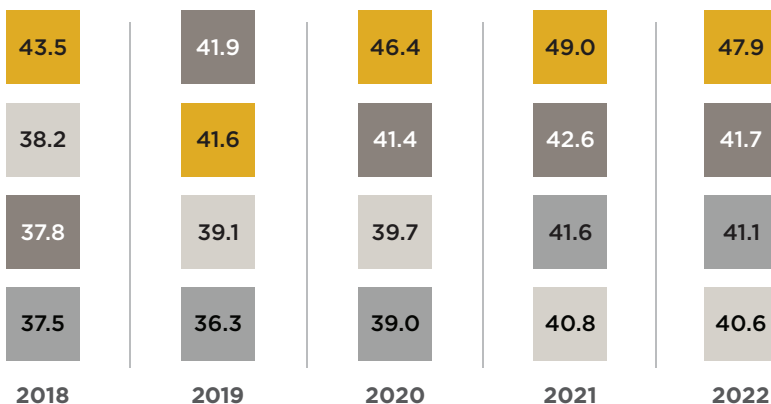


UT Chattanooga

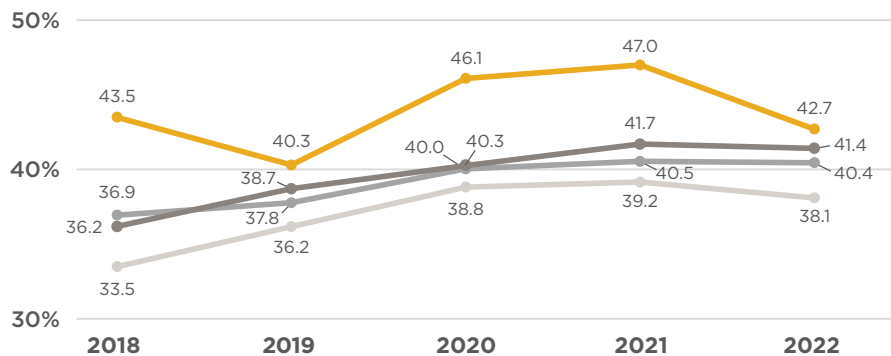
6-Year Graduation Rates

● UTC ● Comparable ● Aspirational ● LGI

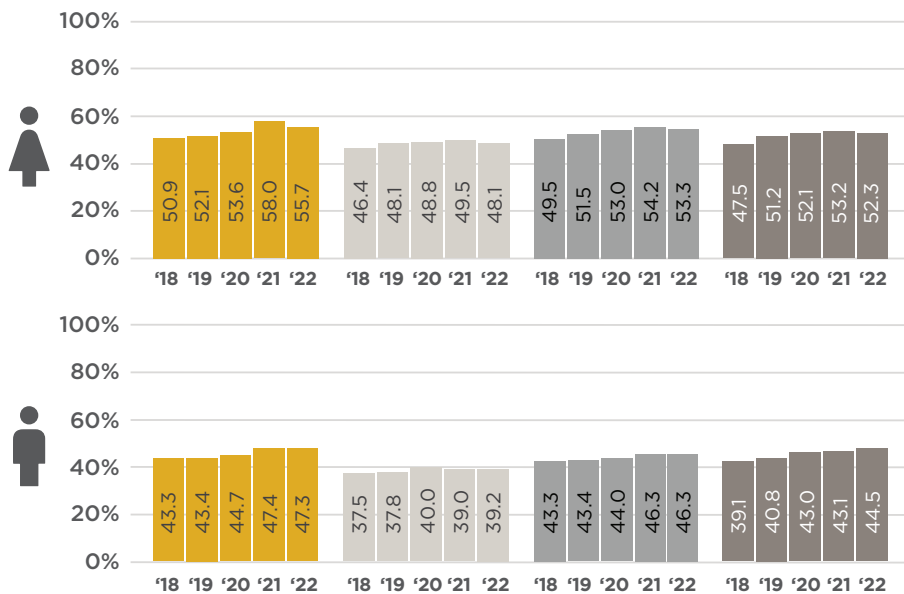
Racial/Ethnic Minorities (%)



Pell Recipients



Gender



*University of Tennessee*

# SOUTHERN



## *UT Southern Peer Comparisons / June 2024*

### Comparable Peers

- Dickinson State University
- Glenville State University
- Mayville State University
- Montana State University-Northern
- Ohio State University-Marion Campus
- Oklahoma Panhandle State University
- Peru State College
- University of Maine at Fort Kent
- University of New Hampshire at Manchester
- University of Science & Arts of Oklahoma

### Aspirational Peers

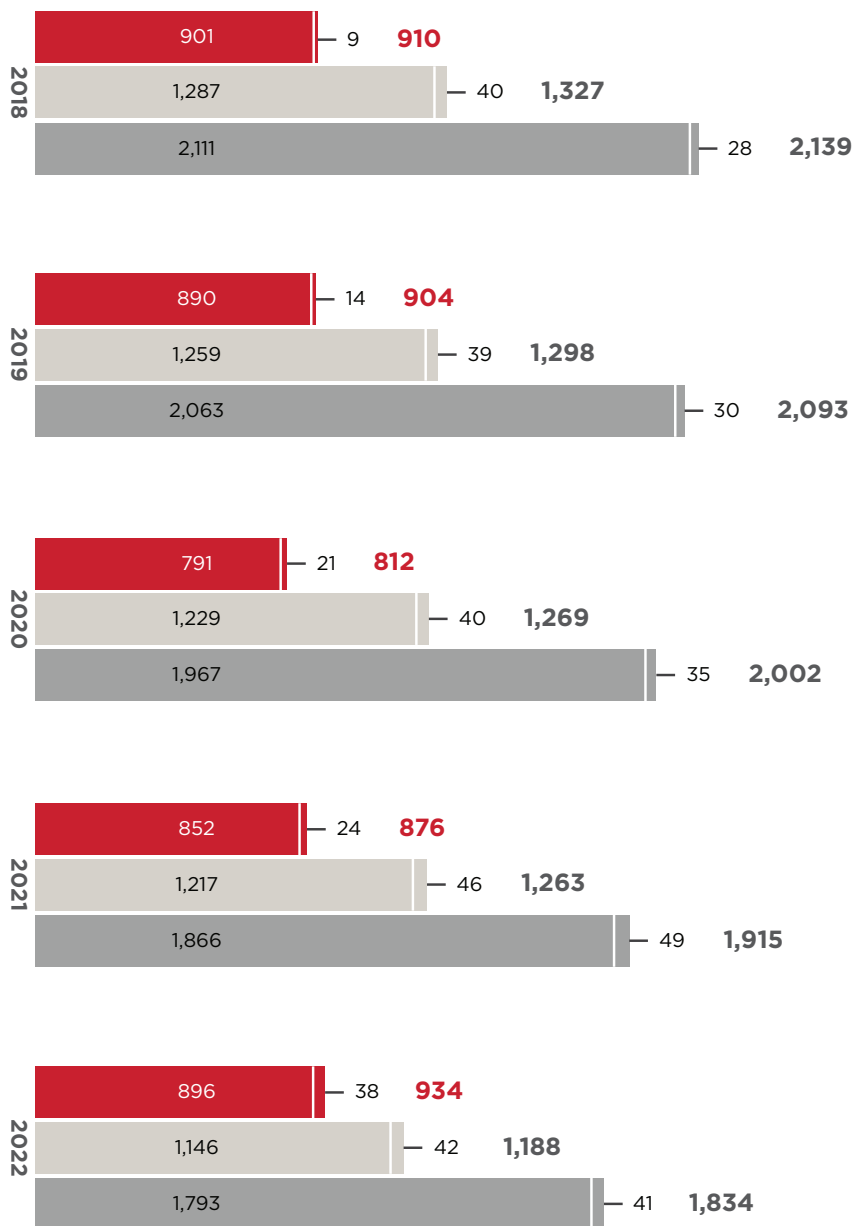
- Lake Superior State University
- Rogers State University
- University of Minnesota-Morris
- University of Montana-Western
- University of Pittsburgh-Johnstown
- Valley City State University




## ENROLLMENT 2018-2022

● UTS ● Comparable ● Aspirational

### Undergraduate | Graduate | Total Enrollment





**SOUTHERN**

**Peer Rankings on 5-Year Percent Change**

Total Enrollment	
Comp	Asp
<b>4</b> / 11	<b>2</b> / 7
Undergraduate	
Comp	Asp
<b>4</b> / 11	<b>2</b> / 7
Graduate*	
Comp	Asp
<b>1</b> / 6	<b>1</b> / 3

\*The denominator includes only campuses with graduate enrollment.

Note: UT Southern peer undergraduate and graduate enrollment averages do not sum to equal the peer total enrollment average as some of the peer schools do not have any graduate student enrollment.

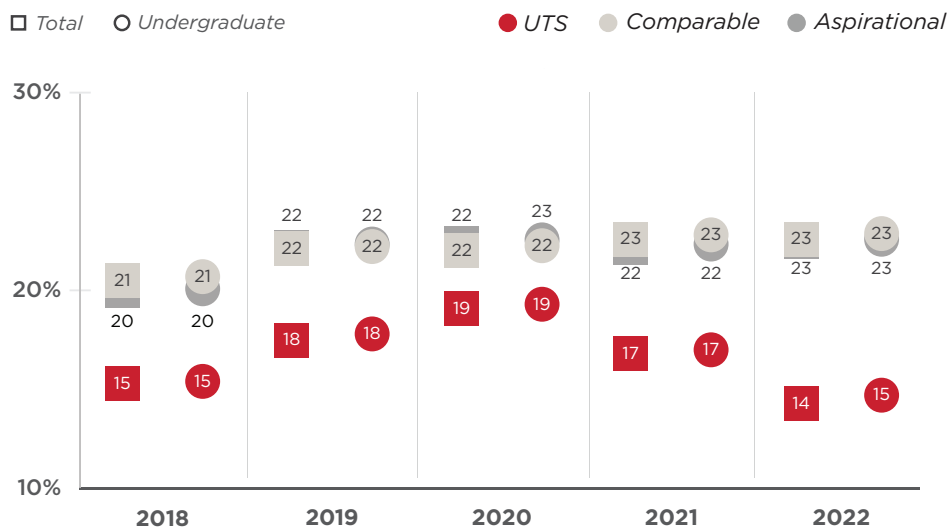
## 2023 UTS Enrollment Snapshot

<p><b>978</b></p> <p>Total Enrollment</p> <p><b>946</b>    <b>32</b></p> <p>UNDERGRAD    GRAD</p>	<p>Racial/Ethnic Minorities</p> <p><b>13.6%</b>    <b>13.6%</b></p> <p>TOTAL    UNDERGRAD</p>	<p>Adult Learners</p> <p><b>8.0%</b></p> <p>UNDERGRAD</p>	<p>Undergraduate Gender</p> <p><b>60.3%</b>    <b>39.7%</b></p> <p>FEMALE    MALE</p>
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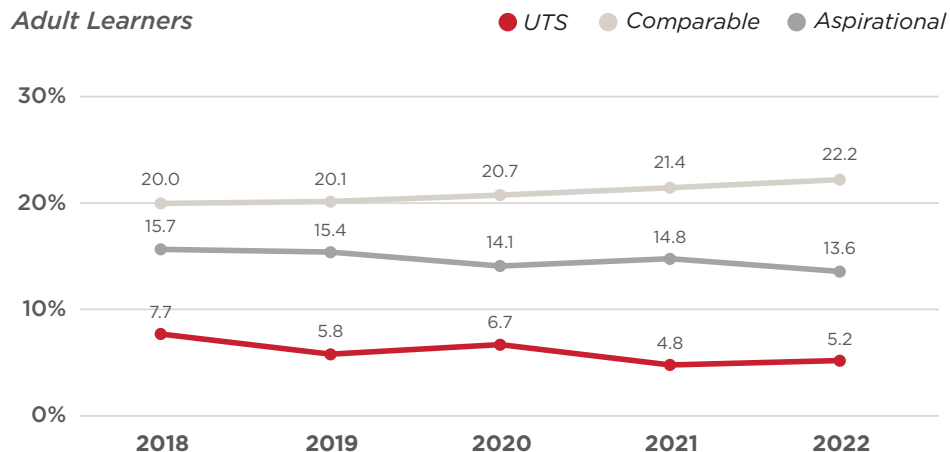


UT Southern

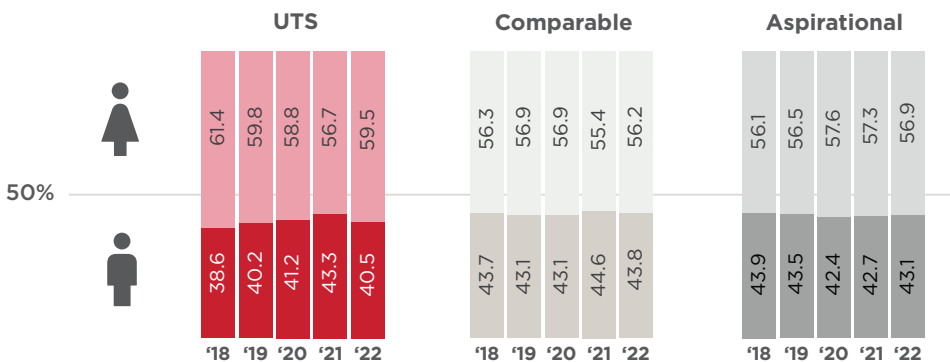
### % Enrollment of Racial/Ethnic Minorities



### Undergraduate Enrollment



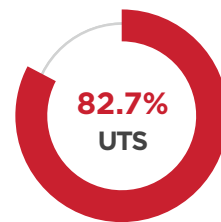
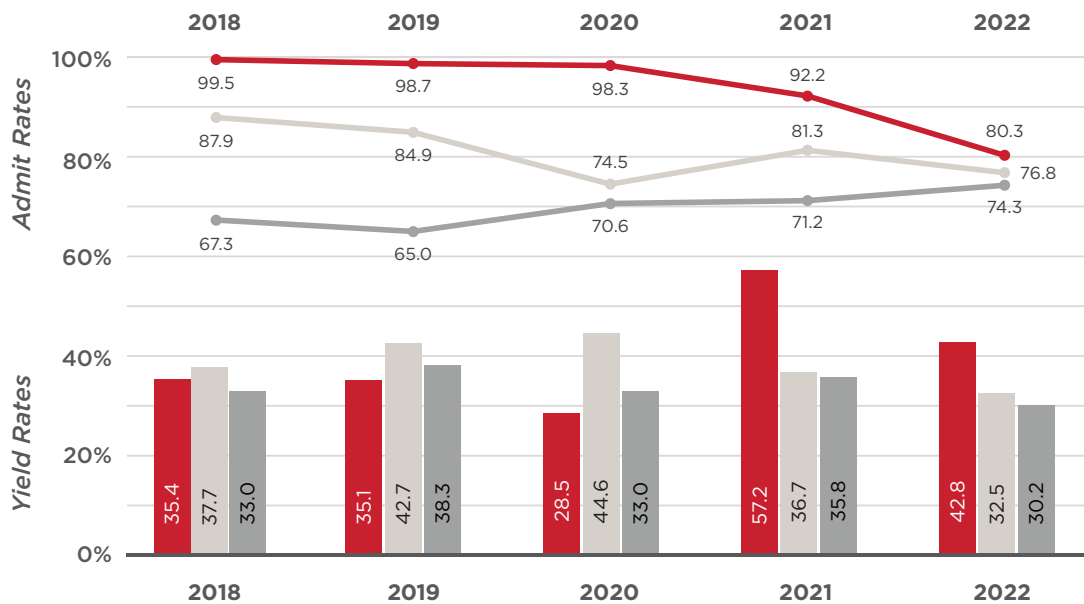
### Gender



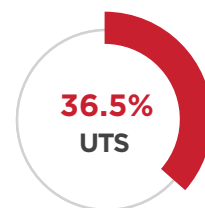
# ADMISSIONS 2018-2022

● UTS ● Comparable ● Aspirational

## Admit & Yield Rates

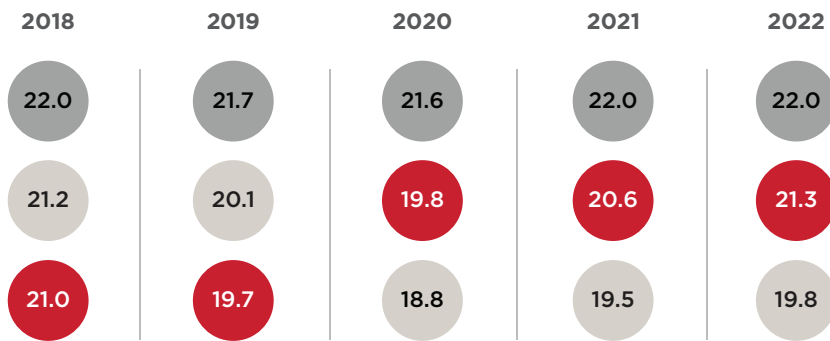


2023 Admit Rate



2023 Yield Rate

## Freshman Average ACT Scores



**20.9**

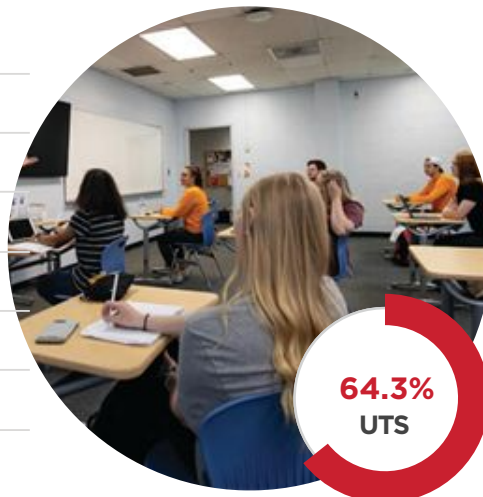
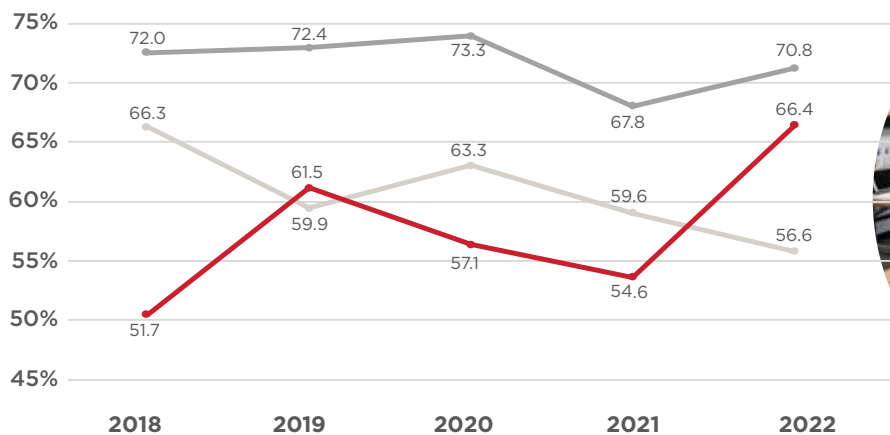
2023 UTS Freshman ACT Scores



## RETENTION 2018-2022

● UTS ● Comparable ● Aspirational

### First-Year Retention

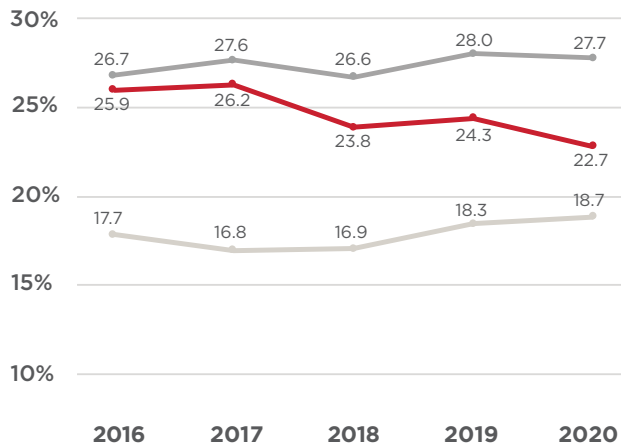


2023 Retention  
(Fall 2022 Cohort)

## GRADUATION RATES

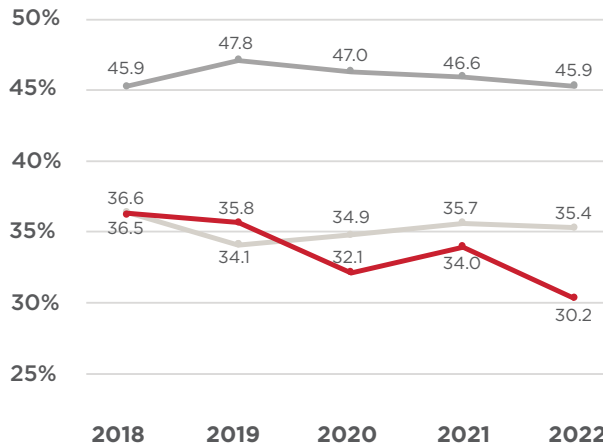
● UTS ● Comparable ● Aspirational

### 4-Year (%)\*



\*2016 through 2020 represent the most current 4-year graduation rate data available in IPEDS for peer comparisons.

### 6-Year (%)



## 2023 UTS Graduation Rates Snapshot

4-Year

**23.2%**

6-Year

**35.7%**

6-Year Racial/Ethnic  
Minorities

**21.2%**

6-Year Pell  
Recipients

**28.6%**

6-Year Gender

**36.1%**

FEMALE

**35.1%**

MALE

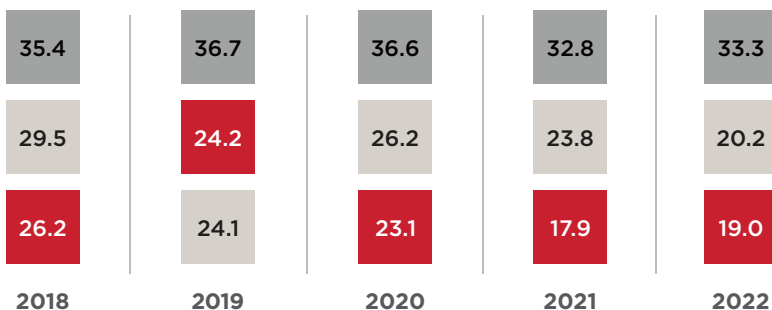


UT Southern

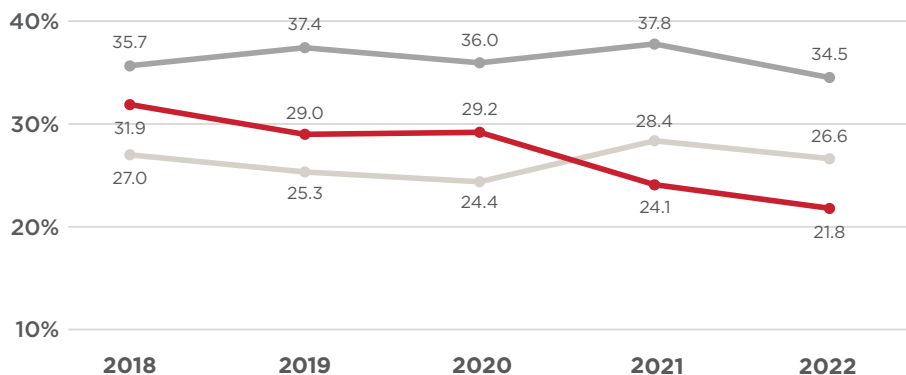
6-Year Graduation Rates

● UTS ● Comparable ● Aspirational

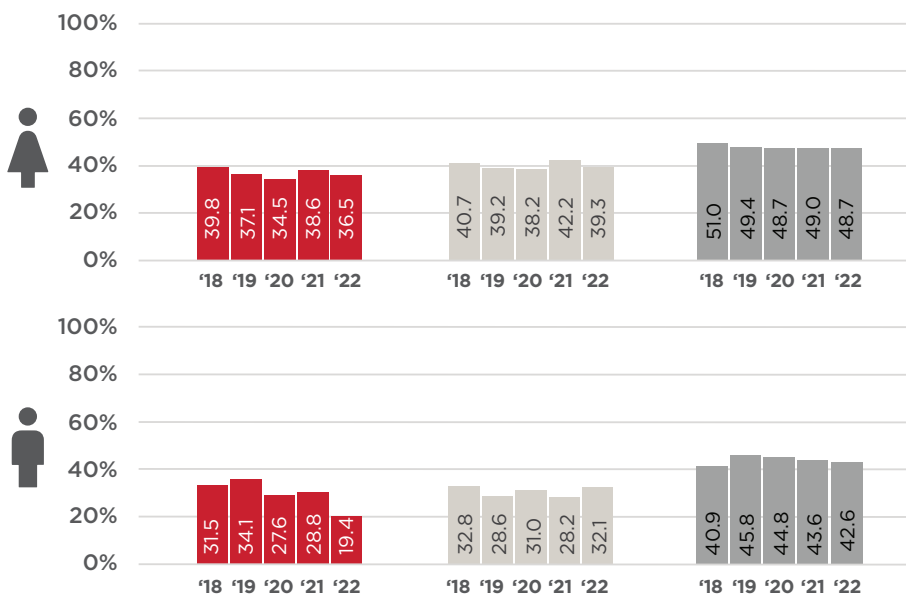
Racial/Ethnic Minorities (%)



Pell Recipients



Gender



# University of Tennessee at MARTIN



## *UT Martin Peer Comparisons | June 2024*

### Comparable Peers

- Auburn University at Montgomery
- Austin Peay State University
- Coastal Carolina University
- Frostburg State University
- McNeese State University
- Morehead State University
- Northwest Missouri State University
- Southeast Missouri State University
- Truman State University
- University of North Alabama

