



THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

EXECUTIVE COMMITTEE SPECIAL MEETING	
Wednesday, November 20, 2024	
8:00 a.m. (EST)/7:00 a.m. (CST)	Virtual/Knoxville, TN

AGENDA

- I. Call to Order and Roll Call
- II. Remarks of the Chair
- III. [Approval of Minutes of the Last Meeting](#) Tab 1
- IV. [Recommendations regarding Chancellor Searches](#) – Action/Roll Call Vote..... Tab 2
 - A. [University of Tennessee at Chattanooga](#) Tab 2.1
 - B. [University of Tennessee Southern](#) Tab 2.2
- V. [Title, Compensation, and other Terms of Employment of a Former Officer](#) – Action/Roll Call Vote..... Tab 3
- VI. Adjournment



THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

MINUTES OF THE EXECUTIVE COMMITTEE September 13, 2024

The Executive Committee of The University of Tennessee Board of Trustees met at 9:00 a.m. (EDT) on Friday, September 13, 2024. The meeting was held virtually with all Committee members participating electronically or by telephone. The meeting was hosted from the University of Tennessee, Knoxville campus.

Committee Members Present: John C. Compton, Board Chair; Decosta E. Jenkins; William (Bill) C. Rhodes III; Donald J. Smith; and Jamie R. Woodson.

Others in Attendance:

Trustees: Bradford D. Box; Lisa Patel (Student Trustee); David N. Watson; and T. Lang Wiseman.

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

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

Remarks of the Chair

Board Chair John C. Compton, who also serves as Chair of the Executive Committee, opened the meeting and welcomed Student Trustee Lisa Patel, an undergraduate student majoring in biomedical engineering at UT Knoxville. Ms. Patel's service on the Board of Trustees began on July 1, 2024 and will continue through June 30, 2025.

Ohio Valley Conference Certification. Board Chair Compton advised the Board that UT Martin is a member of the Ohio Valley Conference, which requires a signed certification from the Board Chair confirming that:

- Responsibility for the administration of the athletics program has been delegated to the Chief Executive Officer of the institution (the Chancellor of UT Martin);
- The Chief Executive Officer has the mandate and support of the Board to operate a program of integrity in full compliance with NCAA, the Conference, and all other relevant rules and regulations; and

- The Chief Executive Officer, in conjunction with the Director of Athletics and Faculty Athletic Representative, determines how the institutional vote shall be cast on issues of athletics policy presented to the NCAA and the Conference.

Board Chair Compton noted that these statements are consistent with and reflected in the Board's Policy on Oversight of Intercollegiate Athletics and that he would be signing the certification form following the meeting.

Approval of the Minutes of the Last Meeting

Board Chair Compton noted that the minutes of the May 10, 2024, meeting were included in the meeting materials (Tab 1). He asked for any corrections to the minutes. Hearing none, the minutes were accepted as presented.

Update from the President

Before his update, President Boyd congratulated Trustee Donnie Smith on being honored as a Distinguished Alumni of UT Knoxville.

President Boyd began his remarks by reflecting on the accomplishments achieved by the University from 1961-1971, which included extraordinary growth. He then reviewed goals and progress for the current decade (2020-2030).

Enrollment and Retention. President Boyd highlighted that the goal for enrollment for the decade is to grow from 51,000 students to 71,000, representing an increase of almost 40%. He indicated that enrollment and retention is up across the UT System. With the start of the new academic year, he reviewed the most results by campus.

Enrollment and Retention Up Across the System

Campus	First-Year Retention		Enrollment		2030 Target
	Fall 2023	Fall 2024	Fall 2024	% Increase	
UT Knoxville	91.1%	91.9%	38,728	6.5%	41,000
UT Chattanooga	74.3%	71.9%	11,834	4.0%	14,800
UT Southern	64.3%	77.2%	1,046	7.0%	1,250
UT Martin	73.4%	77.0%	7,499	8.0%	10,000
UT Health Science Center	N/A	N/A	3,099	-0.8%	3,950

(*) *The decrease in student enrollment at the UT Health Science Center was intentional and pertains to rightsizing the number of students in the School of Pharmacy.*

Building for the Future. President Boyd discussed state budget and legislative priorities, including (i) top five (5) capital outlay requests; (ii) operating funding requests (recurring funding for medical non-formula units, UT Southern, and UT Institute of Agriculture - Precision Agriculture).