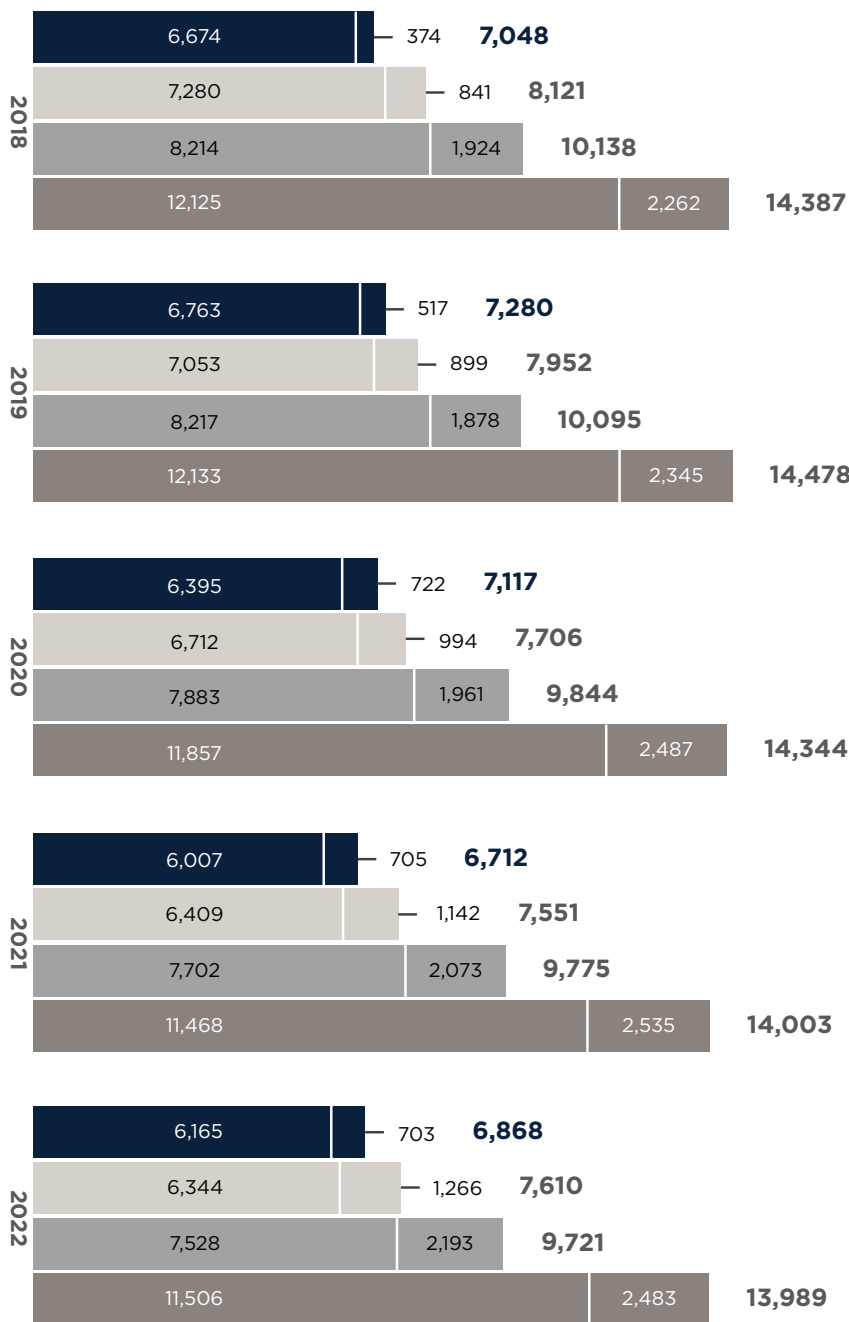
### Aspirational Peers


- Angelo State University
- Murray State University
- Stephen F. Austin State University
- University of Central Missouri
- University of Nebraska at Kearney
- West Texas A&M

## ENROLLMENT 2018-2022

● UTM ● Comparable ● Aspirational ● LGI

### Undergraduate | Graduate | Total Enrollment

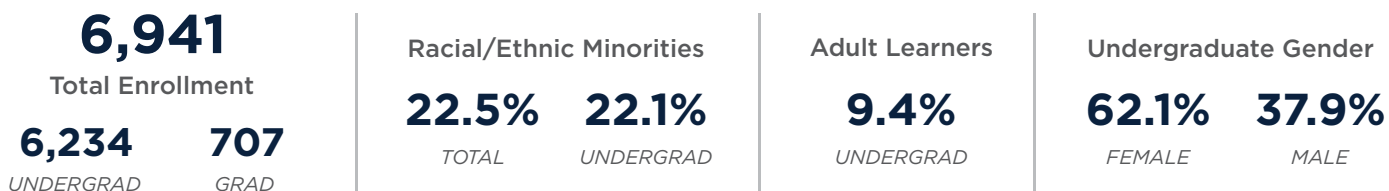




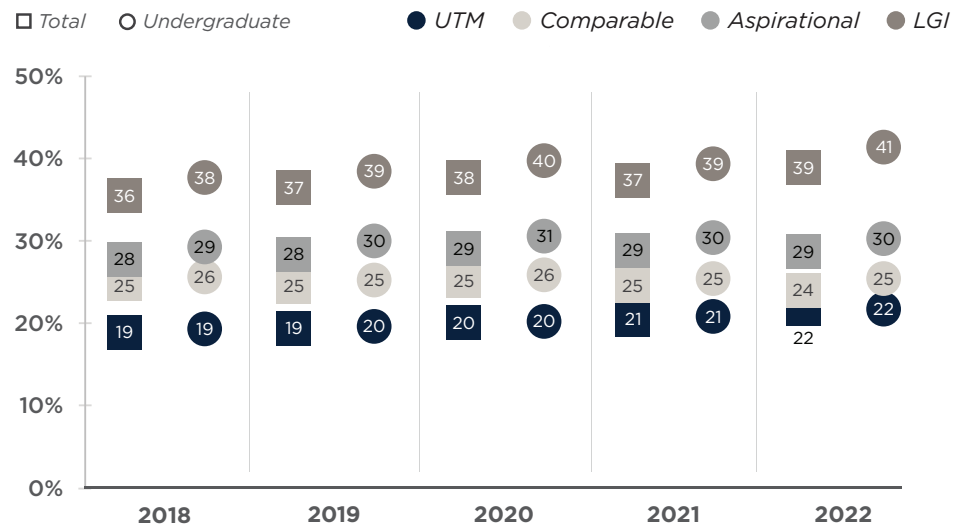
**Peer Rankings on 5-Year Percent Change**

Total Enrollment		
Comp	Asp	LGI
<b>4</b> /11	<b>4</b> /7	<b>3</b> /7
Undergraduate		
Comp	Asp	LGI
<b>4</b> /11	<b>5</b> /7	<b>5</b> /7
Graduate		
Comp	Asp	LGI
<b>4</b> /11	<b>2</b> /7	<b>1</b> /7

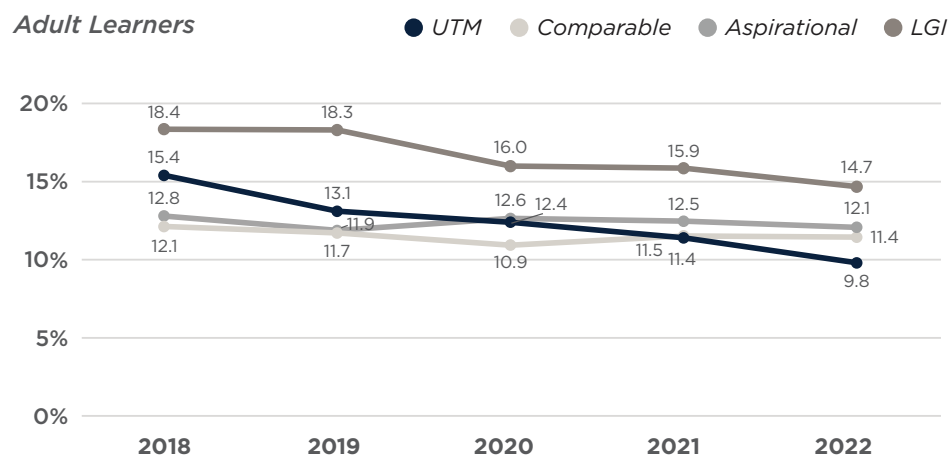
## 2023 UTM Enrollment Snapshot



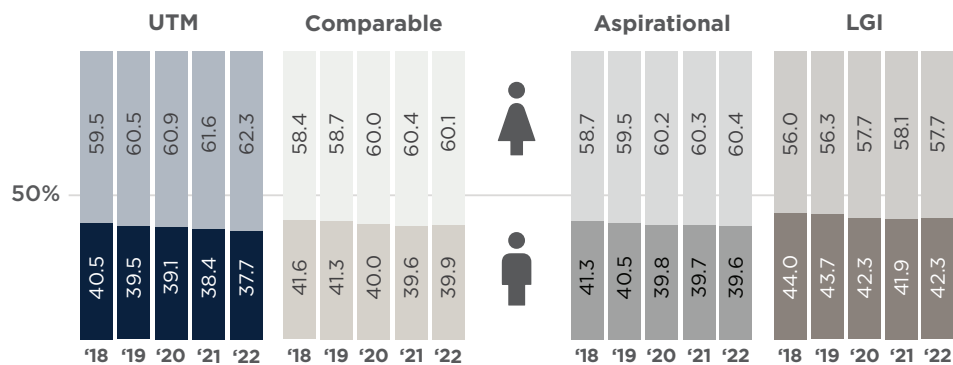
### % Enrollment of Racial/Ethnic Minorities



### Undergraduate Enrollment



### Gender

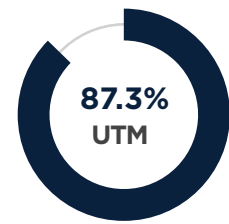
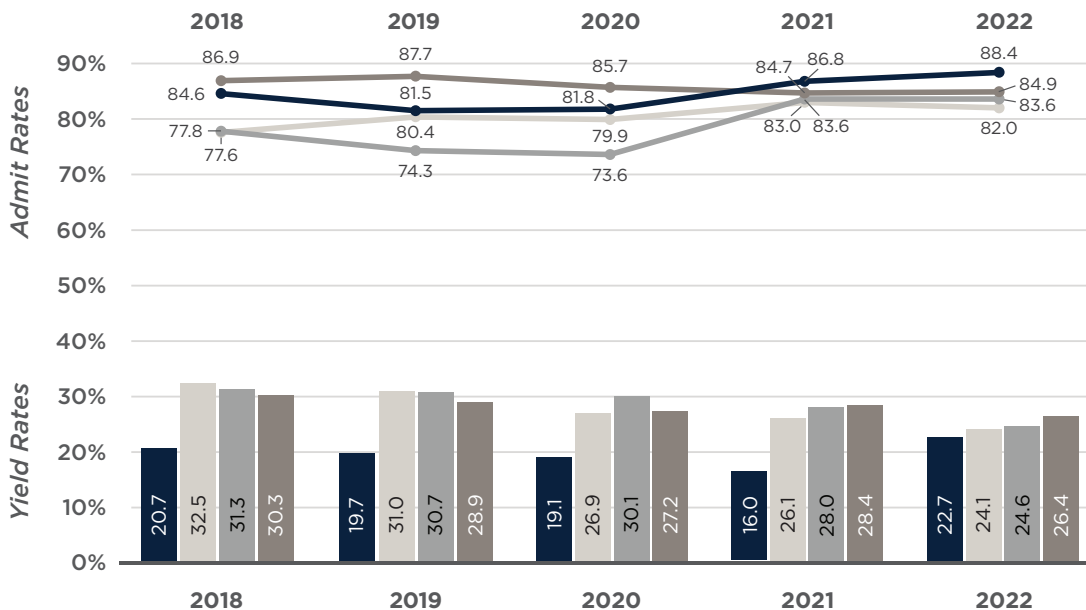




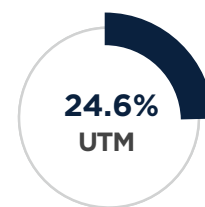
# ADMISSIONS 2018-2022

● UTM ● Comparable ● Aspirational ● LGI

## Admit & Yield Rates

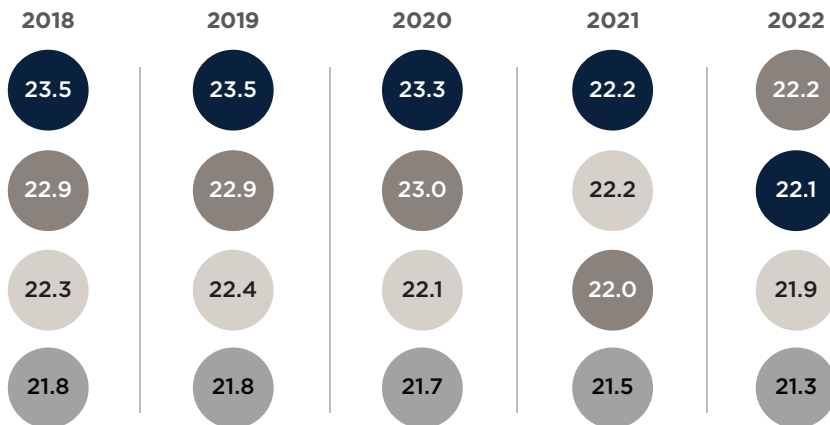


2023 Admit Rate



2023 Yield Rate

## Freshman Average ACT Scores



**21.9**

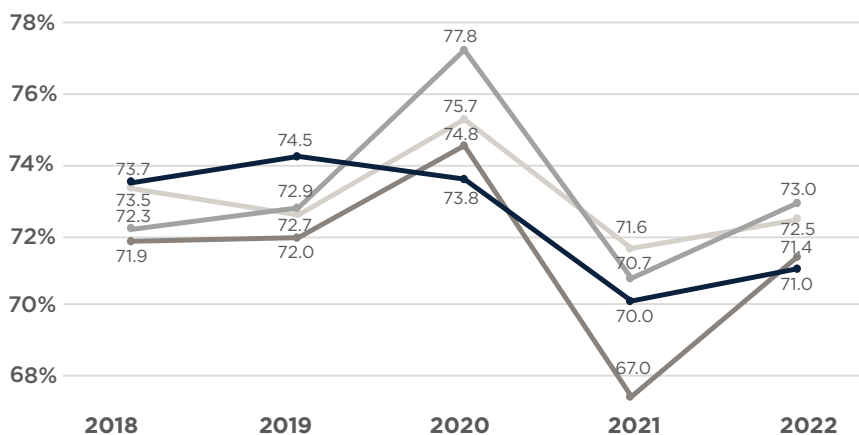
2023 UTM Freshman ACT Scores



## RETENTION 2018-2022

● UTM ● Comparable ● Aspirational ● LGI

### First-Year Retention

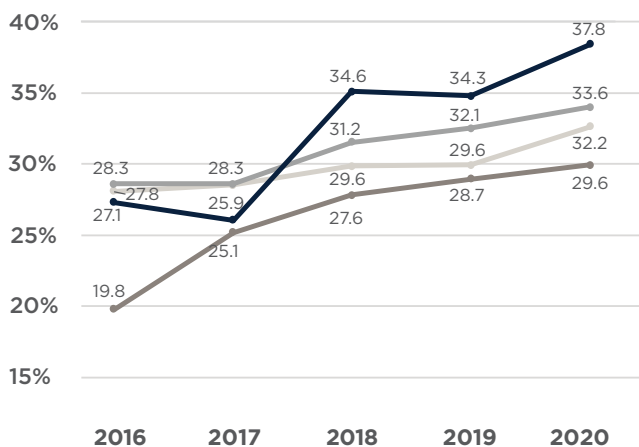


2023 Retention  
(Fall 2022 Cohort)

## GRADUATION RATES

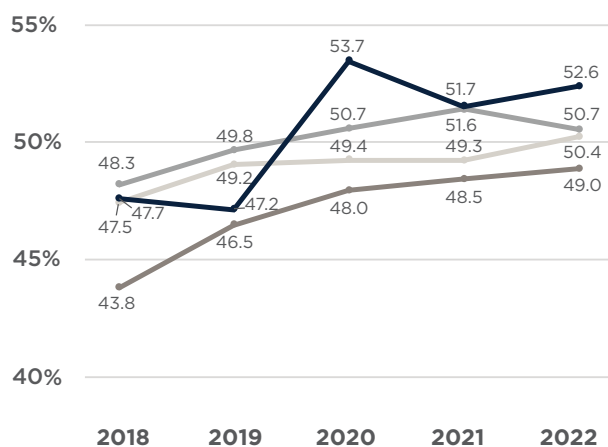
● UTM ● Comparable ● Aspirational ● LGI

### 4-Year (%)\*



\*2016 through 2020 represent the most current 4-year graduation rate data available in IPEDS for peer comparisons.

### 6-Year (%)



## 2023 UTM Graduation Rates Snapshot

4-Year  
**36.9%**  
6-Year  
**54.8%**

6-Year Racial/Ethnic  
Minorities  
**40.0%**

6-Year Pell  
Recipients  
**43.8%**

6-Year Gender  
**56.8%** **52.2%**  
FEMALE MALE

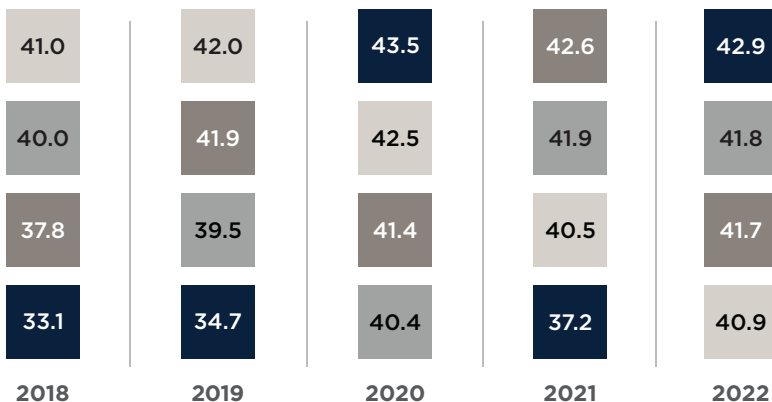


UT Martin

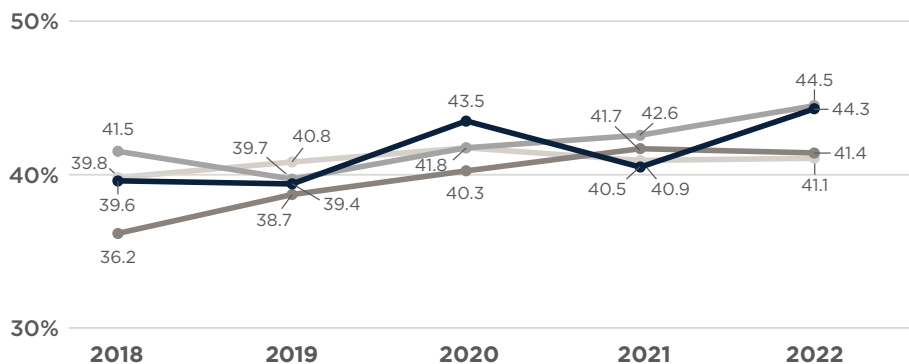
6-Year Graduation Rates

● UTM ● Comparable ● Aspirational ● LGI

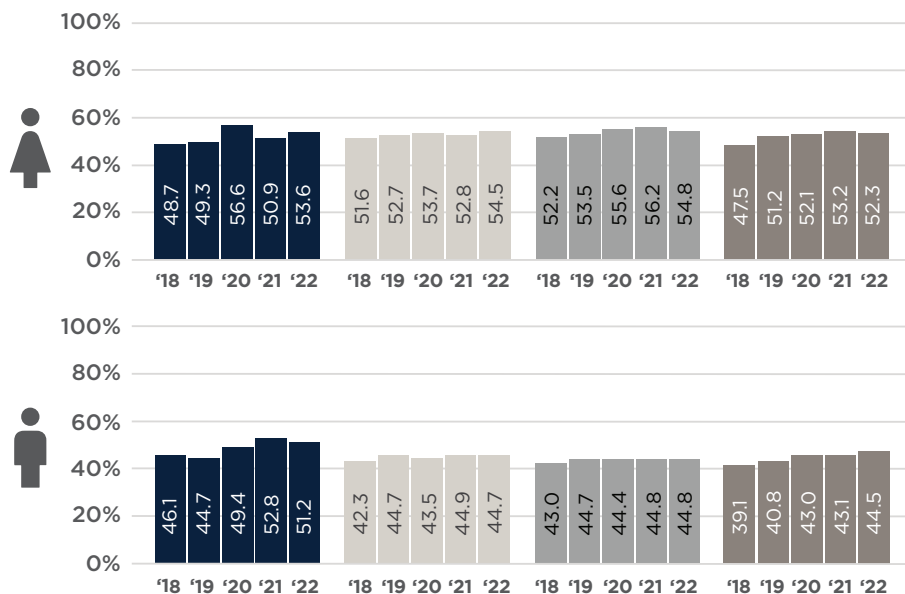
Racial/Ethnic Minorities (%)



Pell Recipients



Gender



*University of Tennessee*

# HEALTH SCIENCE CENTER



## *UT Health Science Center Peer Comparisons | June 2024*

### Comparable Peers

- Louisiana State University Health Sciences Center-New Orleans
- Texas Tech University Health Sciences Center
- University of Arkansas for Medical Sciences
- University of Nebraska Medical Center
- University of Oklahoma-Health Sciences Center
- University of Texas Health Science Center at San Antonio

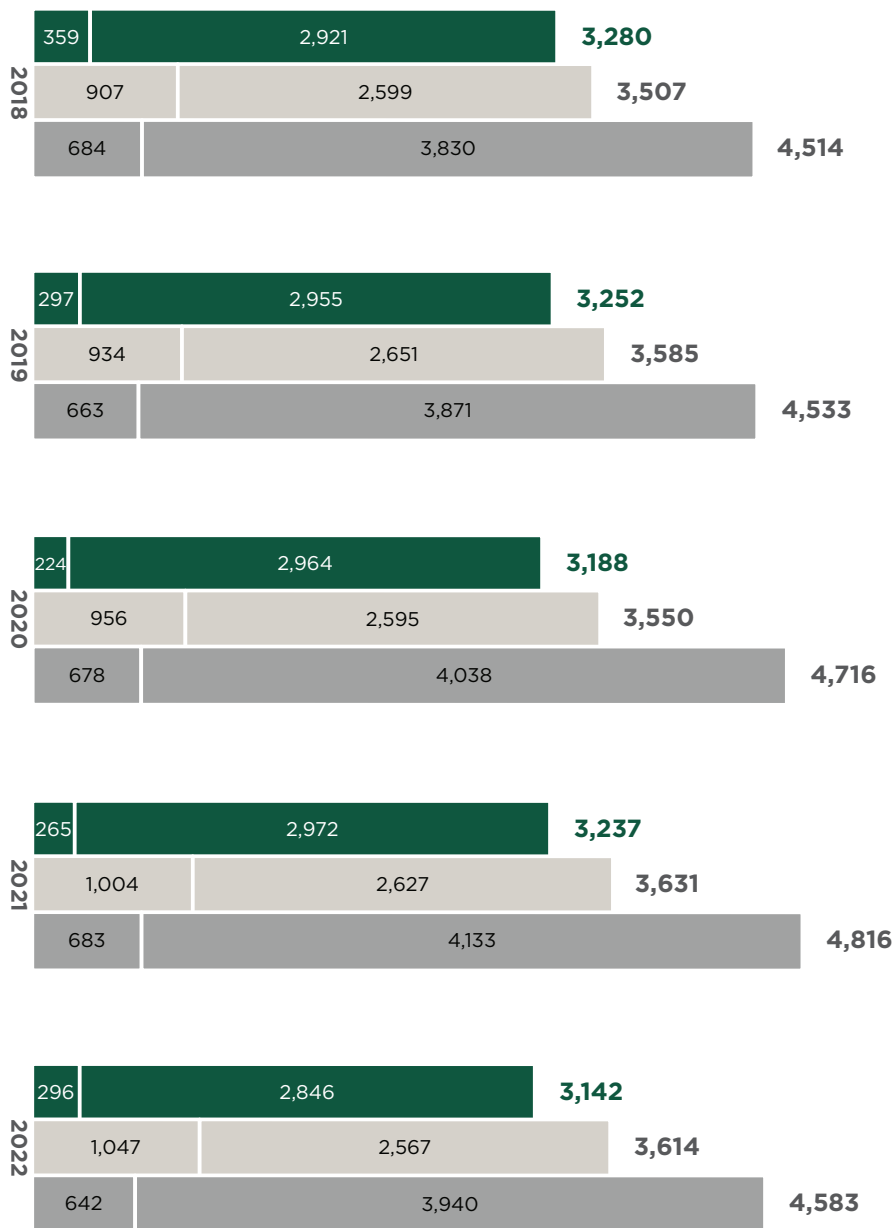
### Aspirational Peers


- Medical University of South Carolina
- Oregon Health & Science University
- University of Maryland, Baltimore
- University of Texas Health Science Center at Houston

## ENROLLMENT 2018-2022

● UTHSC ● Comparable ● Aspirational

### Undergraduate | Graduate | Total Enrollment

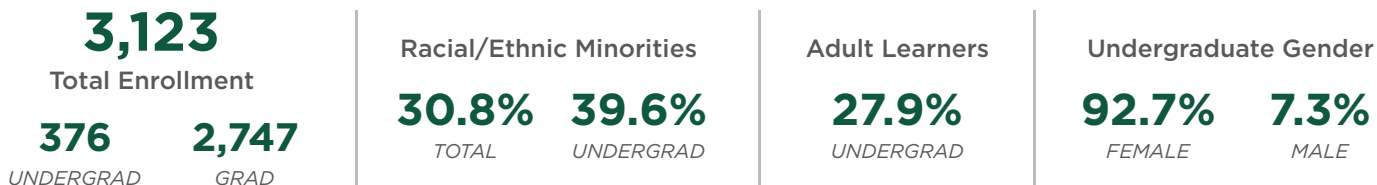




**Peer Rankings on 5-Year Percent Change**

<i>Total Enrollment</i>	
Comp	Asp
<b>6/7</b>	<b>4/5</b>
<i>Undergraduate</i>	
Comp	Asp
<b>7/7</b>	<b>4/5</b>
<i>Graduate</i>	
Comp	Asp
<b>5/7</b>	<b>4/5</b>

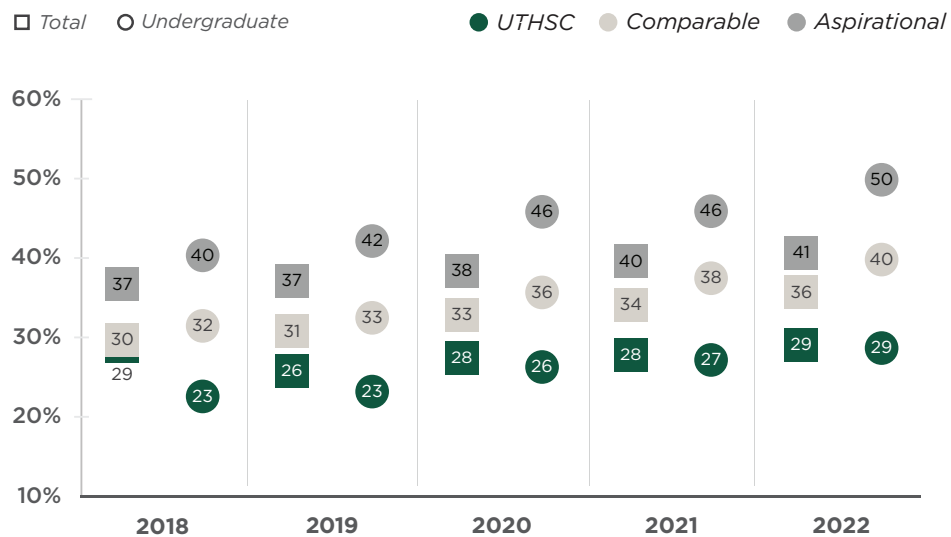
## 2023 UTHSC Enrollment Snapshot



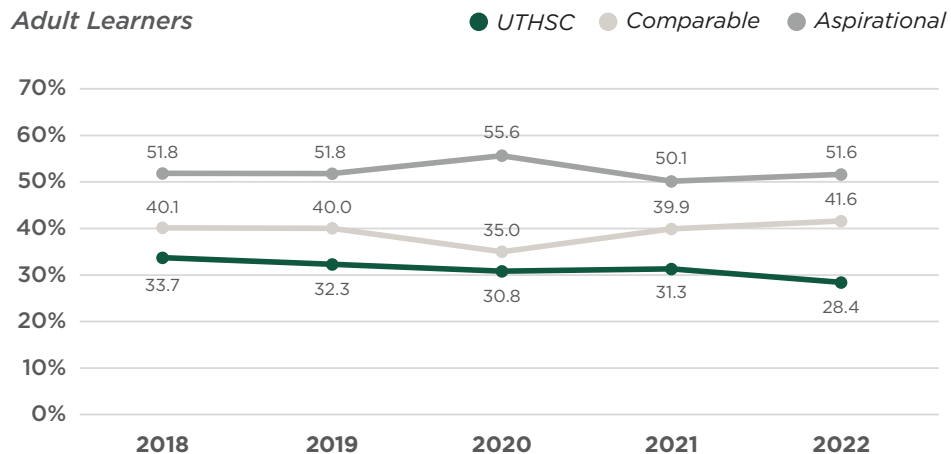


UT Health Science Center

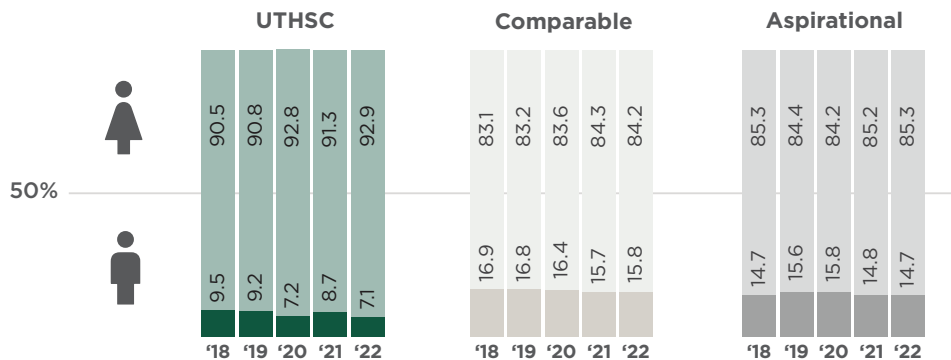
% Enrollment of Racial/Ethnic Minorities



Undergraduate Enrollment



Gender





ACADEMIC AFFAIRS, RESEARCH  
AND STUDENT SUCCESS

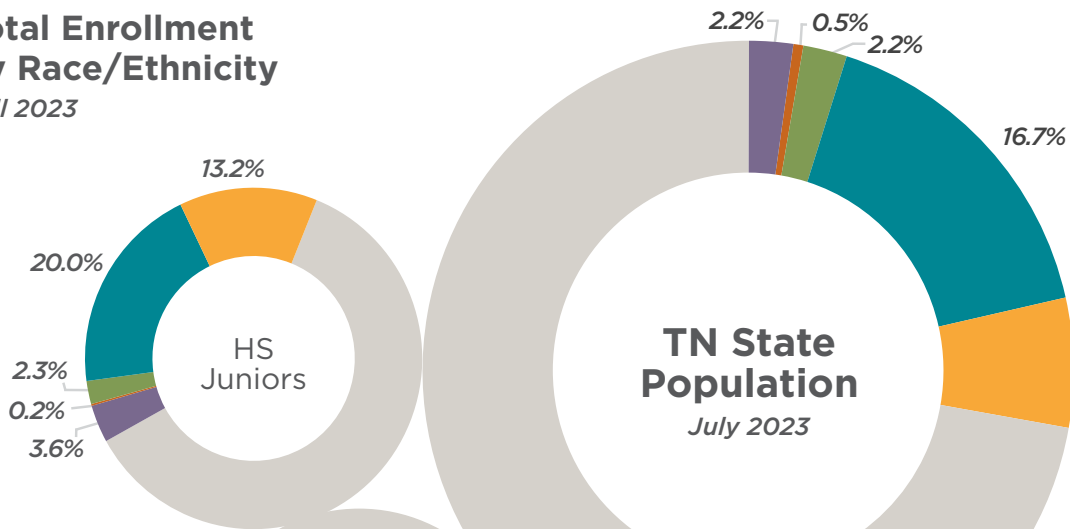
*ie.tennessee.edu* | 865.974.3843

# STUDENT DEMOGRAPHICS

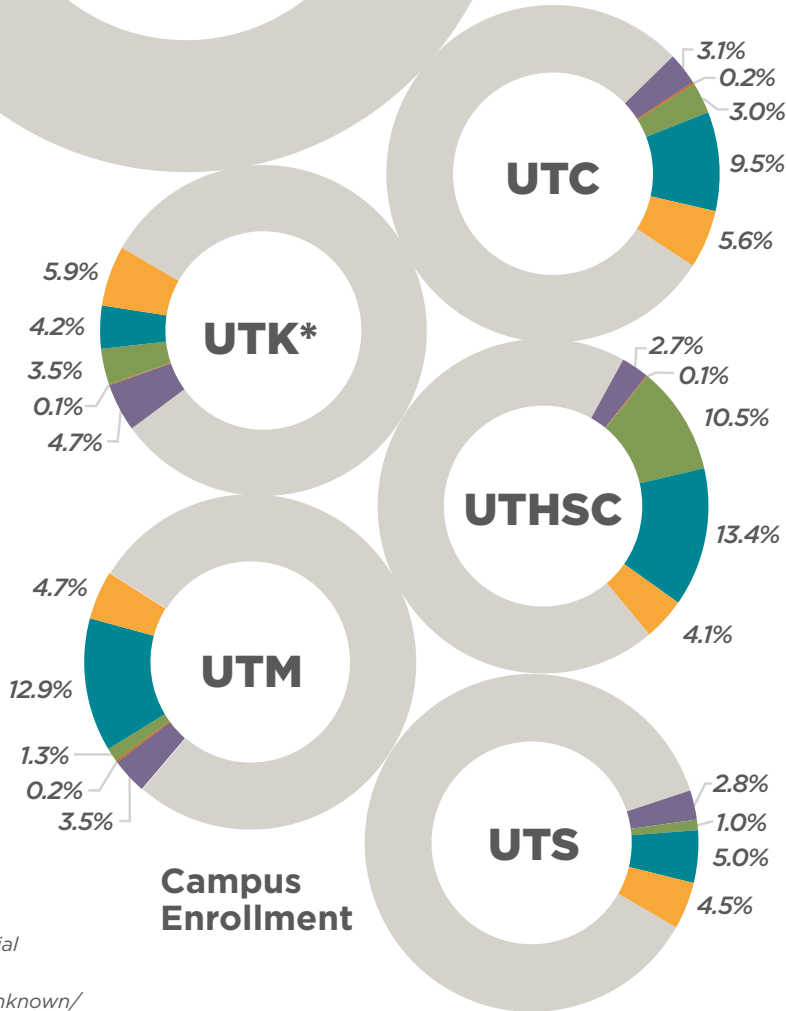
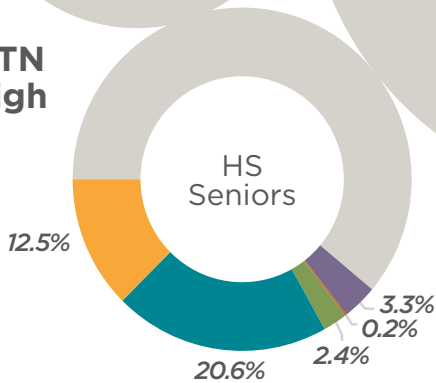
Board of Trustees — June 24-25, 2024

## Total Enrollment by Race/Ethnicity

Fall 2023



## State of TN Public High Schools



- American Indian/Alaskan Native
- Black/African American
- Multi-racial
- Asian\*\*
- Hispanic/Latino
- White/Unknown/International

\*Knoxville includes Herbert College of Agriculture and the UT Space Institute in Tullahoma.  
 \*\*Asian also includes Native Hawaiian/Other Pacific Islander Race/Ethnicity.



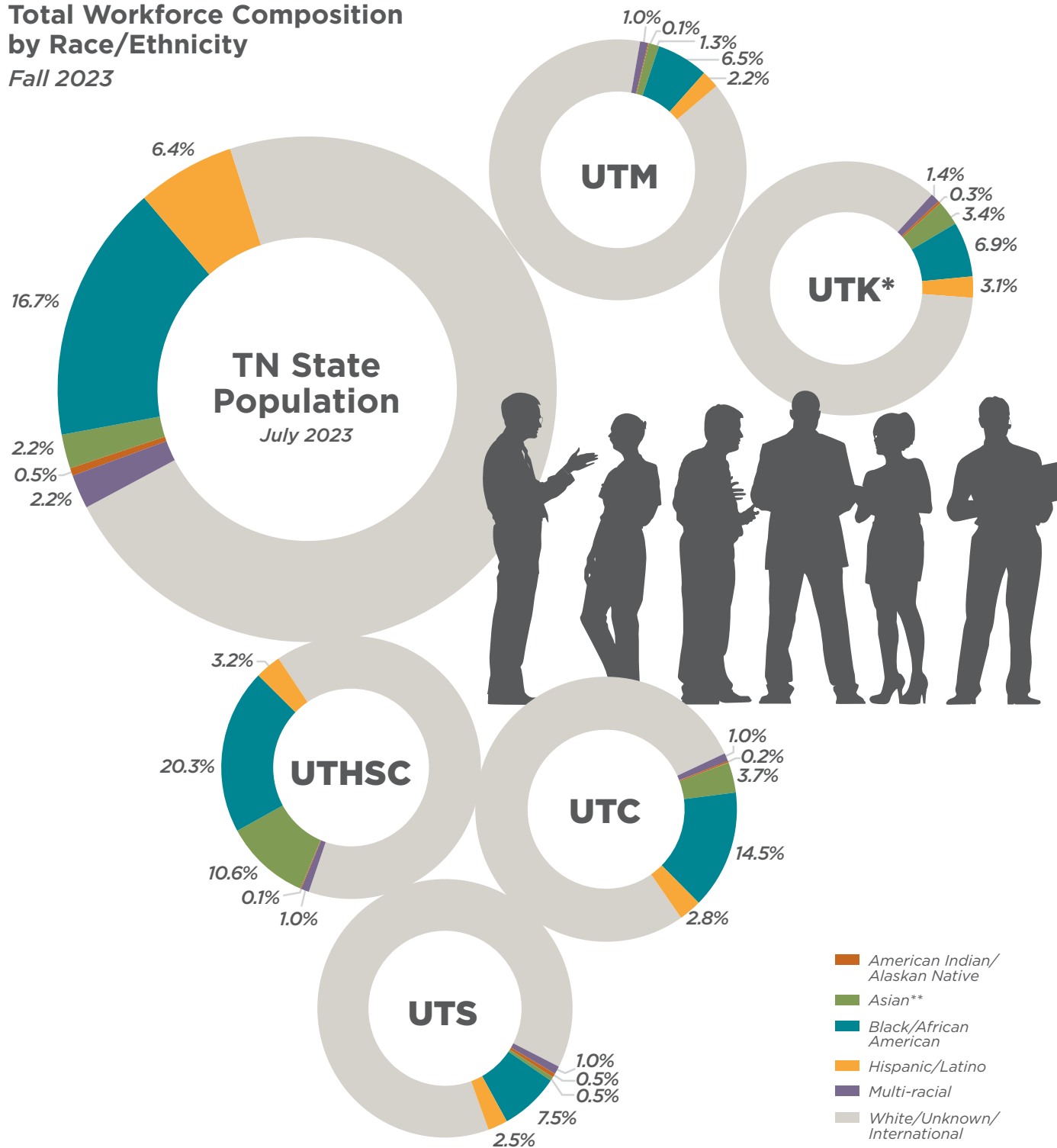


# EMPLOYEE DEMOGRAPHICS

Board of Trustees — June 24-25, 2024

## Total Workforce Composition by Race/Ethnicity

Fall 2023



\*Knoxville includes Herbert College of Agriculture and the UT Space Institute in Tullahoma.

\*\*Asian also includes Native Hawaiian/Other Pacific Islander Race/Ethnicity.



# FAFSA UPDATE

## Board of Trustees

Education, Research and  
Service Committee Meeting

*June 24, 2024*



THE UNIVERSITY OF  
TENNESSEE  
SYSTEM



# FAFSA = College Access



35% of undergraduate students in the US receive Pell Grants



51% of Pell funds go to students whose families earn less than \$20,000 annually



88% of Pell funds go to public universities



133,225 recipients in Tennessee; average award of \$5,046



FAFSA is Required for TN Hope Lottery Scholarship and UT Promise

Source: Education Data Initiative <https://educationdata.org/pell-grant-statistics>

**23.5%**

**UT System Pell Recipients**

**33%**

**UT Chattanooga**

**18%**

**UT Knoxville**

**46%**

**UT Martin**

**44%**

**UT Southern**

**15%**

**UT Health Science  
Center**

# Consolidated Appropriations Act



Passed by Congress in December 2020; included FAFSA Simplification ACT



Called for streamlining and simplification measures of the FAFSA that extend through the 2024-25 award year

# Summary of FAFSA Changes

- **Expected Family Contribution (EFC)** will become the **Student Aid Index (SAI)**
- Automatic tax data transfer
- No more provision for the number of students a family has enrolled in college
- “Consent” of contributors now required annually
- Federal Pell eligibility now a need-based formula

↓ FAFSA questions from 108 to 36	↓ Net Worth Family Farms & Small Businesses
↑ Aid for single parents	↓ Divorced or Separated Parents
↑ Pell Grant Eligibility	↓ Students Selected for Verification

# FAFSA Timelines

## Legacy FAFSA

- FAFSA available beginning **October 1**
- FAFSA info **immediately** downloadable for institutions
- Packages could go out **immediately**
- FAFSAs could be **corrected** at any time by students and institutions

## 2024-2025 FAFSA

- Delayed opening to **December 30, 2023** with soft launch; Not accessible 24/7 until **January 8, 2024**
- Additional delays meant institutions did not receive student FAFSAs until **March 2024**
- Students could not make corrections until **April 16**
- Institutions cannot submit corrections until **end of June**

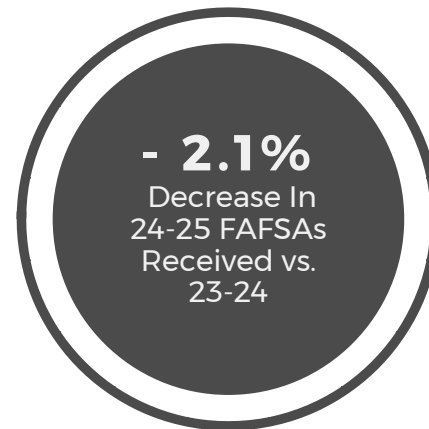
# **FAFSA: Where Are We Now?**



# UT Knoxville

## *FAFSAs Received*

	2023-24	2024-25
Total FAFSAs Received	39,728	38,882
First-Year & Transfer	19,830	17,301
Continuing	19,898	21,581



# UT Chattanooga

## *FAFSAs Received*

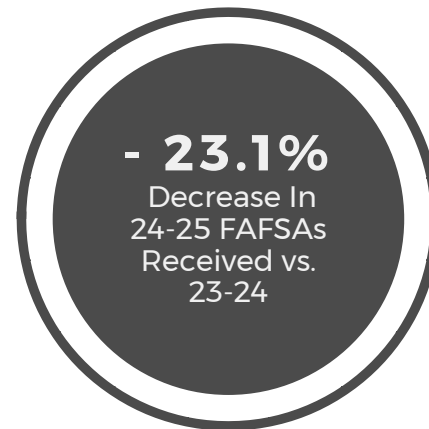
	2023-24	2024-25
Total FAFSAs Received	13,440	12,436
First-Year & Transfer	6,909	6,508
Continuing	6,531	5,928



# UT Southern

## *FAFSAs Received*

	2023-24	2024-25
Total FAFSAs Received	3,141	2,417



# UT Martin

## *FAFSAs Received*

	2023-24	2024-25
Total FAFSAs Received	7,568	6,337
First-Year & Transfer	3,943	3,413
Continuing	3,325	2,924



# UT Health Science Center

## *FAFSAs Received*

	2023-24	2024-25
Total FAFSAs Received	2,280	1,888
First-Year & Transfer	806	748
Continuing	1,474	1,140



# **FAFSA: What's Ahead?**

## Students First

- Continued focus on student corrections & packaging
- Continued student support
- Flexibility with students as they enter 2024-25 academic year
- 2025-26 FAFSA



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# QUESTIONS?

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# THANK YOU!

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# UT System Strategic Enrollment Plan Update

**Board of Trustees**  
Education Research and Service Committee  
June 24, 2024

# *Phase 1 Insights*

ACCESS, AFFORDABILITY, and EXCELLENCE *for TENNESSEE*



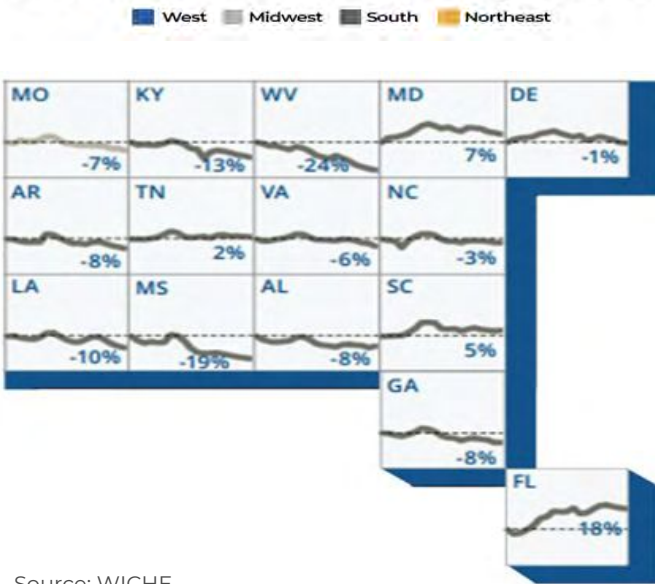
Phase 1: Observations and Findings

HURON | 3

**Demographic Trends**

Tennessee will see a slight increase in the number of college-age students over the next ten years, but competition will continue to increase given college-going rates and demographic declines across the region.

**Projected Percent Change from Class of 2019 to 2037 Public & Private High Schools**



Source: WICHE

**College-Going (CG) High School (HS) Graduates**



Source: THEC 2022 College-Going Report

## Phase 1: Observations and Findings

HURON | 4

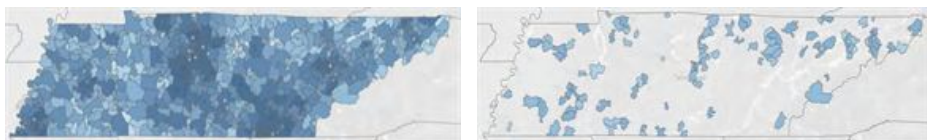
## Student Availability

The UT System has successfully captured a large share of key demographic areas in Tennessee.

Knoxville



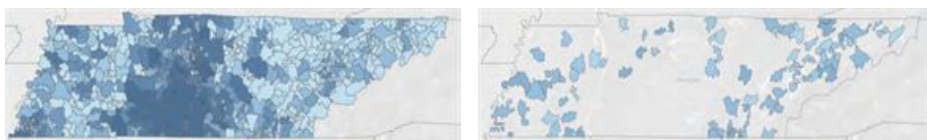
Chattanooga



Martin



Southern



### What this says:

- Maps on the left indicate the most productive ZIP codes.
- Maps on the right indicate ZIP codes with the highest potential for enrollment growth.

### Why it matters:

- To be most effective, additional growth opportunities for system campuses would emphasize **hyper-targeted in-state** (e.g., transfer, adult, post-bacc) and **non-resident recruitment**.

UT System unique applicants represented 78.2% of TN HS college-going graduates for Fall 2024

Source: THEC College Going Report GPA x ACT; Huron Geographic Micro-modeling

# UT System: Phase One Priorities

The following priorities emerged from phase one, guiding the systemwide strategic enrollment framework

## Coordinated Systemwide Strategy

A systemwide plan will enable **an interconnected and mutually transparent approach to student enrollment** that helps each campus maximize their abilities and increases college-going interest across the state.

## System Operations

UT campuses and the System should **plan for an appropriate set of operational practices and metrics** for coordination and evaluation.

## Campus Differentiation

Systemwide enrollment strategies should **leverage the strengths of each campus** to serve a differentiated market.

# UT System Enrollment Planning Vision

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To deliver on the public land-grant mission and help meet the workforce needs of the state, the five campuses of the University of Tennessee System, each with unique characteristics and offerings, seek to **enroll and educate 71,000 students by 2030.**

Collectively, we will prioritize serving Tennesseans while enhancing academic quality, increasing access and affordability, ensuring fiscal sustainability, and supporting the success of all students.

We will integrate campus enrollment plans and embrace our commitment to transparency, clarity, and integrity in the admissions process.

ACCESS, AFFORDABILITY, and EXCELLENCE *for TENNESSEE*



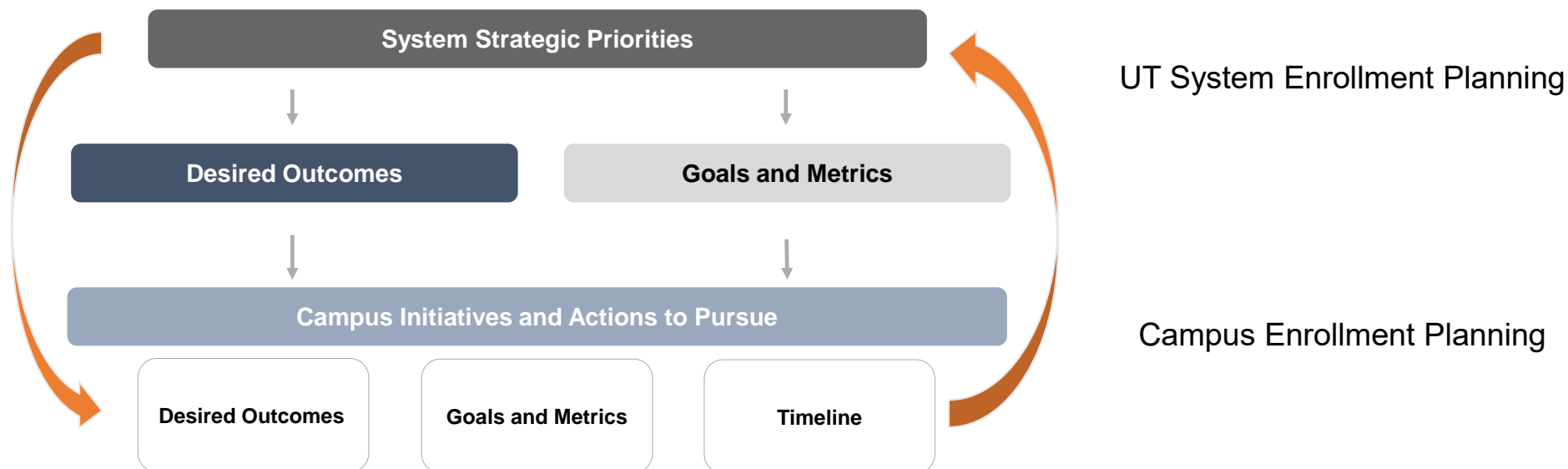
## 2030 Campus Enrollment Targets

Campus	Fall 2023 Enrollment	Fall 2030 Enrollment Targets
UT Knoxville	36,304	41,000
UT Chattanooga	11,380	14,800
UT Southern	978	1,250
UT Martin	6,941	10,000
UTHSC	3,123	3,950
UT System	58,726	71,000

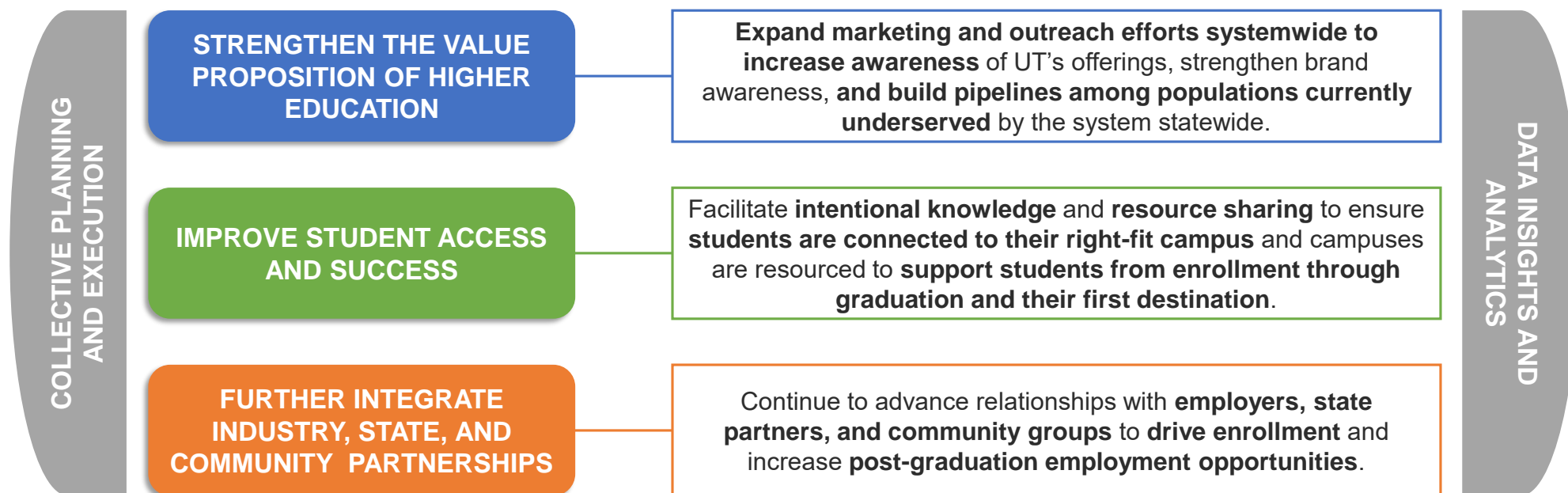


# Structure of UT Enrollment Planning

The UT System Strategic Enrollment Plan serves as a central framework and ensures that priorities and initiatives are consistent and mutually supportive across the entire system.