President Boyd reviewed (i) the number of capital projects undertaken to date (211 projects totaling approximately \$994 million); (ii) efforts to be nimbler to address housing demand at UT Knoxville (P3 Housing Initiative - 3,000 beds/\$350 million of outside investment); and (iii) capital projects on the horizon (estimated cost of \$3.68 billion). President Boyd stressed the importance of addressing capital funding to meet current and future needs of the UT campuses and institutes.

Find Your UT Campaign. President Boyd stated that the UT System had 26,799 unique applicants from residents in the State of Tennessee. This figure represented 42.5% of Tennessee high school graduates and 78.2% of Tennessee high school college-going students. He reviewed the University's campaign to assist Tennessee high school students in finding the best UT campus to meet an individual student's particular interests. As part of this campaign, the messaging will focus on affordability and financial resources (e.g., UT Promise scholarship program).

Following President Boyd's presentation, Chair Compton called on the chancellors of each campus to share more insight regarding the Fall 2024 enrollment figures

Planning for the Annual Board Meeting

Chair Compton reviewed key topics planned for the upcoming Fall Meeting of the Board and its Committees, which meetings will be held at UT Knoxville, on October 24 and 25, 2024.

Other Business and Adjournment

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

Respectfully Submitted,

/s/Cynthia Moore

Cynthia C. Moore

Secretary and Special Counsel

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

- PowerPoint Presentation - The Greatest Decade



THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

AGENDA ITEM SUMMARY

Meeting Date:	November 20, 2024
Committee:	Executive
Item:	Recommendations - Chancellor Searches (UT Chattanooga and UT Southern)
Type:	Action
Presenter:	Randy Boyd, President

Background Information

In accordance with Section 6.5(b) of the University's Bylaws, I have determined that is appropriate to proceed with an external search to fill anticipated vacancies in the chancellor positions at UT Chattanooga and UT Southern. Pursuant to Tennessee Code Annotated § 49-7-154 *et seq.*, prior to initiating a search to fill a chancellor position at a University campus, the Board shall establish the search process, a timeline, and a statement of qualifications for the position at a meeting that is open to the public. Attached for the Board's consideration is a proposed outline of the search process, timeline, and statement of qualifications for both positions.

Committee Action

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

Resolved: The Board of Trustees hereby approves:

- 1. The search process, timeline, and statement of qualifications for the Chancellor position at UT Chattanooga, in substantially the form presented in the meeting materials.**
- 2. The search process, timeline, and statement of qualifications for the Chancellor position at UT Southern, in substantially the form presented in the meeting materials.**
- 3. In accordance with the Bylaws, the President, in consultation with the Chair of the Board, shall appoint search committees to advise and assist the President during the search processes.**
- 4. The Board hereby authorizes the President to adjust the timeline and the statement of qualifications for each search as may be necessary in light of the advice and recommendations of the search committee, search firm, and other prevailing considerations that may be in the best interests of the University.**



Chancellor, UT Chattanooga

Search Process, Timeline and Statement of Qualifications

Search Process:

The University will undertake a national recruitment effort in partnership with an executive search firm in recruiting leaders in higher education. This recruiting effort will follow a standard process to ensure a broad, experienced, and diverse candidate pool and a successful outcome.

- The President will appoint a Search Committee consisting of key representatives of the University and UT Chattanooga (UTC) to include academic and administrative leaders, faculty, staff, key constituents, and a student representative.
- A search firm will be engaged to assist the Search Committee with the development of the position profile, advertisement, recruitment, and due diligence/background references of the candidates.
- The President will meet with the Search Committee to give instructions and a charge with regard to the type of candidates to be considered, consistent with the statement of qualifications.
- The search firm, along with members of the Search Committee, will gather input from key stakeholders through a series of scheduled listening sessions.
- A dedicated website for the search will be created. The website will include the Search Committee membership list, position announcement, timeline, and other details of the process. The site will be updated with new information as the search progresses.
- The Search Committee Chair will meet with the search firm to mark the progress of the search.
- With assistance from the search firm, the Search Committee will review applicants' qualifications and select candidates for initial interviews. The Search Committee will interview identified candidates to further assess their qualifications.
- The Search Committee may advance up to three (3) candidates, unranked, for the President's and Board's consideration.
- No later than fifteen (15) calendar days before the final vote of the Board of Trustees to fill the position, records relating exclusively to the advancing candidate(s) shall be open for public inspection, except for a record otherwise confidential under state or federal law.
- No later than seven (7) calendar days before a meeting at which the Board will vote to fill the position, the Board will hold at least one (1) public forum with the finalist(s). Finalist(s) will also visit the UTC campus to meet with a variety of UT leaders, representatives, faculty, staff, students, and other stakeholders.
- The Board will vote to fill the position in a meeting open to the public and subject to the requirements of Tennessee Code Annotated § 8-44-1 et seq.