# Strategic Enrollment Priorities



ACCESS, AFFORDABILITY, and EXCELLENCE *for TENNESSEE*



# Data Insights & Analytics: Initiatives

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## DATA INSIGHTS AND ANALYTICS

Establish common reporting and analysis structures systemwide to inform processes and practices that enable growth across system institutions.

- ❑ **Data Collection and Reporting** | Establish regular cadence for data collection, analysis, and reporting on enrollment and student success
- ❑ **Multi-year Goal Setting** | Establish multi-year campus and systemwide goals on the path to 71,000 by 2030
- ❑ **Impact Reporting** | Provide regular state impact reports to campus/system leaders, the Board of Trustees, and other key stakeholders

# Collective Planning & Execution: Initiatives

## COLLECTIVE PLANNING AND EXECUTION

Foster **collective buy-in** to assist in building processes by which growth initiatives are developed and executed – ultimately **ensuring transparency and mutually informed decision-making**.

- ❑ **Enrollment Council Planning** | Affirm structure, membership, and responsibilities of the systemwide UT Enrollment Council. Meet regularly to plan, oversee progress, and sustain collaborative enrollment efforts into the future
- ❑ **Shared Resource Planning for Campus-Wide Initiatives** | Identify resource needs, including opportunities to share resources and expertise, to achieve campus and systemwide enrollment goals

# Strengthen the Value Proposition: Initiatives

## STRENGTHEN THE VALUE PROPOSITION OF HIGHER EDUCATION

Expand marketing and outreach efforts systemwide to increase awareness of UT's offerings, strengthen brand awareness, and build pipelines among populations currently underserved by the system statewide.

- ❑ **Value and Brand Awareness** | Develop and implement system-led, campus supported marketing campaigns targeting new statewide audiences and emphasizing opportunities and outcomes related to a college/UT degree
- ❑ **Campus Differentiation** | Create marketing campaigns to increase awareness of the variety of offerings and key differentiating factors of UT campuses
- ❑ **Common App Participation** | By August 1, have all UT undergraduate campuses available on the national Common Application, making it easier for prospective students to find, learn about, and apply to a UT campus
- ❑ **One UT Portal** | Develop a One UT Portal to serve as a hub for early information on college going, access, and affordability; streamline and simplify application processes for TN residents; aggregate information collected to inform planning

# Improve Student Access & Success: Initiatives

## IMPROVE STUDENT ACCESS AND SUCCESS

Facilitate **intentional knowledge** and **resource sharing** to ensure **students are connected to their right-fit campus** and campuses are resourced to **support students from enrollment through graduation and their first destination.**

- ❑ **UT Promise** | Continue to enhance and support students through this critical pathway focused on affordability and student success
- ❑ **UT Access Collaborative** | Optimize outreach, processes, and campus change support
- ❑ **External Articulations** | Expand and reinforce articulation agreements with two-year institutions across the state to ease transfer pathways into the system for students who already have some higher education
- ❑ **Enhance Campus Change** | Increase retention of students within the UT system by clearly defining transfer pathways between UT campuses and articulating course transfer options across the system
- ❑ **Student Success Audit** | Engage campus/national experts to evaluate the resources and support provided on each campus and develop recommendations and action steps based on findings

ACCESS, AFFORDABILITY, and EXCELLENCE *for TENNESSEE*



# Further Integrate Partnerships: Initiatives

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## INTEGRATE INDUSTRY, STATE, AND COMMUNITY PARTNERSHIPS

Continue to advance relationships with **employers, state partners, and community groups** to **drive enrollment** and increase **post-graduation employment opportunities**.

- ❑ **Market Research & Alignment** | Using data, including THEC/TN Labor reports, work with campus CAOs to identify and/or develop plans to further expand programs based on market demands (both programmatic and employment)
- ❑ **Graduate Pipelines** | Develop programs to support student pathways between undergraduate and graduate programs across UT campuses (such as 3+2 / 4+1 programs) and focus on reducing the duplication of low-demand programs within System

# Next Steps: Summer 2024

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01

## Sequence Key Initiatives

The Enrollment Council will propose the sequence of initiatives.

02

## Determine Implementation Details

The Enrollment Council will confirm key metrics, responsible parties, and the necessary resources for first set of initiatives.

03

## Develop Roadmap and Reporting

The enrollment council will create an implementation and reporting plan to guide the realization of and accountability for systemwide enrollment goals.





**Thank you**



**HURON**



# Appendix



# Foundational Enrollment Plan Components

To support the implementation of the UT System Strategic Enrollment Plan (SEP), coordinated efforts between the System and its campuses are needed in data analysis and reporting, enrollment planning, and overall execution.



## DATA INSIGHTS AND ANALYTICS

Work to **ensure common reporting and analysis structures** exist systemwide. This will help to **inform process and policies improvements to support growth initiatives at system institutions.**

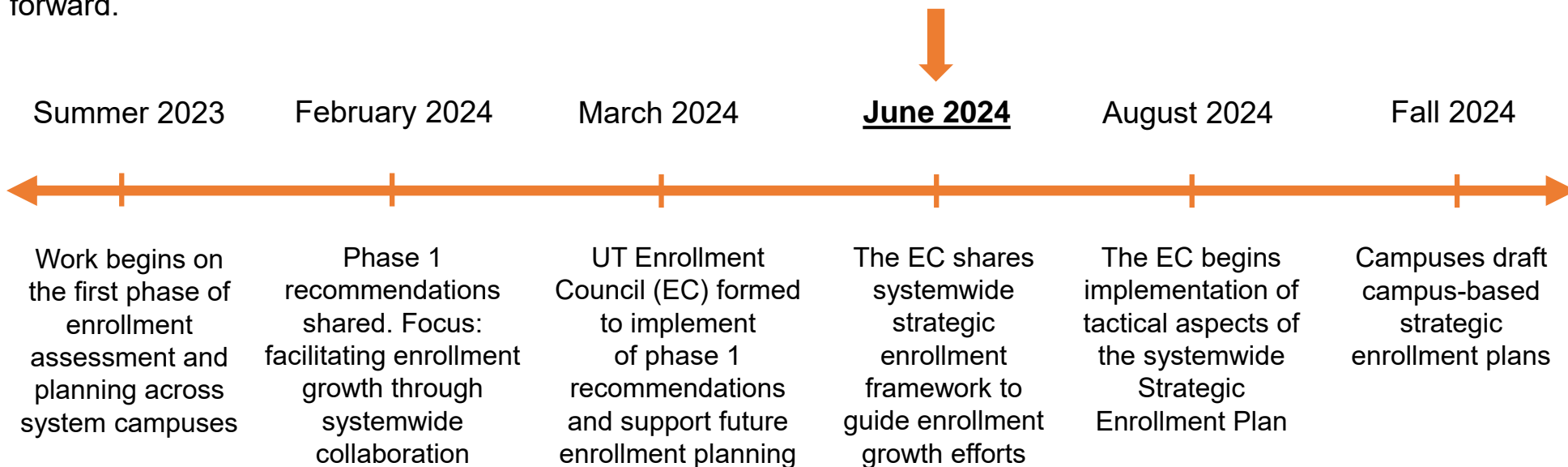


## COLLECTIVE PLANNING AND EXECUTION

Foster **collective buy-in** to assist in building processes by which growth initiatives are developed and executed – ultimately **ensuring transparency and mutually informed decision-making.**

# UT System Enrollment Planning: Overview

The UT System has been engaged in enrollment assessment and planning work focused on growth since Summer 2023. The timeline below highlights key milestones in the planning process and depicts next steps going forward.



# Enrollment Council Representatives

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<b>UT Knoxville</b>	Kari Alldredge	Dr. Amber Williams
<b>UT Chattanooga</b>	Dr. Artanya Wesley	Lee Pierce
<b>UT Southern</b>	Dr. Brent Wren	Dr. Chris Mattingly
<b>UT Martin</b>	Dr. Jamie Mantooth	Destin Tucker
<b>UTHSC</b>	Lyndsay Pittman	Kristi Forman
<b>UT System</b>	Dr. Bernie Savarese	Cheryl Fogler
	Lyndsey Carter	
<b>Huron</b>	Rose Martinelli	Lauren Halloran
	Bre Simkin	Andrew Brodsky

# Summary: Priority Enrollment Initiatives

DATA INSIGHTS AND ANALYTICS	<b>Data Collection and Reporting</b>   Establish regular cadence for data collection, analysis, and reporting on enrollment and student success
	<b>Multi-year Goal Setting</b>   Establish multi-year campus and systemwide goals on the path to 71,000 by 2030
	<b>Impact Reporting</b>   Provide regular state impact reports to campus/system leaders, the Board of Trustees and other key stakeholders
COLLECTIVE PLANNING AND EXECUTION	<b>Enrollment Council Planning</b>   Affirm structure, membership, and responsibilities of the systemwide UT Enrollment Council. Meet regularly to plan, oversee progress, and sustain collaborative enrollment efforts into the future
	<b>Shared Resource Planning for Campus-Wide Initiatives</b>   The Enrollment Council will identify resource needs, including opportunities to share resources and expertise, to achieve campus and systemwide enrollment goals
STRENGTHEN THE VALUE PROPOSITION OF HIGHER EDUCATION	<b>Value and Brand Awareness</b>   Develop and implement system-supported marketing campaigns targeting new statewide audiences and emphasizing opportunities and outcomes related to a college/UT degree
	<b>Campus Differentiation</b>   Create marketing campaigns to increase awareness of the variety of offerings and key differentiating factors of UT campuses
	<b>Common App Participation</b>   By August 1, have all UT undergraduate campuses available on the national Common Application, making it easier for prospective students to find, learn about, and apply to a UT campus
	<b>One UT Portal</b>   Develop a One UT Portal to serve as a hub for early information on college access and affordability; streamline and simplify the application process for TN residents; aggregate information collected to inform planning

ACCESS, AFFORDABILITY, and EXCELLENCE *for TENNESSEE*



# Summary: Priority Enrollment Initiatives

IMPROVE STUDENT ACCESS AND SUCCESS	<b>UT Promise</b>   Continue to enhance and support students through this critical pathway focused on affordability and student success.
	<b>UT Access Collaborative</b>   Optimize outreach, processes, and campus change support
	<b>External Articulations</b>   Expand and reinforce articulation agreements with two-year institutions across the state to ease transfer pathways into the system for students who already have some higher education.
	<b>Enhance Campus Change</b>   Increase retention of students within the UT system by clearly defining transfer pathways between UT campuses and articulating course transfer options across the system.
	<b>Student Success Audit</b>   Engage campus/national experts to evaluate the resources and support provided on each campus and develop recommendations and action steps based on findings.
FURTHER INTEGRATE INDUSTRY, STATE, AND COMMUNITY PARTNERSHIPS	<b>Market Research &amp; Alignment</b>   Using data, including THEC/TN Labor reports, identify and/or develop plans to further expand signature programs based on market demands (both programmatic and employment).
	<b>Graduate Pipelines</b>   Develop programs to support student pathways between undergraduate and graduate programs across UT campuses (such as 3+2 / 4+1 programs) and focus on reducing the duplication of low-demand programs within System.



## THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

### AGENDA ITEM SUMMARY

Meeting Date: June 24, 2024

Committee: Education, Research, and Service

Item: **Guaranteed Admission Update (All Campuses)**

Type: Action

Presenter: Bernie Savarese, Vice President for Academic Affairs, Research, and Student Success

#### **Background**

In order to expand access, recruit more of Tennessee's best and brightest students to its campuses, promote greater geographic representation, and further its land-grant mission, the Board of Trustees adopted a guaranteed admission policy for the University's undergraduate campuses in September 2023 that would become effective for the Fall 2024 admissions cycle. At the time it was presented to the Education, Research, and Service Committee of the Board, President Boyd indicated that the new initiative would be reviewed annually with the Board of Trustees to determine if adjustments should be made in future years.

Following a thorough review, the campuses are proposing changes to the guaranteed admission policy. If approved, these changes would go into effect for the Fall 2025 admissions cycle.

The proposed changes are supported by the President and the Chancellors at each of the University's undergraduate campuses.

#### **Committee Action**

The Committee Chair will call for a motion to recommend adoption of the following resolution by the Board of Trustees.

[Resolution follows on the next page.]





## THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

### 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 admission<sup>1</sup> to Tennessee high school graduates who meet the following criteria:
  - a. UT Knoxville:
    - $\geq 4.0$  GPA<sup>2</sup> and  $\geq 24$  ACT Composite Score<sup>3</sup> (or equivalent SAT score)
  - b. UT Chattanooga, UT Southern, and UT Martin:
    - $\geq 4.0$  GPA<sup>2</sup> and  $\geq 18$  ACT Composite Score (or equivalent SAT score)

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

2. This resolution and the foregoing admission requirements shall be applicable to the Fall 2025 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.

<sup>1</sup> 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.

<sup>2</sup> GPA will be determined based on an applicant's 6<sup>th</sup> semester transcript (i.e., following the completion of their junior year). 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.

<sup>3</sup> UT Knoxville will require a minimum ACT subscore of 19 in Math and English.

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# Guaranteed Admissions Update

Board of Trustees  
June 24, 2024



THE UNIVERSITY OF  
TENNESSEE  
SYSTEM



# Why Have A Guaranteed Admissions Policy?

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*“We want Tennessee high school students and their families to know how they can be guaranteed admission to the UT campus of their choice... Identifying these standards allows us to make earlier admissions offers for more Tennessee students, and it allows them to start planning for their college experience with more certainty.”*

---

UT System President  
Randy Boyd

# Fall 2024 Criteria

## All Campuses

- Top 10%
- $\geq 4.0$  Cumulative GPA\*

## UTC, UTS and UTM

- $\geq 3.2$  Cumulative GPA and  
 $\geq 23$  ACT Composite Score

*\*UTK calculates and utilizes a weighted Core GPA. Other UT campuses may choose to use other measures, including a student's cumulative high school GPA.*



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# Challenges & Opportunities

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# Fall 2024 Criteria

## All Campuses

- Top 10%
- $\geq 4.0$  Cumulative GPA\*

## UTC, UTS and UTM

- $\geq 3.2$  Cumulative GPA and  
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# Fall 2024 Criteria

## All Campuses

- **Top 10%**

- $\geq 4.0$  Cumulative GPA\*

## UTC, UTS and UTM

- $\geq 3.2$  Cumulative GPA and  
 $\geq 23$  ACT Composite Score

*\*UTK calculates and utilizes a weighted Core GPA. Other UT campuses may choose to use other measures, including a student's cumulative high school GPA.*

## Challenges: Top 10%

**Only 30%** of Tennessee High Schools were able to submit class rank data of their applicants.

UT campuses received significant feedback from high schools and families about this component of the policy.

# Fall 2024 Criteria

## All Campuses

- Top 10%
- $\geq 4.0$  Cumulative GPA\*

## UTC, UTS and UTM

- $\geq 3.2$  Cumulative GPA and  
 $\geq 23$  ACT Composite Score

\*UTK calculates and utilizes a weighted Core GPA. Other UT campuses may choose to use other measures, including a student's cumulative high school GPA.

## Challenges: 3.2 GPA and 23 ACT

*A 3.2 GPA and a 23 ACT are close enough to the published rolling admissions standards at UTM, UTC, and UTS that it caused significant confusion.*

*Applicants were concerned they were no longer eligible to apply if they didn't meet this criteria.*





# Fall 2025 Proposed Criteria

## UT Knoxville

- $\geq 4.0$  Cumulative GPA\* and  
 $\geq 24$  ACT Composite Score (or  
equivalent SAT Score)

## UTC, UTS, and UTM

- $\geq 4.0$  Cumulative GPA and  
 $\geq 18$  ACT Composite Score (or  
equivalent SAT score)

*\*UTK calculates and utilizes a weighted Core GPA. Other UT campuses may choose to use other measures, including a student's cumulative high school GPA.*

# Fall 2025 Proposed Criteria

## UT Knoxville

- $\geq 4.0$  Cumulative GPA\* and  
 $\geq 24$  ACT Composite Score  
(or equivalent SAT Score)

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- $\geq 4.0$  Cumulative GPA and  
 $\geq 18$  ACT Composite Score  
(or equivalent SAT score)

*\*UTK calculates and utilizes a weighted Core GPA. Other UT campuses may choose to use other measures, including a student's cumulative high school GPA.*

## Opportunity: Consistent 4.0 GPA

Having a consistent, 4.0 GPA for all campuses **minimizes confusion** while setting an **appropriate standard** for receiving an early, guaranteed offer of admission from the University of Tennessee.

*NOTE: Many more in-state students are admitted through the holistic admissions process.*

# Fall 2025 Proposed Criteria

## UT Knoxville

- $\geq 4.0$  Cumulative GPA\* and  
 $\geq 24$  ACT Composite Score  
(or equivalent SAT Score)

## UTC, UTS, and UTM

- $\geq 4.0$  Cumulative GPA and  
 $\geq 18$  ACT Composite Score  
(or equivalent SAT score)

*\*UTK calculates and utilizes a weighted Core GPA. Other UT campuses may choose to use other measures, including a student's cumulative high school GPA.*

## Opportunity:

*Align ACT with Merit Award and Student Success Benchmarks at UTK*

### Student Success:

- Without an ACT threshold, UTK would continue to admit students below college-readiness benchmarks.

### Merit Award Threshold:

- While most TN high schools do not rank students, all applicants must submit an ACT score.
- A 24 ACT is the minimum for receiving a merit aid award at UTK. The campus would like to provide guaranteed admission to **all** Tennessee applicants who meet this merit scholarship criteria.

All other TN applicants will go through the holistic admissions process to ensure they are prepared to succeed at UTK.

# Fall 2025 Proposed Criteria

## UT Knoxville

- $\geq 4.0$  Cumulative GPA\* and  
 $\geq 24$  ACT Composite Score  
(or equivalent SAT Score)

## UTC, UTS, and UTM

- $\geq 4.0$  Cumulative GPA and  
 $\geq 18$  ACT Composite Score  
(or equivalent SAT score)

*\*UTK calculates and utilizes a weighted Core GPA. Other UT campuses may choose to use other measures, including a student's cumulative high school GPA.*

## Opportunity: Threshold for Success

While the 4.0 GPA signifies we are guaranteeing admission to Tennessee's best and brightest students, an 18 ACT is an important threshold for **student success** at UTC, UTS, and UTM.

We want to ensure we're admitting students who can thrive at our campuses.

*NOTE: Many more in-state students are admitted through the holistic admissions process.*

# QUESTIONS?



**THANK YOU!**





# THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

3

## AGENDA ITEM SUMMARY

Meeting Date: June 24, 2024

Committee: Education, Research, and Service

Item: **Committee Consent Agenda**

Type: Action

Presenter: Jamie Woodson, Committee Chair

### **Background Information**

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 February 29, 2024, meeting 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 UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

3.1

## MINUTES OF THE EDUCATION, RESEARCH, AND SERVICE COMMITTEE February 29, 2024

The Education, Research, and Service Committee of The University of Tennessee Board of Trustees met at 2:00 p.m. (CT) on Thursday, February 29, 2024. The meeting was held in the Warren-Wilson Hall Room in Martin Hall, located at the University of Tennessee Southern, in Pulaski, Tennessee.

Committee Members Present: Jamie R. Woodson, Committee Chair; John C. Compton, Board Chair; Shanea A. McKinney; Donald J. Smith; Sean Walker (Faculty Representative); and Woodi H. Woodland (Student Trustee).

Other in Attendance:

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

*University Administration:* President Randy Boyd; Bernard Savarese, Vice President for Academic Affairs, Research, and Student Success; Cynthia C. 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 announced the presence of a quorum. The meeting was webcast for the convenience of the University community, the general public, and the media.

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### Opening Remarks of the Committee Chair

Committee Chair Jamie Woodson welcomed everyone to the meeting. She offered her congratulations to Dr. Bernard Savarese on being recently named Vice President for Academic Affairs, Research, and Student Success for the UT System, having served in that position on an interim basis since July 2022.

### Presentations

Tennessee Public High School Graduate Trends. Dr. Savarese began his presentation by advising the Committee members that for the first time in several years, the State of Tennessee experienced a slight increase in the number of high school graduates (up 1.4% from 2021 to 2022). During that same period, the number of college-going high school graduates rose by 1.5%. The University is projecting this trend will continue when the data for 2023 is analyzed. It is important to note that even when the number of college-going high school graduates declined, the number of students who chose to enroll at the University increased by 7% over the period from 2018 to 2022.



Dr. Savarese shared information regarding the number of college-going high school graduates enrolling at the University and those choosing to enroll at one of Tennessee's six locally governed institutions (LGI).<sup>1</sup> From 2018 to 2022, there was a 4.5% increase in the number of Tennessee high school graduates choosing to attend a four-year institution in Tennessee. However, the number of Tennessee students choosing to attend an out-of-state institution also increased, resulting in a 2% decrease in the number of students attending in-state schools

Looking at demographics, Dr. Savarese discussed trends in the racial and gender diversity of high school graduates, college-going high school graduates, and students choosing to enroll at the University for that same five-year period (2018-2022). For additional information, see Tab 1.1 of the meeting materials. Dr. Savarese responded to questions raised by members of the Committee pertaining to market share changes between the UT System and the LGI's, along with questions associated with where Tennessee graduates are choosing to enroll outside of the state of Tennessee.

Campus Admit, Yield, and Retention Rates. Dr. Savarese began his presentation by defining: (i) Admit Rate - the percentage of applicants admitted to the University; (ii) Yield Rate - the percentage of admitted applicants who enroll at the University; and (iii) Retention Rate - the percentage of University's first-time, full-time students returning for their second year. Dr. Savarese reviewed key metrics for four of the UT System's undergraduate campuses for the five-year period from 2019 through 2023 (for additional information, see Tab 1.2 of the meeting materials). He noted that applications for admission increased at all campuses, as did first-year retention rates.

Responding to questions from the Committee members, Dr. Savarese, UT Knoxville Chancellor Donde Plowman, and President Randy Boyd provided the following additional information:

- The Access Collaborative provides an avenue for applicants to be admitted to other UT campuses if they are not admitted to UT Knoxville.
- UT Knoxville continuously updates the admissions website so that applicants are aware of the percentage of applicants accepted and the academic profiles of successful applicants.
- The Common Application (Common App) has had a dramatic impact on the college applications process. High school students who may have applied to three to five institutions of higher education in the past are using the Common App to apply to, on average, to eight to ten colleges/universities.
- The admit rate for in-state students is higher (63.3%) than that of out-of-state students (40%).

Committee Chair Woodson offered her congratulations to the Chancellors, admissions, officials, faculty, and staff for their combined efforts to increase first-year retention rates.

UT System Enrollment Analysis and Planning: Update and Next Steps. For the past year, the University has been conducting an extensive enrollment analysis project with the assistance of the Huron Consulting Group. President Boyd and the University Chancellors developed an enrollment planning Vision Statement, which Dr. Savarese shared with the Committee members (included in

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<sup>1</sup> The six LGI's are: Austin Peay State University, East Tennessee State University, Middle Tennessee State University, Tennessee State University, Tennessee Tech University, and the University of Memphis.

the meeting materials under Tab 1.3). Responding to questions from Trustees, Dr. Savarese explained that the Vision Statement was drafted to underscore the University's role as a land grant university. President Boyd stated that Vision Statement's reference to "prioritize serving Tennesseans" should not be taken as a guarantee to admit all applicants, but as a commitment to ensure that the application process is done in a fair manner. Chancellor Plowman explained that "prioritizing" is intended to capture the steps the UT System will take to reduce the number of high achieving Tennesseans leaving the state to attend out-of-state institutions. Several members of the Board expressed the need to better articulate what "prioritizing" means in terms of practical application to the admissions process.

Dr. Savarese noted that Tennessee is currently experiencing an increase in the number of high school graduates, which increases the level of competition with other higher education institutions, particularly those in neighboring states which are experiencing a decline in that same population. He observed that during the year-long analysis, the University learned that growing enrollment would require cross-campus collaboration, improved coordination, and a focus on the unique strengths of each of the individual campuses. The University must also work to educate Tennesseans about the University's ability to provide students with a range of choices in terms of campus settings and academic offerings.

Dr. Savarese discussed the University's future efforts to grow enrollment and updated the Committee on three components of the University's ongoing enrollment planning efforts:

- Common Application. As discussed earlier in the meeting, the Common App allows high school students to easily apply to more than 1,000 colleges/universities across the nation, including UT Knoxville. The University intends to have all its undergraduate campuses participate in the Common App in time for the next application cycle.
- One UT Access Collaborative. Introduced last year as the "Vol Access Collaborative," the program provides students who are not admitted to UT Knoxville with a pathway to enroll at one of the University's other undergraduate campuses. In its first year, the Collaborative saw 130 students choose to enroll at UT Chattanooga. It is hoped that as more applicants become aware of the program, many will choose to enroll at UT Chattanooga, UT Martin, or UT Southern.
- Guaranteed Admissions Policy and UT Promise Enhancements. Both programs underscore the University's commitment to access and affordability. This summer will be the first opportunity for the University to analyze the impact of the Guaranteed Admissions Policy and the expansion of the UT Promise scholarship program.

Dr. Savarese advised that the University will be moving forward with: (i) establishing the One UT Strategic Enrollment Council; (ii) engaging with a firm to assist in developing the systemwide strategic enrollment framework, which will be shared with the Board at the 2024 Annual Meeting; and (iii) beginning work on individual campus enrollment strategies. It is hoped that the plans would be developed and ready for implementation for the Fall 2026 admissions cycle.

Tennessee Grow Your Own (GYO) Update. Dr. Erin Crisp, Executive Director of UT's Tennessee Grow Your Own Center (the "Center"), began her presentation by briefly discussing the mission of the

Center and the work it has done since it was established in March 2020. Since that time, the Center has worked to target the shortage of teachers in the State through a registered teacher apprenticeship program that equips school districts with a workforce development strategy. Dr. Crisp reviewed the progress the Center has made over the past year, including:

- Increasing school district participation in the teacher apprenticeship program by 114% (73 school districts);
- Reaching a 91% retention rate in terms of apprentices who continue participating and/or have completed the program; and
- Establishing partnerships with 11 colleges/universities to serve as Educator Preparation Providers (EPP).

Dr. Crisp stated that Tennessee now leads the nation in terms of the number of individuals participating in teacher education apprenticeship programs. Dr. Crisp provided an overview of the Center's recent accomplishments:

- Publishing the "Hallmarks of High-Quality Teacher Apprenticeship," which assists EPP's in submitting proposals for GYO scholarships so that their students can participate in the program with no tuition fees;
- Working with school districts to see GYO as a workforce development tool;
- Securing a \$1.8 million grant from the Ascendium Education Group to develop: (a) *Registered Teacher Apprenticeship Program of Study*, which is an online curriculum that will be freely available to all approved EPP's in the state; and (b) establishing the *Institute for Competency-based Teacher Education* to support 16 faculty fellows in developing and maintaining the online curriculum; and
- President Boyd added that last year, the State of Tennessee awarded \$5.1 million in recurring funds to support the Center.

Dr. Crisp concluded her presentation by stating that: (i) the success of the GYO program underscores the facts that working learners are assets and not burdens to Tennessee's colleges/universities; (ii) that teacher apprenticeships are not a shortcut to licensure, but a high quality, accessible pathway that requires all the same competencies as any other pathway to licensure; and (iii) the Center is prepared to customize workforce development strategies tailored to fit the needs of every school district in Tennessee.

Fall 2023 Student Experience Survey Results. Dr. Savarese presented the results of the Fall 2023 Student Experience Survey. He indicated that it was the sixth time the survey was conducted since it was introduced in the Fall of 2020. Initially, the Survey was done twice a year, but it is now conducted annually in the fall. Undergraduate students make up 83% of the respondents, and the University intends to work on increasing participation by its graduate student population. The Survey is comprised of five questions that are designed to measure the student experience and sense of belonging. The University saw the metrics rise for four of the five questions (as detailed in Tab 1. the meeting materials). Dr. Savarese noted that since the Survey was introduced, the University has seen growth in participation and positive feedback from its students. Dr. Savarese

concluded his remarks by stating that the Survey is a powerful tool that has allowed the University's campuses to implement changes that benefit students.

### **Proposed Changes to the UTK Faculty Handbook**

Dr. Savarese briefly reviewed the proposed revisions to the UT Knoxville Faculty Handbook. The revisions were reviewed by Dr. Savarese and the Office of General Counsel and are recommended by the UT Knoxville Faculty Senate, UT Knoxville administrators (including Provost and Senior Vice Chancellor John Zomchick), UT Knoxville Chancellor Plowman, and President Boyd. Dr. Savarese explained that the revisions are intended to: (i) address unique situations in which a faculty member's length of probation may be interrupted; and (ii) to align the handbook provisions with current Board policy.

Upon motion duly made and seconded, the Committee approved a recommendation that the Board of Trustees adopt the Resolution approving revisions to the UTK Faculty Handbook (as presented in Tab 2).

### **Proposed New Academic Programs**

Dr. Zomchick explained that the proposed new academic programs are student focused, address the workforce needs of the state, and will assist in increasing UT Knoxville's retention and graduation rates. The first three programs will be housed in the new College of Emerging and Collaborative Studies (CECS), while the fourth program will be housed in the Tickle College of Engineering's Department of Civil and Environmental Engineering. Dr. Zomchick provided brief overviews of the four proposed new academic programs, including reviewing the number of credit hours, proposed time periods for implementation, the projected enrollments.

Upon motion duly made and seconded, the Committee approved a recommendation that the Board of Trustees adopt the Resolution establishing the three new academic programs in CECS (as presented in Tabs 3.1-3.3).

Upon motion duly made and seconded, the Committee approved a recommendation that the Board of Trustees adopt the Resolution establishing the new academic program in the Department of Civil and Environmental Engineering, Tickle College of Engineering (as presented in Tab 3.4).

### **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

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

Respectfully Submitted,

/s/ Cynthia C. Moore

Cynthia C. Moore  
Secretary and Special Counsel

### Approved Consent Agenda Items

- Minutes of the Prior Meetings (October 13, 2023 and January 26, 2024)
- Proposed Academic Program Modification, Doctor of Engineering in Industrial Engineering, UTK
- Proposed New Academic Units
  - Department of Applied Leadership and Learning, UTC
  - Department of Biomedical Engineering, UTK
  - Department of Applied Engineering and Technology, UTK
- Proposed New Off-Campus Centers
  - Springfield Center, UTM
  - Off-Campus Centers for College of Pharmacy: Knoxville and Nashville Centers
- Grant of Tenure upon Initial Appointment

### Information Items

- Certification of Degrees Conferred

### Appendix - Supplemental Materials

- Proposed New Academic Programs:
  - Bachelor of Science in Data Science, UTK
  - Bachelor of Science in Applied Artificial Intelligence, UTK
  - Bachelor of Science in Innovative Transdisciplinary Studies, UTK
  - Bachelor of Science in Environmental Engineering, UTK
- Proposed Academic Program Modification, Doctor of Engineering in Industrial Engineering, UTK
- Proposed New Academic Units:
  - Department of Applied Leadership and Learning, UTC
  - Department of Biomedical Engineering, UTK
  - Department of Applied Engineering and Technology, UTK
- Proposed New Off-campus Centers:
  - Springfield Center, UTM
  - PharmD-Knoxville, UTHSC
  - PharmD-Nashville, UTHSC



# THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

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## AGENDA ITEM SUMMARY

Meeting Date: June 24, 2024  
 Committee: Education, Research, and Service  
 Item: **2024 Institutional Mission Profile Statements**  
 Type: Action

### **Background Information**

Tennessee Code Annotated § 49-9-212 requires all institutions governed by the Board of Trustees to submit annually institutional mission statements to the Tennessee Higher Education Commission for review and approval (“Profile Statements”). By statute, the Profile Statements shall:

- (1) Characterize distinctiveness in degree offerings by level, focus, and student characteristics, including, but not limited to, nontraditional students and part-time students; and
- (2) Address institutional accountability for the quality of instruction, student learning, and, when applicable, research and public service to benefit Tennessee citizens.

These Profile Statements are used to help minimize program redundancy and to help determine mission-based formula weighting in the outcomes-based formula funding model.

The 2024 Profile Statements are attached. In this regard, there were no substantive revisions to the Profile Statement for UT Chattanooga. There were minor updates to the Profile Statements for UT Knoxville and UT Martin, and the attached statements reflect these updates (redlined changes). The Profile Statements for UT Health Science Center and UT Southern were substantially updated, and the new versions have been included.

The Profile Statements are being presented with the support of the respective Chancellor, the UT System Vice President for Academic Affairs, Research, and Student Success, and the President. If approved by the Board of Trustees, the Profile Statements will be submitted to THEC for Commission approval.

[Resolution appears on the next page.]



## THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

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**Resolved:**

The Board of Trustees hereby approves the institutional mission profile statements ("Profile Statements") for:

- (i) The University of Tennessee at Chattanooga,
- (ii) The University of Tennessee Health Science Center,
- (iii) The University of Tennessee, Knoxville,
- (iv) The University of Tennessee at Martin, and
- (v) The University of Tennessee Southern,

as presented in the meeting materials. The Profile Statements shall be attached to this Resolution after adoption. Further, the Board of Trustees authorizes the administration to submit such statements to the Tennessee Higher Education Commission for any approvals that may be required.

*The University of Tennessee at Chattanooga*

The University of Tennessee at Chattanooga is a comprehensive metropolitan institution offering bachelor's, master's, specialist, and selected doctoral degrees and certificates to 11,500 students through the Colleges of Arts and Sciences; Engineering and Computer Science; Health, Education, and Professional Studies; and the Gary W. Rollins College of Business, as well as the Graduate School. The UTC Honors College was founded in 2013 and serves undergraduates across all colleges. Founded in 1886, the campus joined The University of Tennessee system in 1969 and leverages strengths in the liberal arts to support outstanding professional programs essential to the economic vitality of one of the nation's most dynamic regions. UTC is classified as a Carnegie Doctoral/Professional campus and also earned the elective Carnegie classification as a Community Engagement campus for both curricular engagement and outreach and partnerships. UTC's NCAA D-1 intercollegiate athletics programs compete within the historic Southern Conference. UTC's beautiful campus along the Tennessee River is steps from the heart of "The Scenic City," and our academic and extra-curricular offerings capitalize on the place known as "The Best Town Ever."



### *The University of Tennessee Health Science Center*

The University of Tennessee Health Science Center is the leading public academic health institution in the state, committed to transforming lives through collaborative and inclusive education, research/scholarship, clinical care, and public service. While Memphis is home to UTHSC, it reaches every corner of the state with regional campuses in Chattanooga, Knoxville, and Nashville. UTHSC supports a distributed model of more than 880 clinical training sites across Tennessee.

UTHSC educates over 3,100 undergraduate, graduate, and professional students each year. Its 6 colleges – Dentistry, Graduate Health Sciences, Health Professions, Medicine, Nursing, and Pharmacy – offer 32 degree programs and 18 graduate certificates. More than 1,100 new health care providers and researchers graduate each year from UTHSC, and more than 400 residents, fellows, and post-doctoral researchers complete specialized training every year.

Receiving over \$100 million in grant and contract awards in 2023, UTHSC leads the state in research on the causes, treatment, and prevention of diseases. With research cores in advanced imaging, flow cytometry and cell sorting, molecular bioinformatics, and proteomics and metabolomics (among others) and the state-of-the-art Regional Biocontainment Laboratory, UTHSC attracts talented researchers making significant contributions to the latest advances in health.

Clinical care is provided across the state by UTHSC clinical practice groups. UT Le Bonheur Pediatric Specialists is the Mid-South’s only multi-specialty pediatric practice focused on children’s health care. UT Regional One Physicians enhances specialty care and hospital-based medicine in the Memphis area. With significant clinical partnerships with the UT Medical Center in Knoxville, Erlanger Health System in Chattanooga, and

Ascension Saint Thomas Health System in Nashville, and specialty clinics including the Hamilton Eye Institute, the Oral and Maxillofacial Diagnostic Services, and the Rachel Kay Stevens Therapy Center (focused on occupational therapy), UTHSC provides cutting edge, compassionate, and comprehensive health care to Tennesseans across the state.

A renewed focus on outreach to rural communities is making impacts in communities all over Tennessee. Educational programs including a certificate in Rural Health offered by the College of Pharmacy, a Rural and Underserved Nurse designation offered by the College of Nursing, and a Family Medicine Residency – Rural Track at the College of Medicine Chattanooga, provide opportunities for students to learn about and serve the health care needs of rural Tennesseans. The Healthy Smiles program led by the College of Dentistry, in collaboration with the Tennessee Department of Health, is a multipronged approach to tackling the current shortage of dentists in Tennessee through expanding dental student rotations at clinics in areas of greatest need in the state and improving health across the state by making dental care more readily available, especially to state residents in rural and underserved urban areas.

Through its innovative education, research, clinical care, and public service activities, the University of Tennessee Health Science Center is driving its vision of “Healthy Tennesseans. Thriving Communities”.

*The University of Tennessee, Knoxville*

The University of Tennessee, Knoxville, is the state's flagship land-grant research institution. Founded in 1794, UT Knoxville serves Tennesseans through academic excellence, groundbreaking research, community investment, and industry partnerships—all powered by the Volunteer spirit of leadership and service. With a footprint that spans the entire state, including the main campus in Knoxville, the Space Institute in Tullahoma, and the Institute of Agriculture and its Extension offices in all 95 counties, UT Knoxville is proudly committed to discovery, creativity, learning, and engagement for the benefit of all Tennesseans.

UT Knoxville educates more than ~~33,800~~36,300 students—including ~~27,000~~28,800 undergraduates—and employs more than ~~1,7~~800 full-time instructional faculty in 14 degree-granting schools and colleges and 900 programs of study. The university is known for its academic excellence in nuclear engineering, supply chain management, information sciences, accounting, printmaking, and theatre, among other fields. Graduation and first-to-second-year retention rates are ~~among~~ the highest ~~for~~among the state's public institutions, and innovative programs and support structures help students thrive both in and out of the classroom. As a doctoral university holding the highest Carnegie classification for research activity and the designation of a Carnegie Community Engaged Institution, UT Knoxville allows students to learn from faculty who are at the forefront of their fields. Students have opportunities to conduct hands-on coursework that has a direct impact on their communities and to gain real-world research experience working alongside faculty.

UT Knoxville is regularly named a top producer of Fulbright Scholars and has produced three Rhodes Scholars since 2014. More than 150 faculty members are among the top 2 percent of scientists in the world for research citations, and the university is among the top 10 institutions in the country for receiving grants from the National Endowment for the Humanities.

## University of Tennessee Institutional Mission Profiles

2023~~4~~

3.2

UT Knoxville's renowned faculty expertise, world-class facilities, and unmatched partnership with Oak Ridge National Laboratory have made it a destination for research and discovery in the critical fields of advanced energy and sustainability, advanced materials and manufacturing, and intelligent machines and society. UT Knoxville, in partnership with the UT System and ORNL, ~~has~~ launched the UT-Oak Ridge Innovation Institute in 2021 to push forward innovation and establish a talent pipeline in research fields of national importance.

UT Knoxville has more than ~~26~~70,000 alumni around the world. More than half of its graduates remain in Tennessee, giving back to the state as industry, government, and community leaders.

### *The University of Tennessee at Martin*

The University of Tennessee at Martin educates and engages responsible citizens to lead and serve in a diverse world by providing a high-quality undergraduate education in a traditional collegiate atmosphere characterized at all levels by close collaboration among students, faculty, and staff. Located in Northwest Tennessee, the university is committed to advancing the regional and global community through teaching, scholarly activities, research and public service. The university serves over 6,200~~0~~ undergraduate and 700 graduate students, offering programs on the main campus, at its regional centers in Ripley, Selmer, Somerville, Parsons, and Jackson, and online. UT Martin is a selective institution that provides outreach programs for sub-populations including first-generation, adult, military, and transfer students. The most recent six-year graduation rate was 52~~5~~4 percent. UT Martin's Carnegie Classification is Master's Small, with select graduate offerings in Agriculture and Natural Resources, Business, Criminal Justice, Education, Family and Consumer Sciences, Health and Human Performance, and Strategic Communications. The university is committed to maintaining academic excellence, encouraging community engagement and leadership enhancement, and nurturing a learning community that is accessible and welcoming to all.

### *The University of Tennessee Southern*

The University of Tennessee Southern, located in Pulaski, Tennessee, is an institution deeply committed to its students-first mission and to creating a transformational student experience. Grounded in the liberal arts and sciences, UT Southern integrates experiential learning to provide purposeful and impactful academic opportunities. Founded in 1870 and operated for 150 years as a small private college, UT Southern joined the University of Tennessee System in 2021. Building upon the rich history of the campus, UT Southern remains dedicated to student success. The university offers a range of undergraduate, graduate, and professional programs across various disciplines, ensuring personalized and high-quality education. UT Southern is dedicated to community engagement, economic development, and meeting emerging workforce needs. With over 1,000 students enrolled, the campus is home to students from 30 different countries and 29 states and supports a large population of first-generation college students. Initiated in 2006, UT Southern is home to the prestigious Garie Taylor Honors Program. With a Carnegie Classification of Baccalaureate Colleges: Diverse Fields, UT Southern offers undergraduate and graduate degrees through the Grissom School of Education, Martin School of Arts and Humanities, School of Mathematics and Science, and Travis School of Nursing and Health Sciences. UT Southern provides a nurturing, engaging, and accessible learning environment that prepares students for impactful careers and lifelong learning. As a member of the National Association of Intercollegiate Athletics, UT Southern fields 19 nationally competitive athletic teams.



# THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

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## AGENDA ITEM SUMMARY

Meeting Date: June 24, 2024  
Committee: Education, Research, and Service  
Item: Authorization for Conferral of Degrees, 2024-25 Academic Year  
Type: Action

**Resolved:**

The Board of Trustees hereby authorizes the President and Chancellors to confer degrees during the 2024-25 academic year in any Board-approved bachelor's, master's, or doctoral degree program upon certification by appropriate University offices that the students have satisfied (1) all degree requirements, and (2) all obligations to the University in accordance with state law.



# THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

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## AGENDA ITEM SUMMARY

Meeting Date: June 24, 2024

Committee: Education, Research, and Service

Item: **Granting of Honorary Degrees, UTK**

Type: Action

### **Background Information**

An honorary degree is the highest form of recognition offered by the University. Under the Board's Policy on Awarding of Degrees and Certificates in Memoriam (BT0008), the Board of Trustees has authorized the awarding of honorary degrees to recognize individuals who have benefited the institution or society through outstanding achievements or leadership.

Upon the recommendation Chancellor Plowman, UT Knoxville, and with the support of President Boyd, the following candidates are being recommended to the Board for its approval.

Senator Lamar Alexander  
Ms. Rita Geier

Chancellor Plowman's nomination letter for each candidate is attached.

#### **Resolved:**

**The Board of Trustees hereby approves the granting of an Honorary Doctor of Educational Leadership and Policy degree in the College of Education, Health, and Human Sciences at the University of Tennessee, Knoxville to Senator Lamar Alexander.**

#### **Resolved:**

**The Board of Trustees hereby approves the granting of an Honorary Doctor of Laws degree from the College of Law at the University of Tennessee, Knoxville, to Ms. Rita Geier.**





April 24, 2024

President Randy Boyd  
University of Tennessee System  
505 Summer Place – UT Tower  
Knoxville, TN 37902

Dear President Boyd,

It is with great pleasure and deep admiration that I share my nomination for Senator Lamar Alexander to be considered for an Honorary Doctorate in Educational Leadership and Policy in the College of Education, Health, and Human Sciences. Senator Alexander's remarkable dedication to education and outstanding leadership in service to our university, state, and nation exemplify the highest ideals of educational excellence and public service.

Senator Alexander's journey in educational leadership began in his childhood, deeply influenced by his parents' commitment to education. His illustrious career in public service, starting from his tenure on the Maryville City School Foundation Board to his remarkable achievements as president of the University of Tennessee, governor and state senator of Tennessee, and secretary of the U.S. Department of Education, reflects his unwavering dedication to improving education at all levels.

During his time as governor of Tennessee, Senator Alexander became recognized as the "education governor," thanks to his pioneering reforms, including initiatives to raise teacher pay based on merit and performance, and his instrumental role in bringing major auto manufacturers to the state, creating new opportunities for postsecondary education and economic growth.

As president of the University of Tennessee, Senator Alexander continued to champion excellence in education, furthering the university's mission to develop innovative leaders and foster a vibrant society. His visionary leadership and commitment to educational excellence have left an indelible mark on our university.

In the United States Senate, Senator Alexander's contributions to education policy are unparalleled. As chair of the Senate Health, Education, Labor, and Pensions Committee, he played a pivotal role in enacting significant bipartisan legislation, including the Every Student Succeeds Act and the reauthorization of the Carl D. Perkins Career and Technical Education Act. His tireless advocacy for simplifying the FAFSA application process and expanding Pell Grants has helped countless students pursue their educational aspirations.

Office of the Chancellor  
800 Andy Holt Tower 1331 Circle Park Drive Knoxville, TN 37996-0180  
865-974-2444 chancellor.utk.edu

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Senator Alexander's values and vision align closely with those of the University of Tennessee, the College of Education, Health, and Human Sciences, and the Department of Educational Leadership and Policy Studies. His exemplary leadership, courage, commitment to service, and pursuit of excellence embody the core values of our university.

In recognition of his outstanding contributions to education and unwavering dedication to the principles of educational leadership and policy, I wholeheartedly endorse Senator Lamar Alexander's nomination for an Honorary Doctorate in Educational Leadership and Policy. His remarkable legacy as a leader with a commitment to advancing education for all make him a truly deserving candidate for this prestigious honor and is an inspiration to so many.

Thank you for your thoughtful consideration of Senator Lamar Alexander's nomination.

Sincerely,

A handwritten signature in black ink that reads "Donde Plowman". The signature is written in a cursive style with a long horizontal flourish at the end.

Donde Plowman  
Chancellor



April 24, 2024

President Randy Boyd  
University of Tennessee System  
505 Summer Place – UT Tower  
Knoxville, TN 37902

Dear President Boyd,

I write to enthusiastically nominate Ms. Rita Geier for the prestigious recognition of an Honorary Doctorate of Laws degree from the University of Tennessee. Ms. Geier is truly deserving of this honor because of her remarkable contributions to the state of Tennessee and beyond.

Throughout her distinguished career, Ms. Geier has exemplified the highest ideals of justice, equality, and public service. Her courageous legal efforts not only transformed Tennessee's educational system but also paved the way for a more inclusive society. By challenging discriminatory policies and tirelessly advocating for the rights of all citizens, regardless of race, Ms. Geier has left an indelible mark on our state and country's history.

Moreover, Ms. Geier's dedication to the University of Tennessee, as evidenced by her longstanding connections with our College of Law, Baker School, and other units, further underscores her significant contributions to our university community. Her leadership, mentorship, and advocacy have enriched the educational experience of countless students and faculty members.

Beyond her legal career, Ms. Geier's service to the community through various organizations, including the Knoxville Area Urban League and the Tennessee Justice Center, reflects her ongoing commitment to promoting equal justice and opportunity for all.

In recognition of her outstanding achievements and unwavering dedication to the principles of justice and equality, I wholeheartedly support Ms. Rita Geier's nomination for an Honorary Doctorate of Laws degree from the University of Tennessee. She is deserving of this honor, and I urge you to consider her nomination with the utmost respect and admiration.

Sincerely,

Chancellor

Office of the Chancellor  
800 Andy Holt Tower 1331 Circle Park Drive Knoxville, TN 37996-0180  
865-974-2444 chancellor.utk.edu



# THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

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3.5

## AGENDA ITEM SUMMARY

Meeting Date: June 24, 2024

Committee: Education, Research, and Service

Item: **Proposed Faculty Handbook Revisions, UTK**

Type: Action

### **Background Information**

Pursuant to the Board’s Policy on Faculty Handbook Revisions (BT0007), certain Faculty Handbook changes must be approved by the Board of Trustees.

The proposed revisions are discussed in detail in the attached memorandum from Chancellor Donde Plowman and shown in Attachment A.

These changes have been reviewed by the Vice President for Academic Affairs, Research, and Student Success and the Office of the General Counsel, and were unanimously approved by the UTK Faculty Senate, UTK Chancellor, and UT System President.

**Resolved:**

**The Board of Trustees hereby approves the proposed revisions to the UTK Faculty Handbook as presented in the meeting materials, which shall be attached to this Resolution following adoption.**



To: Bernie Savarese, Vice President for Academic Affairs, Research, and Student Success

From: Donde Plowman, Chancellor *Donde Plowman*

CC: John Zomchick, Provost and Senior Vice Chancellor  
 Ryan Stinnett, General Counsel  
 Lela Young, Associate General Counsel  
 Esther Henry, Associate General Counsel  
 Cynthia Moore, Secretary and Special Counsel to the Board of Trustees

Date: April 24, 2024

Subject: UTK Faculty Handbook Revisions

I am writing to request that you present two proposed revisions to the UTK Faculty Handbook to the Board of Trustees for consideration at its June 2024 meeting. These changes have the support of the UTK Faculty Senate and UTK administrators, including college deans and Provost and Senior Vice Chancellor Zomchick. These changes have also been reviewed and discussed with the Office of the General Counsel.

- Revision 1 adds a new title series for non-tenure-track faculty whose primary role is teaching.
- Revision 2 clarifies the length of time a tenured faculty member must serve at the rank of associate professor before being eligible for promotion to full professor.

Please find attached the details of the changes in the context of the relevant sections of the UTK Faculty Handbook.

Office of the Chancellor  
 800 Andy Holt Tower 1331 Circle Park Drive Knoxville, TN 37996-0180  
 865-974-3265 chancellor.utk.edu

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**Revision 1: Addition of a new title series for non-tenure-track faculty whose primary role is teaching.**

Currently, the UTK Faculty Handbook recognizes the following title series for non-tenure-track faculty:

- Lecturer, senior lecturer, distinguished lecturer;
- Research assistant professor, research associate professor, research professor;
- Clinical assistant professor, clinical associate professor, clinical professor;
- Assistant professor of practice, associate professor of practice; professor of practice;
- Extension assistant professor, extension associate professor, extension professor;
- Adjunct assistant professor, adjunct associate professor, adjunct professor.

Faculty are appointed to these title series based on their work assignments and qualifications. Those who primarily engage in teaching are appointed under the lecturer title series, the clinical title series, or the professor of practice title series depending on their qualifications and the type of teaching in which they will engage.