Timeline:

The search will take place on the following estimated timeline:

- November 2024: The University Board of Trustees will review and approve the search process, timeline, and a statement of qualifications for the position.
- January 2025: The Search Firm, along with members of the Search Committee will visit the UTC campus to solicit input from key stakeholders.
- February 2025: The position profile will be finalized, recruitment advertisements will be posted, and the Search Firm will actively solicit candidates for the position. The search firm will provide regular updates to the Search Committee Chair.
- March/April 2025: The Search Committee will review applications, meet to identify the interview list, and conduct first round interviews with candidates.

- May 2025: Finalist(s) will be advanced by the search committee. Finalist(s) will visit campuses for further interviews and public forum(s). Records of the final candidate(s) will be made publicly available.
- May 2025: The finalist will be chosen, and the proposed terms of employment will be negotiated.
- June 2025: The Board of Trustees will consider the appointment of the nominated individual to fill the position.

Statement of Qualifications:

The successful candidate will possess significant senior leadership experience gained through roles such as a dean, associate dean, chief executive officer, associate vice chancellor, chancellor, or another substantive executive leadership role(s). The position requires an understanding of UT Chattanooga's mission to actively engage students, faculty, and staff; inspire change; and enrich and sustain the community. The University and community expect an understanding of the role of a land-grant public institution, an enthusiasm for students, an appreciation for faculty and staff, and a commitment to the BeOneUT values. The position requires an earned terminal degree and progressively more responsible administrative leadership in higher education or comparable leadership experience.

The successful candidate will express a passion for the mission of public education and understand the important social and economic roles it plays in the region and state. The Chancellor will articulate the institution's values, serve as a persuasive advocate for the institution at the state level, and lead efforts to raise new resources from the institution's many and broadly-based constituents.

The successful candidate will have the experience and a clear vision to grow extramural federal, state, philanthropic, and industry support and will have skills and experience communicating successfully in a complex environment with various internal and external constituencies.



Chancellor, UT Southern Search Process, Timeline and Statement of Qualifications

Search Process:

The University will undertake a national recruitment effort in partnership with an executive search firm in recruiting leaders in higher education. This recruiting effort will follow a standard process to ensure a broad, experienced, and diverse candidate pool and a successful outcome.

- The President will appoint a Search Committee consisting of key representatives of the University and UT Southern (UTS) to include academic and administrative leaders, faculty, staff, key constituents, and a student representative.
- A search firm will be engaged to assist the Search Committee with the development of the position profile, advertisement, recruitment, and due diligence/background references of the candidates.
- The President will meet with the Search Committee to give instructions and a charge with regard to the type of candidates to be considered, consistent with the statement of qualifications.
- The search firm, along with members of the Search Committee, will gather input from key stakeholders through a series of scheduled listening sessions.
- A dedicated website for the search will be created. The website will include the Search Committee membership list, position announcement, timeline, and other details of the process. The site will be updated with new information as the search progresses.
- The Search Committee Chair will meet with the search firm to mark the progress of the search.
- With assistance from the search firm, the Search Committee will review applicants' qualifications and select candidates for initial interviews. The Search Committee will interview identified candidates to further assess their qualifications.
- The Search Committee may advance up to three (3) candidates, unranked, for the President's and Board's consideration.
- No later than fifteen (15) calendar days before the final vote of the Board of Trustees to fill the position, records relating exclusively to the advancing candidate(s) shall be open for public inspection, except for a record otherwise confidential under state or federal law.
- No later than seven (7) calendar days before a meeting at which the Board will vote to fill the position, the Board will hold at least one (1) public forum with the finalist(s). Finalist(s) will also visit the UTS campus to meet with a variety of UT leaders, representatives, faculty, staff, students, and other stakeholders.
- The Board will vote to fill the position in a meeting open to the public and subject to the requirements of Tennessee Code Annotated § 8-44-1 et seq.