Most of our non-tenure-track teaching faculty are appointed under the lecturer title series. This is the only series that does not contain the word “professor” as part of its construction. We request that the teaching professor title series be added. This title will be available to all who have earned the terminal degree in their field, thereby recognizing their academic accomplishments and disciplinary expertise. It will also provide consistency with all other title series in this section of the handbook and signal the importance of teaching in the university’s mission. Faculty holding this new title will be able to contribute to graduate education by teaching courses, supervising student research, and serving on graduate committees. It will also enhance our ability to attract and retain top non-tenure-track instructional faculty.

The Office of the Provost has created an implementation plan for transitioning all faculty who are currently appointed to the lecturer title series and who qualify for the new teaching professor title series. Eligible faculty will have a fixed window of time in which to request a transition to the new series with credit towards promotion for time served. No faculty will be required to transition. Other than holding the terminal degree in the discipline, there are no additional requirements or expectations for this title series beyond those required for the lecturer title series, including what is necessary for promotion.

## **CURRENT**

### **4.1.1 Teaching Faculty**

The primary responsibility of NTT teaching faculty is teaching. They generally are not expected to conduct research or perform public, institutional, or disciplinary service as a condition of their employment. However, research or service activities may be included as part of their effort depending on the needs of the department and the skills and desires of the faculty member.

Page 3

Departments should have consistent criteria for deciding teaching assignments. Departments should consider the views of NTTF when making decisions that directly impact their role (e.g., for teaching schedules, teaching assignments, and other issues that impact quality of teaching and working conditions in various NTTF roles). The expected maximum teaching responsibility of a full-time faculty member engaged only in classroom teaching is 12 credit hours each semester. The precise teaching responsibility of an individual will be based on such things as class size and the number of examinations, papers, and other assignments that require grading and evaluation. In addition, the number of different courses taught and other appropriate considerations will be used to determine teaching responsibility. Classroom teaching responsibility may be reduced by the department head for other justifiable reasons including, without limitation, student advising, active involvement in research and/or creative activities (with publications or other suitable outcomes), direction of graduate theses or dissertations, teaching non-credit courses or workshops, administrative duties, and institutional and/or public service.

The following ranks or titles may be assigned to teaching faculty: lecturer, senior lecturer, and distinguished lecturer. Faculty appointed to this title series should hold a degree (or its professional equivalent) appropriate to their disciplines.

- **Lecturer:** Individuals holding this rank have shown promise for excellence in areas of responsibility assigned to them.
- **Senior lecturer:** Individuals holding this rank have demonstrated excellence in areas of responsibility assigned to them.
- **Distinguished lecturer:** Individuals holding this rank have demonstrated and maintained a consistent record of excellence in areas of responsibility assigned to them.

In addition, the instructor title is available for faculty members who are appointed through a search for a tenure-track faculty position but do not hold the appropriate terminal degree at the time of appointment.

**Instructor:** Instructors are expected to have all qualifications listed for appointment as a tenure-track assistant professor, except for completion of the appropriate terminal degree. Upon certification that the requirements for the terminal degree have been completed, promotion to the rank of assistant professor will generally follow, at which time the tenure-track probationary period, typically six years, begins. Clear expectations for completion of the appropriate terminal degree shall be included in the letter of appointment. Instructors who do not complete their degree requirements within 12 months of their appointment will be terminated.

## PROPOSED

### 4.1.1 Teaching Faculty

The primary responsibility of NTT teaching faculty is teaching. They generally are not expected to conduct research or perform public, institutional, or disciplinary service as a condition of their employment. However, research or service activities may be included as part of their effort depending on the needs of the department and the skills and desires of the faculty member.

Page 4

Departments should have consistent criteria for deciding teaching assignments. Departments should consider the views of NTTF when making decisions that directly impact their role (e.g., for teaching schedules, teaching assignments, and other issues that impact quality of teaching and working conditions in various NTTF roles). The expected maximum teaching responsibility of a full-time faculty member engaged only in classroom teaching is 12 credit hours each semester. The precise teaching responsibility of an individual will be based on such things as class size and the number of examinations, papers, and other assignments that require grading and evaluation. In addition, the number of different courses taught and other appropriate considerations will be used to determine teaching responsibility. Classroom teaching responsibility may be reduced by the department head for other justifiable reasons including, without limitation, student advising, active involvement in research and/or creative activities (with publications or other suitable outcomes), direction of graduate theses or dissertations, teaching non-credit courses or workshops, administrative duties, and institutional and/or public service.

~~The following ranks or titles may be assigned to teaching faculty: lecturer, senior lecturer, and distinguished lecturer. Teaching faculty may be appointed under either the lecturer title series or the teaching professor title series:~~

**Lecturer Series.** Faculty appointed under this title series ~~should~~ hold a degree (or its professional equivalent) appropriate to their disciplines.

- **Lecturer:** Individuals holding this rank have shown promise for excellence in areas of responsibility assigned to them.
- **Senior lecturer:** Individuals holding this rank have demonstrated excellence in areas of responsibility assigned to them.
- **Distinguished lecturer:** Individuals holding this rank have demonstrated and maintained a consistent record of excellence in areas of responsibility assigned to them.

~~**Teaching Professor Series.** Faculty appointed under this title series hold the terminal degree appropriate to their disciplines. The following ranks or titles may be assigned: teaching assistant professor, teaching associate professor, and teaching professor.~~

- ~~**Teaching assistant professor:** Individuals holding this rank have shown promise for excellence in areas of responsibility assigned to them.~~
- ~~**Teaching associate professor:** Individuals holding this rank have demonstrated excellence in areas of responsibility assigned to them.~~
- ~~**Teaching professor:** Individuals holding this rank have demonstrated a consistent record of excellence in areas of responsibility assigned to them.~~

In addition, the instructor title is available for faculty members who are appointed through a search for a tenure-track faculty position but do not hold the appropriate terminal degree at the time of appointment.

**Instructor:** Instructors are expected to have all qualifications listed for appointment as a tenure-track assistant professor, except for completion of the appropriate terminal degree. Upon certification that the requirements for the terminal degree have been completed, promotion to the



Page 5

rank of assistant professor will generally follow, at which time the tenure-track probationary period, typically six years, begins. Clear expectations for completion of the appropriate terminal degree shall be included in the letter of appointment. Instructors who do not complete their degree requirements within 12 months of their appointment will be terminated.

**Revision 2: Length of time tenured associate professors serve before being eligible for promotion to full professor.**

This revision arose because the text in the current version of the UTK Faculty Handbook was ambiguous about when associate professors were eligible to apply for promotion to full professor, which led to different interpretations and applications of this provision across units. We engaged Faculty Senate and university administrators in a dialog about which interpretation they preferred and then revised the text accordingly, so it is less ambiguous. This revision increases process transparency and helps ensure that all faculty across campus have the same opportunities for advancement.

CURRENT

3.10 Promotion

The criteria for promotion to a rank are the same as those given above for initial appointment to that rank. Annual performance reviews form the basis of a cumulative record that prepares a faculty member for promotion. Generally, assistant professors will be considered for promotion to the rank of associate professor at the same time as they are considered for tenure. Associate professors serve at least five years in rank before promotion to full professor. Exceptions to this policy require approval by the chief academic officer.

PROPOSED

3.10 Promotion

The criteria for promotion to a rank are the same as those given above for initial appointment to that rank. Annual performance reviews form the basis of a cumulative record that prepares a faculty member for promotion. Generally, assistant professors will be considered for promotion to the rank of associate professor at the same time as they are considered for tenure. Associate professors serve at least ~~five~~ four years in rank before **applying for** promotion to full professor. Exceptions to this policy require approval by the chief academic officer.



# THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

3.6

## AGENDA ITEM SUMMARY

Meeting Date: June 24, 2024

Committee: Education, Research, and Service

Item: **New Academic Unit - Department of Political Science and Global Affairs, UTM**

Type: Action

### **Background Information**

Currently, the College of Business and Global Affairs (the “College”) at the University of Tennessee at Martin (UTM) houses a Department of Accounting, Finance, Economics, and Political Science. UTM proposes separating this academic unit into two distinct departments: (1) Department of Accounting, Finance, and Economics; and (2) Department of Political Science and Global Studies. Subject to the necessary approvals, the proposed implementation date is January 2025.

The current configuration with the Department of Accounting, Finance, Economics, and Political Science places the Political Science and International Studies programs within a departmental structure where all other programs and majors are separately accredited as an overall business program by AACSB. Creating a specific unit for the Political Science and International Studies programs will allow the faculty to better serve and respond to the needs of their programs’ students and other stakeholders. This new unit would allow Political Science and International Studies to be highlighted within the college as a stand-alone department instead of trailing disciplines in the longest departmental name on campus, or, in the case of International Studies, not being highlighted in a department name at all.

Specific benefits of establishing the Department of Political Science and Global Studies include:

- Customized curriculum, delivery methods, and assessments designed for the needs of students on main campus and at UTM’s Centers. This includes extensive prior learning assessment and flexible scheduling.
- Increased opportunities to cultivate deep external partnerships and relationships with professional organizations and workforce leaders. A Chair of Political Science and Global Studies would be positioned to partner with University Advancement to contact donors and alumni about discipline-specific partnerships.



## THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

3.6

- Increased focus on career outcomes and how programs equip graduates with in-demand leadership, critical thinking, and people skills.
- Enhanced reputation and stature by concentrating expertise, resources, and external engagement activities within a dedicated unit. This enables more targeted advancement, recruitment, and marketing efforts.

The new Department of Political Science and Global Studies would utilize existing facilities that already house the faculty and staff in the existing department. Overall, there will be minimal costs associated with implementing the new department. These projected annual costs include a chair's stipend of one additional month's pay for an elected internal chair (approximately \$9,000), along with a one-time expenditure of approximately \$2,500 to develop and print new marketing materials.

### **Resolved:**

#### **The Board of Trustees hereby approves the following:**

1. **Subject to additional state approvals as required, the University of Tennessee at Martin, is authorized to create a new Department of Political Science and Global Studies within the College of Business and Global Affairs; and**
2. **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 new academic unit.**



# THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

3.7

## AGENDA ITEM SUMMARY

Meeting Date: June 24, 2024

Committee: Education, Research, and Service

Item: **Tenure Recommendations Requiring Board**

Type: Action

### **Background Information**

Under the Board's tenure policy, the President has authority to grant tenure to faculty members except in the following cases:

- Officers of the University (as defined by the Bylaws of the Board) who concurrently hold a faculty appointment;
- Any faculty member who is to be granted tenure upon initial appointment without serving a probationary period at a University campus;
- Any faculty member to be tenured after serving less than a six-year probationary period; and
- Any faculty member to be granted tenure in connection with the combination, merger, or consolidation of the University with, or the acquisition by the University of substantially all of the assets of, another institution of higher education.

Information pertaining to those faculty members being recommended for Grant of Tenure upon Initial Appointment and Grant of Tenure upon Early Consideration follows this summary.



# THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

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## AGENDA ITEM SUMMARY

Meeting Date: June 24, 2024

Committee: Education, Research, and Service

Item: **Grant of Tenure upon Initial Appointment**

Type: Action

### **Background Information**

President Boyd and the Chancellor for the respective campus 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 campuses; 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.**

## June 2024 Tenure upon Initial Appointment

<b>UTC</b>			
<b>Last Name</b>	<b>First Name</b>	<b>College</b>	<b>Department</b>
Ryan	Erin	Arts and Sciences	Communication
<b>UTK</b>			
<b>Last Name</b>	<b>First Name</b>	<b>College</b>	<b>Department</b>
Busch	Andrew	Baker School of Public Policy & Public Affairs	Baker School of Public Policy & Public Affairs
Bryan	Tara	Baker School of Public Policy & Public Affairs	Baker School of Public Policy & Public Affairs
Coffey	Amy Jo	Communication & Information	School of Journalism & Media
Harrison	Joseph	Haslam College of Business	Management & Entrepreneurship
Liu	Tingting	Haslam College of Business	Finance
Manning	Dale	Baker School of Public Policy & Public Affairs	Baker School of Public Policy & Public Affairs
Mewhirter	Jack	Baker School of Public Policy & Public Affairs	Baker School of Public Policy & Public Affairs
Wu	Qiang	Arts & Sciences: Division of Natural Sciences & Mathematics	Mathematics

## June 2024 Grant of Tenure upon Initial Appointment Candidate Summaries

### UTC

Chancellor Steve Angle has recommended to President Boyd that tenure be granted to the following individual upon her initial appointment to a faculty position at UT Chattanooga:

**Dr. Erin Ryan**, currently a tenured professor at Kennesaw State University, has been recruited to serve as the head of the Department of Communications at UTC. Her extensive professional achievements surpass the department's standards, affirming her suitability for the role. Dr. Ryan's teaching repertoire spans 14 distinct courses, consistently integrating high-impact practices to enhance student learning experiences. Renowned for her accessibility, constructive feedback, and innovative course designs, she garners exceptional evaluations from students, peers, and supervisors alike. Demonstrating a robust dedication to research, Dr. Ryan boasts a publication record comprising 13 peer-reviewed journal articles, two book chapters, a textbook, and a book review. Her scholarly contributions extend further through presentations at esteemed conferences and multiple ongoing manuscript submissions under review. External assessments uniformly acclaim her scholarship's quality, thoughtfulness, and impact. Moreover, Dr. Ryan has made substantial contributions to her department, university, and discipline, serving in various leadership roles, including Associate Director, Acting Director, and Director of Undergraduate Studies. These roles highlight her ability to lead and inspire, further underscoring her commitment to advancing her field.

### UTK

Chancellor Donde Plowman has recommended to President Boyd that tenure be granted to the following individual upon her initial appointment to a faculty position at UT Knoxville:

**Dr. Andrew Busch**, currently holding the position of professor of Government at Claremont McKenna College and an endowed chair, has been recruited to join the Baker School faculty as Professor and Associate Director of the Institute of American Civics. With a steadfast commitment to excellence in teaching, Dr. Busch prioritizes fostering a dynamic learning environment. He receives accolades from student evaluations for his superb teaching and is commended for his intellectual honesty. His research portfolio is distinguished, encompassing over twenty books on American politics published by esteemed university and trade presses such as the University Press of Kansas, University of Pittsburgh Press, and Rowman & Littlefield. In addition to his books, he has authored numerous articles, book chapters, and monographs. External evaluations applaud his scholarship, recommending him for tenure and praising his profound impact on the study of the presidency and elections. Dr. Busch's service extends beyond administrative roles, encompassing participation in committees such as the Faculty Steering Committee of the President's Initiative on Antiracism and the Black Experience in America, the Academic Standard Committee, and the Administration Committee, underscoring his dedication to broader academic and institutional advancements.

**Dr. Tara Bryan**, currently holding the position of associate professor with tenure in the School of Public Administration at the University of Nebraska at Omaha, has been recruited as an associate

## June 2024 Grant of Tenure upon Initial Appointment

### Candidate Summaries

professor within the faculty of the Baker School. With a robust teaching background, she has instructed nine graduate courses, many aligning closely with the curriculum offered by the Baker School's new graduate programs. Dr. Bryan has cultivated a substantial research portfolio, focusing on areas such as nonprofit capacity, organizational effectiveness evaluation, evaluation capacity, accountability, and the role of philanthropic funds in nonprofit publications such as the *Nonprofit and Voluntary Sector Quarterly*, alongside three book chapters and numerous professional reports and working papers. In terms of service, Dr. Bryan has demonstrated exceptional dedication within her institution, professional circles, and community, undertaking roles such as chairing search committees, serving on graduate councils, tenure and promotion committees, and leading strategic planning initiatives within her academic unit. Additionally, she contributes to academia as a reviewer for six academic journals and serves on the editorial board for the *Journal of Nonprofit Education and Leadership*. Given her expertise in nonprofit organizations, Dr. Bryan's involvement will be invaluable in successfully implementing the Baker School's new Master of Public Administration curriculum.

**Dr. Amy Jo Coffey** has been appointed as professor and Director in the School of Journalism & media within the College of Communication & Information at UTK, transitioning from her tenured associate professorship at the University of Florida. With a steadfast commitment to teaching, research, and service, Dr. Coffey brings a wealth of expertise to her new position. Concerning teaching, she has garnered multiple accolades, including the Outstanding Dissertation Advisor/Mentoring Award, Teacher of the Year award, and International Educator of the Year award. Her teaching repertoire encompasses various courses, ranging from telecommunication programming to media analytics, and she has played instrumental roles in guiding numerous students through their academic journeys, chairing dissertation and master's committees while contributing to many others. In terms of research, Dr. Coffey boasts a substantial publication record, comprising 20 journal articles, conference papers, and four book chapters. Notably, she has also secured funding, serving as a co-PI on a project funded by the U.S. Department of Defense exploring immersive cultural learning environments for China. Her research contributions have been recognized with awards such as the *AEJMC News Audience Research Paper Award* and the Top Faculty Paper Award from the *Association for Education in Journalism and Mass Communication Conference*. Dr. Coffey's commitment to service is equally noteworthy, as evidenced by her active involvement in editorial boards, leadership roles within professional organizations, conference event organization, and diligent peer-review contributions to journals and conference papers.

**Dr. Joseph Harrison** has been appointed to the role of associate professor in the Department of Management & Entrepreneurship at UTK's Haslam College of Business, following his tenure as an associate professor at the Neeley School of Business at Texas Christian University. With a dedication to teaching, research, and service, Dr. Harrison brings valuable expertise to this new position. In terms of teaching, he has knowledge of strategic management and business ethics at both graduate and undergraduate levels, complemented by his supervision of independent studies and contributions as an outside member on doctoral dissertation committees. Dr. Harrison's research profile centers on unraveling the social and psychological dynamics influencing outcomes for strategic leaders and their organizations. His scholarly contributions include 13 journal articles, with a significant portion classified as "excellent" or "premier,"



## June 2024 Grant of Tenure upon Initial Appointment

### Candidate Summaries

alongside three book chapters, two articles in *Harvard Business Review*, and numerous conference papers. Moreover, Dr. Harrison actively engages in service commitments, notably serving on the *Journal of Management* editorial board, conducting ad-hoc reviews for various journals, and participating in conference paper reviews. His involvement extends to departmental committees and contributions to the search committees for the department head, underscoring his dedication to institutional advancement and the scholarly community.

**Dr. Tingting Liu** has been appointed as professor in the Department of Finance within the Haslam College of Business, transitioning from her role as the John and Connie Stafford Professor of Finance at the Ivey College of Business, Iowa State University. Dr. Liu's dedication to teaching, research, and service is evident throughout her career. She brings a wealth of teaching experience across various levels of undergraduate and graduate courses, with a notable achievement as the first College of Business faculty member to receive the Iowa State University Award for Early Achievement in Teaching. Her commitment to mentoring is reflected in her supervision of Ph.D. students and her establishment of a supportive learning environment, as evidenced by positive student evaluations. Dr. Liu's research expertise lies in mergers and acquisitions within corporate finance, with a substantial publication record comprising 17 peer-reviewed articles, many of which feature in the highest primary category of prestigious business journals. Her contributions to academia have garnered recognition, including awards such as the *Wharton School-WRDS Outstanding Paper in Empirical Research Award* and the *Best Paper Award* from the *Financial Management Association*. Additionally, Dr. Liu actively engages in service roles, serving as an associate editor for the *International Review of Finance* and contributing to numerous journal reviews and conference organizations, demonstrating her dedication to advancing the field.

**Dr. Dale Manning**, presently an associate professor with tenure in the Department of Agricultural and Resource Economics at Colorado State University, has been recruited to a joint appointment as an associate professor between the Baker School and the Department of Agricultural and Resource Economics. With a focus on interdisciplinary economic research, Dr. Manning brings a wealth of teaching experience, averaging 2.5 classes annually across various academic levels. His research output is extensive, comprising 41 peer-reviewed journal articles and numerous papers, conference publications, and presentations. Notably, he has secured over 20 research grants amounting to more than \$20M, including an active project funded by the Agriculture and Food Research Initiative. In addition to his scholarly endeavors, Dr. Manning is actively engaged in service roles, serving as the associate deputy editor of one scholarly journal, sitting on the editorial board of another, and undertaking rigorous peer review duties for various publications. Furthermore, he contributes to institutional service, notably as a member of the executive leadership team of a research center at Colorado State University.

**Dr. Jack Mewhirter**, currently serving as the associate professor and Director of Graduate Studies in the School of Public and International Affairs at the University of Cincinnati, has been recruited to assume the Associate Professor of Public Policy and Public Affairs role within the Baker School faculty. Dr. Mewhirter's teaching portfolio is extensive, having instructed graduate and undergraduate courses totaling eight sections of graduate courses, seventeen undergraduate courses, and six independent studies while guiding graduate students. His expertise in these areas will be instrumental in facilitating the development of the Baker School's new graduate

## June 2024 Grant of Tenure upon Initial Appointment

### Candidate Summaries

programs in public administration and public policy, as well as the undergraduate program in public affairs. Dr. Mewhirter has distinguished himself as a national authority on polycentric governance, evidenced by his prolific publications and successful acquisitions of external funding. Noteworthy grants include a \$157K grant from the National Security Agency in 2018, focusing on “The Dynamics of Cyber Operations,” and a \$200,000 NSF grant in 2021, alongside funding from FEMA and the Department of Homeland Security. Dr. Mewhirter’s dedication to service is equally remarkable, having contributed significantly to the establishment of UC’s new Master of Public Administration and Master of Public Policy programs and serving on numerous departmental, college, and university-level committees. He further enhances his academic community by regularly reviewing submissions for various academic journals.

**Dr. Qiang Wu** was recruited as professor to the Department of Mathematics within the Division of Natural Sciences & Mathematics at UTK, bringing a wealth of experience from his previous position as a tenured professor at Middle Tennessee State University (MTSU). His appointment underscored his commitment to teaching, research, and service. Dr. Wu’s teaching expertise spans from introductory calculus to advanced graduate-level courses, including his pivotal role in shaping over ten graduate-level actuarial science courses at MTSU. His dedication to mentoring is evident through his supervision of both MS and Ph.D. candidates. Dr. Wu’s research interests in applied mathematics, statistics, and machine learning have led to significant contributions across various domains such as actuarial science, biochemistry, and biomedical industries. His extensive publication record, comprising 79 refereed journal and conference articles, underscored his interdisciplinary approach and collaborative spirit. Moreover, Dr. Wu’s service record at MTSU is notable, as he has held leadership positions in critical programs and actively contributed to editorial work and conference organization, showcasing his commitment to advancing the field beyond institutional boundaries.



# THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

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3.7

## AGENDA ITEM SUMMARY

Meeting Date: June 24, 2024  
Committee: Education, Research, and Service  
Item: **Grant of Tenure upon Early Consideration**  
Type: Action

### **Background Information**

President Boyd and the Chancellor for the respective campus are recommending faculty members for tenure who have served less than a six-year probationary period at their respective campus. All steps in the tenure review process outlined in Board policy and campus procedures have been completed for these faculty members, and all received strong support at each level of review.

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

### **Resolved:**

**The Board of Trustees hereby grants tenure upon early consideration to the individuals presented in the meeting materials and listed on Attachment 1, which shall be attached to this Resolution after adoption.**

### June 2024 Tenure upon Early Consideration

UTC			
Last Name	First Name	College	Department
Alakaam	Amir	Health, Education and Professional Studies	Health and Human Performance
Babine	Karen	Arts and Sciences	English
Brudney	Edward	Arts and Sciences	History
Jordon	Max	Health, Education and Professional Studies	Physical Therapy
Kaplanoglu	Erkan	Engineering and Computer Science	Engineering Management and Technology
Ranjan	Reetesh	Engineering and Computer Science	Mechanical Engineering
Tantawi	Khalid	Engineering and Computer Science	Engineering Management and Technology
Tudini	Frank	Health, Education and Professional Studies	Physical Therapy
Wang	Yingfeng	Engineering and Computer Science	Computer Science and Engineering
UTHSC			
Last Name	First Name	College	Department
Garrison	Erik	Medicine	Genetics, Genomics, and Informatics
Wang	Zhu	Medicine	Preventive Medicine
UTK			
Last Name	First Name	College	Department
Bauer	Brooke	Arts & Sciences: Division of Arts & Humanities	History
Bernhold	Quinten	Communication & Information	School of Communication Studies
Dennis	Michelle	Veterinary Medicine	Biomedical & Diagnostic Sciences
Dickerson	Andrew	Tickle College of Engineering	Mechanical, Aerospace and Biomedical Engineering
Li	Yuan	Haslam College of Business	Accounting and Information Management
Pittman	Matthew	Communication & Information	Tombras School of Advertising & Public Relations
Romero Lopez	Marisabel	Haslam College of Business	Marketing
Sheth	Ketki	Haslam College of Business	Economics
Sneed	Christopher	Herbert College of Agriculture	Family & Consumer Sciences
White	Rachel	Education, Health, & Human Sciences	Educational Leadership & Policy Studies

## June 2024 Grant of Tenure upon Early Consideration Candidate Summaries

### UTC

Chancellor Steve Angle has recommended to President Boyd the following faculty, who have served less than a six-year-probationary period at UT Chattanooga, for tenure:

**Dr. Amir Alakaam** was appointed as associate professor in the Department of Health and Human Performance, College of Health, Education and Professional Studies in 2019. Since his appointment, Dr. Alakaam has made strong contributions to teaching, research, and service with a focus on both chronic diseases and nutrition and dietetics. His instructional expertise extends across a spectrum of courses, catering to students at every academic tier within the department and the Honors College. With student evaluations consistently graded a 6 on a 7-point scale, his dedication to nurturing student success is highlighted, often noted for his compassionate approach, adept facilitation of learning objectives, and unwavering support outside the confines of the classroom. Peer reviews mirror these sentiments, lauding his instructional efficacy and adept utilization of diverse pedagogical strategies. Dr. Alakaam's accolades at UTC include the Supervisor of the Year award in 2023 and the Dean Stinnett Award in 2021. In the realm of research, his scholarly contributions are equally impressive, boasting five peer-reviewed journal articles, three peer-reviewed research abstracts, and nine oral presentations/workshops on platforms ranging from local to international stages. Leading as the principal investigator on a significant Tennessee Department of Health grant valued at \$332,500, aimed at shaping public health curricula statewide. Dr. Alakaam's influence extends beyond academics. Additionally, he serves as the program director for the Master of Public Health program while maintaining active involvement in prominent national organizations such as the Academy of Nutrition and Dietetics, where he was honored with the CAND Outstanding Dietetic Educator Award 2023.

**Dr. Karen Babine** was appointed as assistant professor in the Department of English, College of Arts and Sciences in 2019. Her commitments to research, teaching, and service showcase her dedication to creative writing and education. A versatile instructor, she has developed and taught ten courses, consistently earning course evaluations exceeding 6.50 on a 7-point scale, while peer evaluations commend her student rapport and innovative instructional techniques. Her pedagogical excellence was recognized with the UTAA Outstanding Teaching Award in 2023. Dr. Babine's scholarly endeavors are equally remarkable; she is the visionary behind *Assay: A Journal of Nonfiction Studies*, overseeing all facets of its productions from solicitation to publication. Her published memoir, *All the Wild Hungers: A Season of Cooking and Cancer*, was the recipient of the Minnesota Book Award for creative nonfiction and attests to her literary prowess, alongside several shorter creative works featured in respected literary journals, with a forthcoming third book. In addition to her academic pursuits, Dr. Babine actively contributes to institutional committees, currently chairing the English Department's General Education Committee and participating in the Creative Writing Committee. She also serves as a faculty advisor for the Sequoya Review and holds membership in several esteemed organizations, including her role as President of the American Conference of Irish Studies and as a founding member of the Creative Writing Studies Organization. Her multifaceted engagement underscored her profound impact on both academic and literary spheres.

## June 2024 Grant of Tenure upon Early Consideration

### Candidate Summaries

**Dr. Edward Brudney** was appointed as assistant professor in the Department of Health and Human Performance in the College of Health, Education, and Professional Studies in 2019. Specializing in Latin America and labor history, Dr. Brudney has exemplified strengths in teaching, research, and service, having garnered recognition on regional, national, and international platforms. Dr. Brudney's pedagogical impact is profound, having taught eight courses, including some housed in the UTC Honors College, where his student evaluations consistently exceed 6 on a 7-point scale. Colleagues commend his ability to foster an engaging classroom environment and establish rapport with students. Since his appointment at UTC, he has published a co-authored book, four peer-reviewed journal articles, a book chapter, and two critical review essays. Notably, his scholarly endeavors earned him an American Council of Learned Societies project development grant totaling \$5,000 in 2023. Currently, he serves as a visiting fellow at the Kellogg Institute for International Studies at the University of Notre Dame. In terms of service, Dr. Brudney coordinates the department's *Works in Progress* colloquium series and serves on the Faculty Senate Committees. He also spearheads one of UTC's residential learning communities and contributes significantly to editorial endeavors for three professional journals. Notably, he acts as an advisory board member for the Africana Studies Program and is the visionary behind the Latin American Dialogues Speaker Series, reflecting his commitment to interdisciplinary collaboration and intellectual engagement.

**Dr. Max Jordan** was appointed as assistant professor in the Department of Physical Therapy, College of Health, Education, and Professional Studies in 2019. Dr. Jordan has exemplified a strong dedication to teaching, research, and service in his time at the university. With a diverse instructional portfolio encompassing both didactic and clinical courses, Dr. Jordan's teaching efficacy is underscored by student evaluations consistently exceeding 6.50 on a 7-point scale. His dedication to pedagogical innovation is exemplified through his role as a teaching fellow in the Prisma Fellowship Program, where he has designed an elective course and actively mentors students in research. Dr. Jordan's scholarly endeavors are equally impressive, comprising five peer-reviewed journal articles, six published abstracts, and a book chapter, in addition to a monograph for the American Physical Therapy Association and three peer-reviewed conference papers. Notably, he has secured nearly \$30,000 in internal grants since joining UTC. Dr. Jordan's commitment to the department's accreditation processes was instrumental in documenting a focused scholarly agenda, culminating in acceptance by the Commission on Accreditation in Physical Therapy Education in 2023. In addition to his academic pursuits, Dr. Jordan plays an active role in various departmental committees, including those focused on accreditation, scholarships, curriculum development, alumni and community engagement, and post-professional education, further solidifying his integral role within the department and the broader academic community.

**Dr. Erkan Kaplanoglu** was appointed an associate professor in the Department of Engineering Management and Technology in 2019. His numerous achievements showcase his commitment to teaching, research, and service. His commitment to teaching excellence is reflected in consistently high student evaluation scores, with students praising his engaging interactions and hands-on activities. Recognition for his dedication includes the 2020 Outstanding Student Advisor Award, alongside the 2022 Outstanding Service Departmental Awards and the 2023 Outstanding Faculty Community Engagement Award. His academic prowess is evident through a prolific publication record comprising 11 peer-reviewed journal articles, a peer-reviewed book chapter, and 25

## June 2024 Grant of Tenure upon Early Consideration

### Candidate Summaries

competitively refereed conference papers, alongside presentations at regional, national, and international conferences. As Principal Investigator for eight grants and a mentor on two MSF REU grants, Dr. Kaplanoglu has secured substantial funding exceeding \$580,000. His editorial leadership extends to serving as senior editor for the *Journal of Health Sciences and Management*, while his experience is sought after as a reviewer for several high-impact journals. Dr. Kaplanoglu's impact extends beyond publications; he has been pivotal in developing new courses and enhancing the Mechatronics program's curriculum. Furthermore, Dr. Kaplanoglu's service is exemplified through active participation in departmental search committees and membership in the Program Assessment and Accreditation Committee, solidifying his status as a contributor to both academic and institutional development.

**Dr. Reetesh Ranjan** was appointed as assistant professor in the Department of Mechanical Engineering in 2019. Dr. Ranjan has a strong focus on computational fluid dynamics and thermal sciences. His multifaceted contributions to teaching, research, and service underscore his dedication to academic excellence. Notably, Dr. Ranjan's teaching effectiveness is evidenced by consistently high student evaluations, with scores surpassing 5 on the scale, with feedback consistently indicating that Dr. Ranjan assists students in meeting course objectives and is responsive to students in and out of the classroom. Dr. Ranjan's research portfolio includes co-authoring a book chapter, publishing four journal articles, presenting 12 conference articles, delivering 24 conference presentations, and contributing 15 presentations at UTC. Currently, he is in the process of preparing three journal articles, furthering enriching his scholarly impact. His adeptness in securing extramural funding, totaling \$1.1M, alongside internal funding of approximately \$0.42M from diverse sources, reflects his prowess in grant acquisition. Moreover, his service extends beyond the classroom, encompassing mentorship roles for high school, undergraduate, and graduate students, as well as serving as a reviewer for high-impact journals like *Combustion and Flame* and *Journal of Fluid Mechanics*. Additionally, his active involvement in departmental, college, and external professional committees underscores his commitment to advancing the academic and professional landscape within and beyond his domain.

**Dr. Khalid Tantawi** was appointed as assistant professor in the Department of Engineering, Management, and Technology, College of Engineering and Computer Science in 2019. Dr. Tantawi's professional commitment extends across the triad of teaching, research, and service, with a specialized focus on Microelectromechanical Systems and fluid dynamics. Since joining the faculty, he has demonstrated his commitment to teaching by delivering nine distinct courses, consistently earning stellar student evaluations, with scores surpassing 6 on a 7-point scale. Students frequently commend his creation of an engaging classroom atmosphere and the effective utilization of hands-on, high-impact instructional methodologies. Peer evaluations further underscore Dr. Tantawi's dedication to bridging academia with industry demands through problem-based instruction. On the research front, Dr. Tantawi's contributions are prolific, boasting over twenty peer-reviewed publications, including groundbreaking work at the forefront of current research trends in his discipline. His scholarly endeavors have also earned him a prominent presence at national conferences, where he disseminates his findings to a broader audience. With grants totaling just under \$700,000 from the National Science Foundation and other sources, Dr. Tantawi's research initiatives continue to push the boundaries of innovation. In the realm of service, his active involvement spans various committees, including search committees, the Undergraduate Curriculum Committee, and the Research and Innovation

## June 2024 Grant of Tenure upon Early Consideration

### Candidate Summaries

Strategic Plan as Hoc Committee. Notably, Dr. Tantawi's commitment to nurturing the next generation of scholars is evidenced by his engagement in NSF-ATE directorate conferences, where he involves his students in contributing to these events.

**Dr. Frank Tudini** was appointed as associate professor in the Department of Physical Therapy, College of Health, Education, and Professional Studies in 2020. He has shown an unwavering commitment to teaching, research, and service throughout his work with a discipline of musculoskeletal content and orthopedic physical exercise. Dr. Tudini's impact is palpable, with scores consistently exceeding 6 on a 7-point scale, a testament to his adeptness at incorporating a diverse array of instructional methodologies that foster an atmosphere of engaged learning. Peer reviews of his teaching further validate these student sentiments, underscoring the effectiveness of his approach. Dr. Tudini's scholarly contributions are equally impressive, with a publication record that includes four peer-reviewed book chapters, 13 peer-reviewed journal articles, and 19 competitively selected conference papers. Beyond academia, Dr. Tudini's dedication to service is exemplary, with active involvement in manuscript reviews for nine professional journals and significant governance roles within the Institute for Teaching and Learning through the American Council of Academic Physical Therapy. At the department level, he holds a leadership position as the chair of the Curriculum Coordination Committee and co-chair of the American Academy of Orthopedic Manual Physical Therapists Student Special Interest Group, in addition to his ongoing service on the Student Awards and Scholarship Committee.

**Dr. Yingfeng Wang** was appointed as associate professor in the Fall of 2020 in the Department of Computer Science and Engineering, College of Engineering and Computer Science. Dr. Wang is dedicated to teaching, research, and service, with a focus on machine learning and bioinformatics. Feedback from both students and peers consistently underscores his exceptional instructional prowess and collaborative spirit within the classroom, with an emphasis on independent thinking and applying theoretical knowledge practically, with one of the highlights of his course being the hands-on projects, which students find to be the course's strength. His proactive approach is evident through the submission of 18 external grant proposals and three internal grant proposals, resulting in his pivotal role as PI/co-PI for four active NSF grants totaling \$1.6M. Dr. Wang's scholarly endeavors are equally noteworthy, with a portfolio boasting ten publications, including peer-reviewed articles in high-impact journals such as *Neural Computing and Applications*, *International Journal of Environmental Research and Public Health*, and *Applied Artificial Intelligence*. Beyond academia, Dr. Wang's commitment to service is commendable, as evidenced by his active participation on 19 committees and his role as a mentor to numerous students across various academic levels. His contributions were further recognized with the receipt of the Outstanding Faculty Teaching Award in 2022. The unanimous support for his early tenure is a testament to his exemplary performance across all domains.



## June 2024 Grant of Tenure upon Early Consideration Candidate Summaries

### UTHSC

Chancellor Peter Buckley has recommended to President Boyd the following faculty, who have served less than a six-year-probationary period at UT Health Science Center, for tenure:

**Dr. Erik Garrison**, appointed assistant professor in the College of Medicine's Department of Genetics, Genomics, and Informatic at UTHSC in 2021, exemplifies a multifaceted dedication to teaching, research, and service, as evidenced by his portfolio. His instructional prowess shines in his graduate-level course on genetics complexities and his pivotal role in shaping a course on pangenomics. Reviewers commend his adeptness at merging theoretical concepts with practical applications, catering to diverse learners, and underscoring his strength as both an educator and mentor. In the realm of research, Dr. Garrison's contributions are laudable, focusing on computational biology and bioinformatics to bridge biological insights with innovative computational solutions, earning him international recognition as a rising figure in computational pangenomics. Boasting three active grants valued at nearly \$8M and three pending applications totaling almost \$18M, including a significant role as a Multi-Principal Investigator on an R01 grant from the National Institutes of Health, Dr. Garrison solidifies his standing as a highly esteemed scientist. Furthermore, his commitment to service shines through initiatives aimed at empowering researchers across career stages to engage in genomics studies, evident in his leadership of open-source software projects and extensive peer-review contributions, with 65 articles, to prestigious journals such as *Nature and Science* in which he has been cited an astounding 48,675 times, exemplifying his profound impact on the scientific community.

**Dr. Zhu Wang**, appointed as professor in the College of Medicine's Department of Preventive Medicine in 2022 at UTHSC, has demonstrated a robust commitment to teaching, research, and service. His dedication to education and mentorship is evident through various initiatives, such as developing a new Data Science course and preparing to teach Biostatistics for Public Health, which encompasses advanced topics like machine learning and deep learning, thereby preparing students for the dynamic data science landscape. Dr. Wang's research endeavors in biostatistics, particularly in areas such as machine learning, healthcare utilization, and cancer genetics, underscores his steadfast dedication to the field. With 46 peer-reviewed articles, including four published since his appointment in 2022, and the development of six R packages downloaded over 352,000 times, Dr. Wang has made substantial contributions to both the biostatistics and machine learning communities. Moreover, his role as Principal Investigator for an NIH R21 grant showcases his exceptional achievements in securing research funding, totaling nearly \$8M. Dr. Wang's commitment to service extends to collaborative research projects with entities like the Cancer Center Computational Sciences Core and the Biostatistics Epidemiology and Research Design Clinic at UTHSC, where he provides invaluable statistical expertise and support. Additionally, his involvement in various committees, such as the Strategic Planning Committee for Facilities in the College of Medicine, participation in search committees, and his role as an associate editor for the *Journal of Statistical Computation and Simulation*, further exemplify his dedication to service within his academic community.

## June 2024 Grant of Tenure upon Early Consideration Candidate Summaries

### UTK

Chancellor Donde Plowman has recommended to President Boyd the following faculty, who have served less than a six-year-probationary period at UT Knoxville, for tenure:

**Dr. Brooke Bauer** was appointed as an assistant professor in the Department of History at UTK in 2021 and has exemplified a dedication to teaching, research, and service. Specializing in Native American history, she has developed and taught six diverse courses at varying levels, sizes, and learning formats, showcasing adaptability to meet the needs of all her students. Dr. Bauer's research focuses on the Catawba Nation, exploring themes of gender, settler colonialism, and nation-building. Her scholarly contributions are underscored by the publication of her latest book in 2022, which won the *Best Book in Women's Gender History* award in 2023. She has published one journal article, one contributed book chapter, and one encyclopedia entry, with two additional book chapters published prior to her appointment at UTK. Additionally, Dr. Bauer's dedication to service is evident through her active involvement in various academic and professional capacities. She serves on the editorial board of the *Native South* journal and is on the editorial advisory board for the University of Alabama Press' *Contemporary Issues and Methodologies in Indigenous Studies Series*. Dr. Bauer has also been an invited speaker at several events hosted by the Catawba Nation Government and advises an impressive list of organizations, including the Metropolitan Museum of Art and the Frontier Cultural Museum of Virginia.

**Dr. Quinten Bernhold** was appointed as an assistant professor in the School of Communication Studies in 2019. His multifaceted teaching, research, and service contributions underscore his dedication to academic excellence. Dr. Bernhold has a strong teaching record, teaching lower and upper-division courses and several independent studies. His teaching statement reflects an instructor prioritizing creating a positive classroom space where students feel comfortable participating. Additionally, since joining UTK, he has received the Most Outstanding Professor Award an impressive three times. Dr. Bernhold's research focuses on family and interpersonal communications, specifically on understanding a person's communication tendencies and how they relate to their family's physical and mental well-being. He has published 32 refereed journal articles and four book chapters, and a recent study of scholarship published in communication studies journals found that Dr. Bernhold ranked in the top 1% of productivity of 4,737 publishing scholars worldwide. Dr. Bernhold has established an appropriate service record, having engaged in departmental, college, and disciplinary service. Notably, he has served on the CCI Dean's Advisory Council for three years and has been a member of several search committees. He has held leadership positions in several divisions of the *Southern States Communication Association* and has reviewed an impressive number of journal articles, being identified as a Top 5% Reviewer for the *Journal of Social and Personal Relationships*. The move to grant early tenure was supported on all levels.

**Dr. Michelle Dennis** was appointed as associate professor of Anatomic Pathology in the Department of Biomedical & Diagnostic Sciences within the College of Veterinary Medicine at UT in 2020. Dr. Dennis has established a solid commitment to teaching, research, and service, as evidenced in her portfolio. In terms of teaching, Dr. Dennis engages in an extensive workload, averaging eight hours of lecture and 14 hours of laboratory instruction per week. She plays a pivotal role in mentoring two anatomic pathology residents, overseeing the academic progress of

## June 2024 Grant of Tenure upon Early Consideration

### Candidate Summaries

two Ph.D. students as their major professor, and co-advising another Ph.D. student. Her teaching effectiveness is reflected in consistently high student evaluations, scoring 4.7 out of 5.0, indicative of her ability to challenge students to think critically and problem-solve. Dr. Dennis's research focuses on wildlife and aquatic animal pathology, and she has a publishing record of 70 peer-reviewed manuscripts throughout her career, with 27 published since joining UT. Notably, she has secured significant internal funding as both a PI and co-PI, totaling \$77K and \$40K, respectively. Her expertise in this field is further recognized by her recent role as Co-Guest editor for a special issue on invertebrate pathology. Dr. Dennis's commitment to service is exemplified by her average of 6.3 weekly clinics, active participation on the histopathology subcommittee for the Florida Fish and Wildlife Coral Disease Advisory Committee, and her executive role in the Association for Marine Laboratories of the Caribbean.

**Dr. Andrew Dickerson** was appointed as assistant professor in the Department of Mechanical, Aerospace, and Biomedical Engineering, in the Tickle College of Engineering, at UTK in 2021. He has showcased a strong commitment to teaching, research, and service, which is evident throughout his portfolio. Central to his teaching responsibilities are three undergraduate research courses, where he has mentored over 20 undergraduate student researchers and garnered praise for his exceptional classroom experience and adaptable teaching style across diverse contexts. Dr. Dickerson's research focuses on fluid dynamics, particularly in droplet mechanics, locomotion, and fluid-structure interactions. His scholarly contributions include ten refereed articles in high-impact journals since his appointment, complemented by an additional 13 from his tenure at the University of Central Florida. Four of his journal articles are under review, including two at the *Proceedings of the National Academy of Sciences* (PNAS). Dr. Dickerson's research endeavors have been bolstered by nearly \$1.1M in external funding, including an NSF Early CAREER award, with over \$300K secured during his time at UTK. Furthermore, Dr. Dickerson has established a robust service record, participating in departmental, disciplinary, and professional activities. Notably, he has served on the Graduate Council at UTK, reviewed over 60 journal articles and funding proposals, and actively contributes to academic conferences by chairing sessions, organizing symposia, and serving as a research showcase judge.

**Dr. Yuan Li** was appointed as assistant professor in the Department of Accounting and Information Management at the Haslam College of Business in 2019. Specializing in information security and privacy as it relates to human behavior, Dr. Li has exemplified strengths in teaching, research, and service. He has played a vital role in the development of the curriculum for the new Master of Science in Business Cybersecurity, taught three main courses that were engaging and created meaningful class discussions, and implemented additional strategies to facilitate knowledge assimilation. Since joining UTK, Dr. Li has published eight refereed journal articles, with 19 career journal articles. He has also published two refereed book chapters and a long list of refereed conference papers. His research has appeared in prestigious journals in his field, including *Decision Support Systems* and *Information System Research*. Finally, Dr. Li has established a strong service record, having engaged in departmental, disciplinary, and professional service. He has served on several faculty search committees and is on the editorial boards of two prestigious journals while serving as a review editor for another. The decision for early promotion and tenure was supported at all levels.

## June 2024 Grant of Tenure upon Early Consideration

### Candidate Summaries

**Dr. Matthew Pittman** was appointed as an assistant professor in the School of Advertising & Public Relations in 2019. He brings a strong dedication to teaching, research, and service. Concerning teaching, Dr. Pittman has taught a range of courses at the lower and upper levels. Students consistently report engagement in the classroom along with encouraging open dialogue and a comfortable environment. He has also participated on committees for four Ph.D. students and seven M.A. students, being named the *Graduate Professor of the Year* by the UTK Graduate School in 2020. Dr. Pittman's research focuses on how social influence, message framing, and brand strategy impact consumer behavior and decision-making. Since 2019, Dr. Pittman has published 16 refereed journal articles, with another seven prior to coming to UTK. He currently has three journal articles under review and has made an impressive list of presentations at major conferences, including the *National Communication Association* and the *International Communication Association*. Regarding service, Dr. Pittman has contributed to the college by serving on the faculty senate, most recently as their CCI caucus chair. In terms of professional service to the discipline, he is actively involved in reviewing submissions for journals and conferences and giving guest lectures and interviews. The request to grant early tenure was supported on all levels.

**Dr. Marisabel Romero [Lopez]** was appointed as an associate professor in the Department of Marketing, Haslam College of Business, in 2022. She has strong records in teaching, research, and service. She specializes in teaching marketing research and consumer behavior and has achieved high marks across the board from her students. Across both courses and all evaluation items, Dr. Romero averaged a rating of 4.88 out of 5. In terms of research, Dr. Romero's pipeline is robust. She currently has multiple promising projects under development, two of which have been invited for resubmission to premier marketing journals. Specifically, she has a paper under third review at the *Journal of Consumer Research* and an invited revision request at the *Journal of Marketing Research*. Concerning service, Dr. Romero is a member of the Editorial Review Board at the *Journal of Consumer Research* and her role as Associate Editor at the *Journal of Business Research*. She has served on various departmental and college committees at her prior institution, on faculty committees at UTK, and mentored several undergraduate and graduate students throughout her young career. The request to grant early tenure was supported on all levels.

**Dr. Ketki Sheth** was appointed to associate professor in the Department of Economics, Haslam College of Business, in 2022. Dr. Sheth's achievements showcase her commitment to teaching, research, and service. She is a highly effective instructor of challenging economics content, with observers reporting a communicative atmosphere in the classroom and students reporting that X. However, her research record made her the top candidate in a search of 600 applicants. Focusing on development economics using field experimental methods, she has published in one of the premier journals in Management, Management Science, the top journal in her primary field, the *Journal of Development Economics*, and one of the top two journals in the fields of labor economics and health economics, *Journal of Human Resources* and *Health Economics*. Regarding service, Dr. Sheth is a very valued contributor. She serves on the Undergraduate Committee and has been key in improving student engagement. She is also a faculty affiliate for the Center for Effective Global Action (CEGA) and an invited researcher for the Gender and Economic Agency Institute and the Post Primary Education Initiative. Additionally, he has served as a referee for several peer-reviewed journals, reviewed grants for multiple organizations, and organized, moderated, and been a discussant at conferences. The request to grant early tenure was supported on all levels.

## June 2024 Grant of Tenure upon Early Consideration

### Candidate Summaries

**Dr. Christopher Sneed** was appointed as assistant professor in the Department of Family and Consumer Sciences at UTIA in 2019. Dr. Sneed has consistently demonstrated a strong commitment to teaching, research, and service. His teaching record is underscored by the recognition of seven state and national awards, reflecting his exceptional ability to engage and inspire students. Dr. Sneed's dedication to mentorship is evident through his leadership in 53 agent trainings and supervision of four graduate students in their research endeavors. His teaching effectiveness is further affirmed by outstanding student evaluations, consistently averaging 4.9 out of 5.0, and commendations from peers for his positive and engaging teaching styles. Dr. Sneed's research contributions to consumer economics are prolific, comprising 15 published refereed journal articles, with six as first author and six as corresponding author, and two additional in press. He has authored 54 peer-reviewed Extension publications, 25 as first author and 33 as corresponding author. Additionally, he secured a grant of over \$39K in funds with another \$1.4M under review. In terms of service, Dr. Sneed's involvement spans various facets, including journal reviewing, committee membership, and participation in seven professional associations, demonstrating his commitment to advancing the academic and broader community within his field.

**Dr. Rachel White** was appointed to assistant professor in the Department of Educational Leadership & Policy Studies in the College of Education, Health, & Human Sciences in 2022. Her numerous achievements showcase her commitment to teaching, research, and service. In her time at UTK, Dr. White has taught two courses, directed two independent studies, and supervised an impressive number of student researchers. Additionally, she supervises three doctoral dissertations and two honors theses. Dr. White's research focuses on issues of power, voice, and diversity in K-12 education policy-making and implementation of processes. She has published four refereed journal articles, with fourteen career articles, one of which was published in *Educational Researcher*, described by Dean McIntyre as the #1 journal in the field of education. She has also secured external funding for her research, including a Co-PI on a nearly \$1.4M grant from the U.S. Department of Education. Dr. White has a strong service record, having engaged in departmental, college, disciplinary, and professional service. She has served on five departmental committees and one college-level committee, has served in leadership roles in several organizations, and has provided service to governmental, public, and private organizations. The move to grant early tenure was supported on all levels.

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 *May 4, 2024* 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

6/3/2024  
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 *May 4, 2024* 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:  
Janice Casey  
Signature  
Janice Casey  
Name  
Bursar  
Title  
6/3/24  
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 *February 12, 2024* through *June 3, 2024* 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

Registrar  
\_\_\_\_\_  
Title

6/7/2024  
\_\_\_\_\_  
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 *February 12, 2024* through *June 3, 2024* 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

**06/07/2024**

\_\_\_\_\_  
 Date



Registrar's Certification to the Chancellor

I hereby certify that all *University of Tennessee at Martin* students upon whom degrees have been conferred on *May 4, 2024* 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

05/31/2024  
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 *May 4, 2024* on the attached list have satisfied all financial debts and obligations owed to the University in accordance with requirements of state law.

Certified:

Stacey Jackson  
Signature

Stacey Jackson  
Name

Bursar  
Title

5/29/24  
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 May 4, 2024 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

6/5/2024  
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 May 4, 2024 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

Lonnie Dillard **III**

Name

Assistant Bursar

Title

5/15/2024

Date



# THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

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4.2

## AGENDA ITEM SUMMARY

Meeting Date: June 24, 2024  
Committee: Education, Research, and Service  
Item: **Tenure Approvals and Promotions**  
Type: Information

### **Background**

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.