Timeline:

The search will take place on the following estimated timeline:

- November 2024: The University Board of Trustees will review and approve the search process, timeline, and a statement of qualifications for the position.
- January 2025: The Search Firm, along with members of the Search Committee will visit the UTS campus to solicit input from key stakeholders.
- February 2025: The position profile will be finalized, recruitment advertisements will be posted, and the Search Firm will actively solicit candidates for the position. The search firm will provide regular updates to the Search Committee Chair.
- March/April 2025: The Search Committee will review applications, meet to identify the interview list, and conduct first round interviews with candidates.

- May 2025: Finalist(s) will be advanced by the search committee. Finalist(s) will visit campuses for further interviews and public forum(s). Records of the final candidate(s) will be made publicly available.
- May 2025: The finalist will be chosen, and the proposed terms of employment will be negotiated.
- June 2025: The Board of Trustees will consider the appointment of the nominated individual to fill the position.

Statement of Qualifications:

The successful candidate will possess significant senior leadership experience gained through roles such as a dean, associate dean, chief executive officer, associate vice chancellor, chancellor, or another substantive executive leadership role(s). The position requires an understanding of UT Southern's mission to provide transformative education that empowers students to reach their full potential and become leaders in their communities, serving a vital need in southern middle Tennessee. The University and community expect an understanding of the role of a land-grant public institution, an enthusiasm for students, an appreciation for faculty and staff, and a commitment to the Be One UT values. The position requires an earned terminal degree and progressively more responsible administrative leadership in higher education or comparable leadership experience.

The successful candidate will express a passion for the mission of public education and understand the important social and economic roles it plays in the region and state. The Chancellor will articulate the institution's values, serve as a persuasive advocate for the institution at the state level, and lead efforts to raise new resources from the institution's many and broadly-based constituents.

The successful candidate will have the experience and a clear vision to grow extramural federal, state, philanthropic, and industry support and will have skills and experience communicating successfully in a complex environment with various internal and external constituencies.



THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

AGENDA ITEM SUMMARY

Meeting Date: November 20, 2024
Committee: Executive
Item: **Title, Compensation, and other Terms of Employment of a Former Officer**
Type: Action
Presenter: Randy Boyd, President

Background Information

Upon his retirement as Chancellor for the University of Tennessee at Chattanooga, Dr. Steven Angle will be resuming full-time faculty duties effective January 1, 2025.

Pursuant to Article VI, Section 6.9 of the Bylaws, when an officer of the University retires or otherwise leaves office, the title, compensation, and other terms and conditions of any continued full-time employment by the University shall be presented to the Board or the Executive Committee for approval before the employment can begin. Further, if the officer holds tenure in an academic department and leaves office to assume full-time faculty duties, the Board of Trustees shall set the faculty salary in accordance with the provisions of the Board Policy on Setting Faculty Salaries upon Conclusion of Administrative Appointments.

In this instance, Dr. Angle's hire letter precedes the date of the aforementioned Board Policy. As such, the provisions of his original hire letter apply. As approved by the Board in 2013, following his administrative appointment, Dr. Angle's initial salary as a full-time tenured professor shall be set at 75% of his final base salary as chancellor.

President Boyd recommends approval of the proposed title, compensation, and other terms of employment for Dr. Angle as set forth in the summary attached hereto.

Committee Action

The Chair will call for a motion for consideration and adoption of the following Resolution.

Resolved:

In accordance with Article VI, Section 6.9 of the Bylaws, the Board of Trustees hereby approves the title, compensation, and other terms of employment of Dr. Steven Angle as presented in the meeting materials.

SUMMARY OF TERMS OF EMPLOYMENT UPON CONCLUSION
OF ADMINISTRATIVE POSITION - DR. STEVEN R. ANGLE

Position

Dr. Angle will assume regular, full-time academic year (nine-month) faculty appointment at the University of Tennessee at Chattanooga in the Department of Chemistry and Physics, College of Arts and Sciences, effective January 1, 2025.

Title

Dr. Angle's title will be Distinguished Professor and Chancellor Emeritus.

Compensation

In accordance with Dr. Angle's hire letter dated February 26, 2013, initial salary as a full-time, tenured professor will be \$316,529, which is set at 75% of his final base salary as chancellor.

Other Terms

Professional Development Leave - Twelve (12) month professional development leave, starting January 1, 2025 through December 31, 2025.

Accrued Benefits - Accrued annual and sick leave will not be affected by the transition to faculty.

Other Accommodations - Such other accommodations as approved by the President pertaining to faculty office/lab space, parking, and tickets to athletic events.