## June 2024 Tenure

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UTC			
Last Name	First Name	College	Department
Acuff	Christopher	Arts and Sciences	Political Science and Public Service
Collier	Angel	Health, Education and Professional Studies	School of Nursing
Cummiskey	Julia	Arts and Sciences	History
Davenport	Stephan	Gary W. Rollins College of Business	Accounting
Hansen	Christopher	Health, Education and Professional Studies	School of Education
Hu	Fang Yu	Arts and Sciences	History
Ibrahim	Hamdy	Engineering and Computer Science	Mechanical Engineering
Kim	Eun Young	Health, Education and Professional Studies	School of Professional Studies, Division of Interior Architecture and Design
Kim	Seong Dae	Engineering and Computer Science	Engineering Management and Technology
Leasi	Fanceseca	Arts and Sciences	Biology, Geology, and Environmental Science
Mahtabi	Mohammad	Engineering and Computer Science	Mechanical Engineering
McNutt	Dunstan	Library	Research and Public Services
Melhorn	Erin	Health, Education and Professional Studies	Occupational Therapy
Mullen	Deborah	Gary W. Rollins College of Business	Management
Murillo	Lloydia	Health, Education and Professional Studies	School of Education
Pienkos	Jared	Arts and Sciences	Chemistry and Physics
Poole	Cindy	Health, Education and Professional Studies	Occupational Therapy
Roache	Amber	Health, Education and Professional Studies	School of Nursing
Shi	Junrong	Health, Education and Professional Studies	School of Professional Studies, Division of Social Work
Strickler	Jeremy	Arts and Sciences	Political Science and Public Service
Ward	Chandra	Arts and Sciences	Social, Cultural, and Justice Studies
UTHSC			
Last Name	First Name	College	Department
Bajwa	Amandeep	Medicine	Surgery
Cao	Xueyuan	Nursing	Health Promotion and Disease Prevention
Rhoads	Sarah	Nursing	Community and Population Health
Vaithianathan	Thirumalini	Medicine	Pharmacology, Addiction Science and Toxicology
UTK			
Last Name	First Name	College	Department
Bai	Kevin (Hua)	Tickle College of Engineering	Electrical Engineering & Computer Science
Bertling	Joy	Education, Health, & Human Sciences	Theory & Practice of Teacher Education
Bettaieb	Ahmed	Education, Health, & Human Sciences	Nutrition
Boles	Eliza Blankenship	Law	College of Law
Brantley	Johnathan Nathanael	Arts & Sciences: Division of Natural Sciences & Mathematics	Chemistry
Chen	Jiajia	AgResearch	Food Science
Darko	Ampofo Kwame	Arts & Sciences: Division of Natural Sciences & Mathematics	Chemistry
Denes	Thomas	AgResearch	Food Science
Eggers	Nicole Ann	Arts & Sciences: Division of Arts & Humanities	History
Gilbert	Dustin	Tickle College of Engineering	Materials Science & Engineering
Hebert	Christopher James	Arts & Sciences: Division of Arts & Humanities	English
Johnson	Kristen	Extension	Family and Consumer Sciences
Kreth	Phil	Tickle College of Engineering	Mechanical, Aerospace and Biomedical Engineering
Krishnan	Keerthi	Arts & Sciences: Division of Natural Sciences & Mathematics	Biochemistry and Cellular & Molecular Biology
Madurga Flores	Miguel	Arts & Sciences: Division of Natural Sciences & Mathematics	Physics & Astronomy
McLean	Kyle	AgResearch, Herbert College of Agriculture	Animal Science

## June 2024 Tenure

UTK			
Last Name	First Name	College	Department
Padilla-Romo	Maria del Socorro	Haslam College of Business	Economics
Petrov	Victor	Arts & Sciences: Division of Arts & Humanities	History
Prado	Marshall Anson	Architecture & Design	School of Architecture
Roark	Lauren	Arts & Sciences: Division of Arts & Humanities	School of Theatre
Ruoti	Scott	Tickle College of Engineering	Electrical Engineering & Computer Science
Sagherian	Knar	Nursing	College of Nursing
Wang	Zhenbo	Tickle College of Engineering	Mechanical, Aerospace and Biomedical Engineering
Wilkinson	Loneka Schalan	Music	College of Music
Wilson	Dan	Tickle College of Engineering	Electrical Engineering & Computer Science
Wu	Tao	AgResearch, Herbert College of Agriculture	Food Science
Xu	Sifan	Communication & Information	Tombras School of Advertising & Public Relations
UTM			
Last Name	First Name	College	Department
Blount	Christy	Education, Health, and Behavioral Sciences	Nursing
Delmond	Anthony	Agriculture and Applied Sciences	Agriculture, Geoscience, and Natural Resources
Patterson	Tammie	Education, Health, and Behavioral Sciences	Educational Studies
Sims	Justin	Engineering and Natural Sciences	Mathematics and Statistics

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## June 2024 Promotions

UTC				
Last Name	First Name	College	Department	Promoted To:
Acuff	Christopher	Arts and Sciences	Political Science and Public Service	Associate Professor
Babine	Karen	Arts and Sciences	English	Associate Professor
Brudney	Edward	Arts and Sciences	History	Associate Professor
Collier	Angela	Health, Education and Professional Studies	School of Nursing	Associate Professor
Cummiskey	Julia	Arts and Sciences	History	Associate Professor
Davenport	Stephan	Gary W. Rollins College of Business	Accounting	Associate Professor
Giles	David	Arts and Sciences	Biology, Geology, and Environmental Science	Professor
Hansen	Christopher	Health, Education and Professional Studies	School of Education	Associate Professor
Hu	Fang Yu	Arts and Sciences	History	Associate Professor
Ibrahim	Hamdy	Engineering and Computer Science	Mechanical Engineering	Associate Professor
Iles	Gale	Arts and Sciences	Social, Cultural, and Justice Studies	Professor
Jordon	Max	Health, Education and Professional Studies	Physical Therapy	Associate Professor
Kaplanoglu	Erkan	Engineering and Computer Science	Engineering Management and Technology	Professor
Kim	Eun Young	Health, Education and Professional Studies	School of Professional Studies, Division of Interior Architecture and Design	Associate Professor
Leasi	Fanceseca	Arts and Sciences	Biology, Geology, and Environmental Science	Associate Professor
Mahtabi	Mohammad	Engineering and Computer Science	Mechanical Engineering	Associate Professor
McNutt	Dunstan	Library	Research and Public Services	Associate Professor
Melhorn	Erin	Health, Education and Professional Studies	Occupational Therapy	Associate Professor
Mullen	Deborah	Gary W. Rollins College of Business	Management	Professor
Murillo	Lloydia	Health, Education and Professional Studies	School of Education	Associate Professor
Pienkos	Jared	Arts and Sciences	Chemistry and Physics	Associate Professor
Poole	Cindy	Health, Education and Professional Studies	Occupational Therapy	Associate Professor
Ranjan	Reetesh	Engineering and Computer Science	Mechanical Engineering	Associate Professor
Roache	Amber	Health, Education and Professional Studies	School of Nursing	Associate Professor
Shi	Junrong	Health, Education and Professional Studies	School of Professional Studies, Division of Social Work	Associate Professor
Strickler	Jeremy	Arts and Sciences	Political Science and Public Service	Associate Professor
Tantawi	Khalid	Engineering and Computer Science	Engineering Management and Technology	Associate Professor
Tudini	Frank	Health, Education and Professional Studies	Physical Therapy	Professor
Vogel	Christina	Arts and Sciences	Art	Professor
Ward	Chandra	Arts and Sciences	Social, Cultural, and Justice Studies	Associate Professor
Wingate	Kim	Health, Education and Professional Studies	School of Education	Professor
Wu	Dalei	Engineering and Computer Science	Computer Science and Engineering	Professor
UTHSC				
Last Name	First Name	College	Department	Promoted To:
Aguirre	Sarah	Dentistry	Diagnostic Sciences	Associate Professor
Barfield	Michael	Medicine-Chattanooga	Surgery	Associate Professor
Bergeron	Jaclyn	Medicine	Medicine	Associate Professor
Bettin	Clayton	Medicine	Orthopaedic Surgery and Biomedical Engineering	Associate Professor
Bondranko	Joseph	Medicine-Knoxville	Anesthesiology	Assistant Professor
Bossert	Frederick	Medicine-Chattanooga	Obstetrics and Gynecology	Assistant Professor
Brolin	Tyler	Medicine	Orthopaedic Surgery and Biomedical Engineering	Associate Professor
Buckley	Michael	Medicine-Knoxville	Surgery	Associate Professor
Burge	Lauren	Medicine	Pediatrics	Associate Professor
Burge	Lauren	Medicine	Medical Education	Associate Professor
Burroughs-Ray	Desiree	Medicine	Pediatrics	Associate Professor
Burroughs-Ray	Desiree	Medicine	Medicine	Associate Professor
Casenhiser	Devin	Health Professions	Audiology and Speech Pathology	Professor
Cernasev	Alina	Pharmacy	Clinical Pharmacy and Translational Science	Associate Professor
Cunningham	Bryce	Medicine-Chattanooga	Orthopaedic Surgery	Associate Professor
DeColibus	Katherine	Dentistry	Diagnostic Sciences	Associate Professor
Dickson	Paxton	Medicine	Surgery	Professor
Dingeldein	Patricia	Dentistry	General Dentistry	Associate Professor

## June 2024 Promotions

UTHSC				
Last Name	First Name	College	Department	Promoted To:
Dixon	Douglas	Dentistry	Periodontology	Professor
Dobish	Emilee	Medicine	Pediatrics	Associate Professor
Enomoto	Laura	Medicine-Knoxville	Surgery	Associate Professor
Ferreira	Cimara Fortes	Dentistry	Periodontology	Professor
Fischer	Peter	Medicine	Surgery	Professor
Fischer	Peter	Medicine	Anesthesiology	Professor
Fitzpatrick	Elizabeth	Medicine	Microbiology, Immunology and Biochemistry	Professor
Foretia	Denis	Medicine	Surgery	Associate Professor
Fuchs	Christian	Medicine	Medicine	Associate Professor
Garrison	Erik	Medicine	Genetics, Genomics and Informatics	Associate Professor
Giles	W. Heath	Medicine-Chattanooga	Surgery	Professor
Gipson	Tanjala	Medicine	Pediatrics	Professor
Gullard	Angela	Dentistry	Prosthodontics	Associate Professor
Gunn	April	Medicine-Chattanooga	Family Medicine	Associate Professor
Hall	Elizabeth	Pharmacy	Clinical Pharmacy and Translational Science	Associate Professor
Hamilton	Rachel	Dentistry	Periodontology	Associate Professor
Harb	William	Medicine	Clinical Medical Education	Associate Professor
Havrd	Dawn	Pharmacy	Clinical Pharmacy and Translational Science	Professor
Higgins	Matthew	Medicine-Chattanooga	Orthopaedic Surgery	Associate Professor
Houser	Molly V.	Medicine	Obstetrics and Gynecology	Associate Professor
Humphrey	Elizabeth	Health Professions	Audiology and Speech Pathology	Professor
Hyden	John Carl	Medicine	Family Medicine	Clinical Assistant Professor
Hyden	John Carl	Medicine	Orthopaedic Surgery and Biomedical Engineering	Clinical Assistant Professor
Jancelewicz	Timothy	Medicine	Surgery	Professor
Jancelewicz	Timothy	Medicine	Pediatrics	Professor
Jasmin	Hilary	Library	Library	Associate Professor
Jean	Robert	Medicine-Chattanooga	Surgery	Associate Professor
Jiang	Jianxiong	Pharmacy	Pharmaceutical Sciences	Professor
Johnson	Jason	Medicine	Pediatrics	Professor
Johnson	Rajasingh	Medicine	Microbiology, Immunology and Biochemistry	Professor
Johnson	Rajasingh	Medicine	Medicine	Professor
Kalmowicz	Jeffrey	Dentistry	General Dentistry	Associate Professor
Kaye	Erica	Medicine	Pediatrics	Associate Professor
King	Lauren	Medicine	Pathology and Laboratory Medicine	Associate Professor
King	Lauren	Medicine	Medical Education	Associate Professor
Kink	Rudy	Medicine	Pediatrics	Professor
Kleinman	Michael	Medicine	Medicine	Associate Professor
Kleinman	Michael	Medicine	Pediatrics	Associate Professor
Kleppe	Kyle	Medicine-Knoxville	Surgery	Associate Professor
Knott	Victoria	Medicine-Knoxville	Anesthesiology	Assistant Professor
Lamba	Vineet	Medicine	Pediatrics	Associate Professor
Li	Minghui	Pharmacy	Clinical Pharmacy and Translational Science	Associate Professor
Lloyd	Jillian	Medicine-Knoxville	Surgery	Associate Professor
Luepke	Paul	Dentistry	Periodontology	Professor
Manyam	Harish	Medicine-Chattanooga	Internal Medicine	Professor
Molyneaux	Ian	Medicine	Anesthesiology	Associate Professor
Morton	Theodore	Pharmacy	Clinical Pharmacy and Translational Science	Professor
Nearing	Katherine	Medicine	Neurology	Associate Professor
Newman McDonald	Jessica	Library	Library	Associate Professor
Nickele	Christopher	Medicine	Neurosurgery	Associate Professor
Noorizadeh	Negar	Medicine	Pediatrics	Assistant Professor
Ogbide	Osarenren	Medicine	Medicine	Associate Professor

## June 2024 Promotions

UTHSC				
Last Name	First Name	College	Department	Promoted To:
Oza	Twisha	Medicine	Pathology and Laboratory Medicine	Associate Professor
Palmer	Glen	Pharmacy	Clinical Pharmacy and Translational Science	Professor
Paton	Elizabeth	Nursing	Acute and Tertiary Care	Associate Professor
Peters	Brian	Pharmacy	Clinical Pharmacy and Translational Science	Professor
Petersen	David	Medicine-Knoxville	Knoxville Medical Library	Associate Professor
Phinehas	Ramona	Medicine	Obstetrics and Gynecology	Associate Professor
Pishko	Stephen	Medicine	Pediatrics	Associate Professor
Quigley	Robert	Medicine-Chattanooga	Orthopaedic Surgery	Associate Professor
Quigley	Robert	Medicine-Chattanooga	Pediatrics	Associate Professor
Radic	Marko	Medicine	Microbiology, Immunology and Biochemistry	Professor
Rasner	David Shane	Dentistry	Dental Hygiene	Associate Professor
Rasner	David Shane	Dentistry	Diagnostic Sciences	Associate Professor
Rhodes	Leslie	Nursing	Health Promotion and Disease Prevention	Associate Professor
Rodriguez	Evelio	Medicine	Clinical Medical Education	Professor
Rogers	Nathaniel	Medicine	Medicine	Associate Professor
Rose	Deborah	Dentistry	Periodontology	Assistant Professor
Russ	Andrew	Medicine	Knox Surgery	Professor
Sanders	Kristopher	Medicine-Chattanooga	Orthopaedic Surgery	Associate Professor
Sathanandam	Shyam	Medicine	Pediatrics	Professor
Shafi	Nadeem	Medicine	Pediatrics	Professor
Sheffer	Benjamin	Medicine	Orthopaedic Surgery and Biomedical Engineering	Associate Professor
Singh	Amar	Medicine-Chattanooga	Urology	Professor
Singh	Udai	Pharmacy	Pharmaceutical Sciences	Professor
Smith	Jesse	Medicine-Knoxville	Surgery	Assistant Professor
Snider	Mark	Medicine	Pediatrics	Associate Professor
Solla	Che	Medicine-Knoxville	Anesthesiology	Associate Professor
Stanfill	Ansley	Nursing	Acute and Tertiary Care	Professor
Stewart	Charles	Nursing	Health Promotion and Disease Prevention	Assistant Professor
Stuebaker	Grant	Medicine	Family Medicine	Associate Professor
Summers	Nathan	Medicine	Medicine	Associate Professor
Tanner	Richard	Medicine-Chattanooga	Surgery	Assistant Professor
Taylor	Alan	Medicine	Emergency Medicine	Associate Professor
Thurston	Todd	Medicine-Chattanooga	Plastic Surgery	Associate Professor
Thurston	Todd	Medicine-Chattanooga	Pediatrics	Associate Professor
Tift	Frank	Medicine-Chattanooga	Emergency Medicine	Clinical Associate Professor
Tirado Gonzalez	Maria	Medicine	Dermatology	Associate Professor
Tucker	Janet	Nursing	Community and Population Health	Associate Professor
Vaithianathan	Thirumalini	Medicine	Pharmacology, Addiction Science and Toxicology	Associate Professor
Vaithianathan	Thirumalini	Medicine	Ophthalmology	Associate Professor
Valli	Jennifer	Medicine	Urology	Clinical Assistant Professor
Valli	Jennifer	Medicine	Obstetrics and Gynecology	Clinical Assistant Professor
Vo	Hieu	Medicine	Medicine	Associate Professor
Willmitch	Joseph	Medicine	Physician Assistant Studies	Associate Professor
Xi	Dong	Medicine	Pediatrics	Associate Professor
Yadak	Nour	Medicine	Pathology and Laboratory Medicine	Associate Professor
Yadak	Nour	Medicine	Medical Education	Associate Professor
Yawn	Robert	Medicine	Otolaryngology	Associate Professor
Yawn	Robert	Medicine	Neurosurgery	Associate Professor
Yousefi	Siamak	Medicine	Ophthalmology	Associate Professor
Yousefi	Siamak	Medicine	Genetics, Genomics and Informatics	Associate Professor

## June 2024 Promotions

UTHSC				
Last Name	First Name	College	Department	Promoted To:
Yue	Junming	Medicine	Pathology and Laboratory Medicine	Professor
Zhang	Jie	Medicine	Pathology and Laboratory Medicine	Professor
Zhao	Qi	Medicine	Preventive Medicine	Professor
UTK				
Last Name	First Name	College	Department	Promoted To:
Anderson	Joel	Nursing	College of Nursing	Professor
Ayo	Alvaro	Arts & Sciences: Division of Arts & Humanities	World Languages & Cultures	Professor
Bai	Kevin (Hua)	Tickle College of Engineering	Electrical Engineering & Computer Science	Professor
Bauer	Brooke	Arts & Sciences: Division of Arts & Humanities	History	Associate Professor
Bernhold	Quinten	Communication & Information	School of Communication Studies	Associate Professor
Bertling	Joy	Education, Health, & Human Sciences	Theory & Practice of Teacher Education	Associate Professor
Bettaieb	Ahmed	Education, Health, & Human Sciences	Nutrition	Associate Professor
Boles	Eliza Blankenship	Law	College of Law	Associate Professor
Brantley	Johnathan Nathanael	Arts & Sciences: Division of Natural Sciences & Mathematics	Chemistry	Associate Professor
Brown	Jason	Arts & Sciences: Division of Arts & Humanities	School of Art	Professor
Brown	Nicholas	Tickle College of Engineering	Nuclear Engineering	Professor
Buck	Isaac	Law	College of Law	Professor
Cabana	Graciela	Arts & Sciences: Division of Social Sciences	Anthropology	Professor
Chen	Jiajia	AgResearch, Herbert College of Agriculture	Food Science	Associate Professor
Chen	Jiangang	Education, Health, & Human Sciences	Public Health	Professor
Chyz	James	Haslam College of Business	Accounting and Information Management	Professor
Coble	Jamie	Tickle College of Engineering	Nuclear Engineering	Professor
Costinett	Daniel	Tickle College of Engineering	Electrical Engineering & Computer Science	Professor
Darko	Ampofo Kwame	Arts & Sciences: Division of Natural Sciences & Mathematics	Chemistry	Associate Professor
Denes	Thomas	AgResearch	Food Science	Associate Professor
Dennis	Michelle	Veterinary Medicine	Biomedical and Diagnostic Sciences	Professor
Derryberry	Elizabeth	Arts & Sciences: Division of Natural Sciences & Mathematics	Ecology & Evolutionary Biology	Professor
Dickerson	Andrew	Tickle College of Engineering	Mechanical, Aerospace and Biomedical Engineering	Associate Professor
Eggers	Nicole Ann	Arts & Sciences: Division of Arts & Humanities	History	Associate Professor
Fitzhugh	Eugene	Education, Health, & Human Sciences	Kinesiology, Recreation & Sport Studies	Professor
Gilbert	Dustin	Tickle College of Engineering	Materials Science & Engineering	Associate Professor
Hebert	Christopher James	Arts & Sciences: Division of Arts & Humanities	English	Associate Professor
Johnson	Kristen	Extension	Family and Consumer Sciences	Associate Professor
Kreth	Phil	Tickle College of Engineering	Mechanical, Aerospace and Biomedical Engineering	Associate Professor
Krishnan	Keerthi	Arts & Sciences: Division of Natural Sciences & Mathematics	Biochemistry and Cellular & Molecular Biology	Associate Professor
Li	Yuan	Haslam College of Business	Accounting and Information Management	Associate Professor
Lim	Heejin	Education, Health, & Human Sciences	Retail Hospitality & Tourism Management	Professor
Lindley	Lisa	Nursing	College of Nursing	Professor
Ludwig	Andrea	Extension	Biosystems Engineering and Soil Science	Professor
Madurga Flores	Miguel	Arts & Sciences: Division of Natural Sciences & Mathematics	Physics & Astronomy	Associate Professor
McCanta	Molly	Arts & Sciences: Division of Natural Sciences & Mathematics	Earth, Environmental, & Planetary Sciences	Professor
McFarlane	Nicole	Tickle College of Engineering	Electrical Engineering & Computer Science	Professor
McLean	Kyle	AgResearch, Herbert College of Agriculture	Animal Science	Associate Professor
Mikucki	Jill	Arts & Sciences: Division of Natural Sciences & Mathematics	Microbiology	Professor
Morey	Sean	Arts & Sciences: Division of Arts & Humanities	English	Professor
Padilla-Romo	Maria del Socorro	Haslam College of Business	Economics	Associate Professor
Payne	Joseph	Arts & Sciences: Division of Arts & Humanities	School of Theatre	Professor
Petrov	Victor	Arts & Sciences: Division of Arts & Humanities	History	Associate Professor
Pittman	Matthew	Communication & Information	Tombras School of Advertising & Public Relations	Associate Professor
Platter	Lucas	Arts & Sciences: Division of Natural Sciences & Mathematics	Physics & Astronomy	Professor
Prado	Marshall Anson	Architecture & Design	School of Architecture	Associate Professor

## June 2024 Promotions

UTK				
Last Name	First Name	College	Department	Promoted To:
Roark	Lauren	Arts & Sciences: Division of Arts & Humanities	School of Theatre	Associate Professor
Ruoti	Scott	Tickle College of Engineering	Electrical Engineering & Computer Science	Associate Professor
Sachs	Avigail	Architecture & Design	School of Architecture	Professor
Sagherian	Knar	Nursing	College of Nursing	Associate Professor
Sarles	Stephen Andrew	Tickle College of Engineering	Mechanical, Aerospace and Biomedical Engineering	Professor
Sarratt (Wozencroft)	Angela	Education, Health, & Human Sciences	Kinesiology, Recreation & Sport Studies	Professor
Sharma	Madhuri	Arts & Sciences: Division of Social Sciences	Geography & Sustainability	Professor
Shteynberg	Garry	Arts & Sciences: Division of Social Sciences	Psychology	Professor
Sims	Charles	Haslam College of Business	Economics	Professor
Smith	Stephen	Extension	Agricultural and Resource Economics	Professor
Sneed	Christopher	Extension	Family and Consumer Sciences	Associate Professor
Sparer	Tim	Arts & Sciences: Division of Natural Sciences & Mathematics	Microbiology	Professor
Su	Chunlei	Arts & Sciences: Division of Natural Sciences & Mathematics	Microbiology	Professor
Trendafilova	Sylvia	Education, Health, & Human Sciences	Kinesiology, Recreation & Sport Studies	Professor
Trout Fryxell	Rebecca	AgResearch, Herbert College of Agriculture	Entomology and Plant Pathology	Professor
Van Essen	Matthew	Haslam College of Business	Economics	Professor
Wang	Zhenbo	Tickle College of Engineering	Mechanical, Aerospace and Biomedical Engineering	Associate Professor
White	Rachel	Education, Health, & Human Sciences	Educational Leadership & Policy Studies	Associate Professor
Wilkinson	Loneka Schalan	Music	College of Music	Associate Professor
Wilson	Dan	Tickle College of Engineering	Electrical Engineering & Computer Science	Associate Professor
Xu	Sifan	Communication & Information	Tombras School of Advertising & Public Relations	Associate Professor
Zakrajsek	Rebecca	Education, Health, & Human Sciences	Kinesiology, Recreation & Sport Studies	Professor
Zinser	Erik	Arts & Sciences: Division of Natural Sciences & Mathematics	Microbiology	Professor
UTM				
Last Name	First Name	College	Department	Promoted To:
Baker	Patrick	Business and Global Affairs	Accounting, Economics, Finance, and Political Science	Professor
Blount	Christy	Education, Health and Behavioral Sciences	Nursing	Associate Professor
Darroch	Barb	Agriculture and Applied Sciences	Agriculture, Geoscience, and Natural Resources	Professor
DePriest	Thomas	Agriculture and Applied Sciences	Geology	Professor
Johnson	Cooper	Business and Global Affairs	Management, Marketing, and Information Systems	Professor
Lafleur	Renee	Humanities and Fine Arts	History and Philosophy	Professor
Long	Jaymie	Business and Global Affairs	Management, Marketing, and Information Systems	Professor
Patterson	Tammie	Education, Health and Behavioral Sciences	Educational Studies	Associate Professor
Rasool	Adnan	Business and Global Affairs	Accounting, Economics, Finance, and Political Science	Associate Professor
Sargolzaei	Saman	Engineering and Natural Sciences	Engineering	Associate Professor
Seyedkavoosi	Ali	Engineering and Natural Sciences	Engineering	Associate Professor
Sherman	Todd	Education, Health and Behavioral Sciences	Health and Human Performance	Professor
Smith	Genessa	Engineering and Natural Sciences	Chemistry and Physics	Professor
Van Boenig	Angela	Agriculture and Applied Sciences	Agriculture, Geoscience, and Natural Resources	Associate Professor
Watson	Diana	Agriculture and Applied Sciences	Agriculture, Geoscience, and Natural Resources	Associate Professor
Wilbert	Janet	Education, Health and Behavioral Sciences	Health and Human Performance	Professor