



THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

FALL MEETING OF THE BOARD OF TRUSTEES	
Friday, October 25, 2024	Ballroom, Student Union, UTK
10:45 a.m. (EDT)/9:45 a.m. (CDT)	Knoxville, TN

AGENDA

- I. Call to Order and Invocation
- II. Roll Call
- III. Opening Remarks by the Chair
- IV. Requests to Address the Board (if any not heard in a Committee)
- V. President’s Address – Information
- VI. Committee Reports – Information
 - A. Audit and Compliance Committee
 - B. Education, Research and Service Committee
 - C. Finance and Administration Committee
- VII. [FY 2025-26 Operating Budget Appropriations Request for Specialized Units – Action](#)..... Tab 1
- VIII. [Adoption of UAPA Rule \(All Campuses\), Chapter 1720-01-01, Classifying Students In-State and Out-of-State – Action \(Roll Call Vote\)](#) Tab 2
- IX. [Appointment of Chancellor, UT Southern – Action](#) Tab 3
- X. [Proposed Strategic Plan, UT Institute of Agriculture – Action](#) Tab 4
- XI. [Consent Agenda – Action](#)..... Tab 5
 - A. [Minutes of Prior Meetings](#) Tab 5.1
 - B. [2025 Board of Trustees Meeting Schedule](#) Tab 5.2
 - C. [Annual Report to the General Assembly](#) Tab 5.3
 - D. [Resolution Appointing a Managerial Group for U.S. Government Contracts](#) Tab 5.4
 - E. [Items from the Audit and Compliance Committee](#) Tab 5.5
 - F. [Items from the Education, Research, and Service Committee](#) Tab 5.6
 - G. [Items from the Finance and Administration Committee](#) Tab 5.7



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[Note concerning items XI. E-G: The Bylaws of the Board provide that any item unanimously approved by a committee that is meeting in conjunction with a meeting of the Board will be placed on the consent agenda of the Board meeting. Therefore, any item that is not unanimously approved in committee will be moved to the regular agenda of the Board. Further, any Trustee may request that an item on the consent agenda of the Board be moved to the regular agenda even if unanimously approved in committee.]

XII. 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 Board. Other business necessary to come before the Board at this meeting should be brought to the Chair's attention before the meeting.]

XIII. Closing Remarks and Adjournment

Informational Items

Annual Report – University of Tennessee Foundation	Tab 6.1
Annual Report – University of Chattanooga Foundation	Tab 6.2
Annual Institutional Review Executive Summary, UTHSC	Tab 6.3



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AGENDA ITEM SUMMARY

Meeting Date: October 25, 2024

Item: **FY 2025-26 Operating Budget Appropriations Request for Specialized Units**

Type: Action

Presenter: David L. Miller, Senior Vice President and Chief Financial Officer

Background Information

The Tennessee Higher Education Commission (THEC) will consider strategic initiative funding requests from UT and LGI specialized units during its fall quarterly meeting on November 7, 2024. UT's specialized units include the Health Science Center, Institute of Agriculture, Space Institute, Institute for Public Service, and System Administration. Requests approved by THEC will go to the state Department of Finance & Administration for consideration of inclusion in the Governor's FY 2025-26 budget proposal.

UT fiscal policy FI0112 (Budgeting Current Unrestricted Funds) requires Board approval for these requests. The President and Chief Financial Officer recommend requesting \$3 million recurring to expand UT Institute of Agriculture precision agriculture programs and initiatives. A summary of the request follows this memorandum.

Action

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

Resolved:

The Board of Trustees hereby approves the FY 2025-26 Operating Budget Appropriations Request for Specialized Units as presented in the meeting materials, which shall be attached to this Resolution after adoption, with authorization for the President and Chief Financial Officer to revise or add to these requests in response to: (1) developments related to state funding priorities that may arise during the upcoming legislative session, or (2) modified requests by the Chancellor/Vice President of a specialized unit.

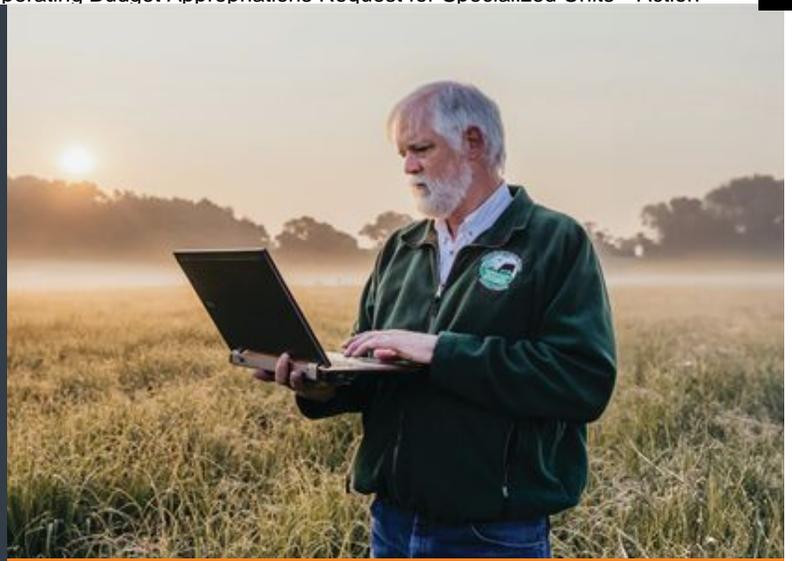


Precision Agriculture: Equipping Tennessee's Farmers. Saving Tennessee's Farms.

***FY25-26 budget request for the
UT Institute of Agriculture,
\$3M recurring***

Agriculture is the key to Tennessee's economic prosperity and quality of life as it is Tennessee's number one industry, accounting for over \$89 billion in economic impact and nearly 360,000 jobs. However, Tennessee's farmers are faced with increasing pressure for competing land uses, as profitability and preservation of farmland becomes more challenging. Tennessee currently ranks third in the nation in terms of farmland acreage converted from agricultural use, and, over the next three years, the state is expected to lose an additional 2 million acres of farmland.

Stemming these losses and competing for increasingly valuable land requires farms to use their available resources more efficiently. This is why an investment in Tennessee leadership of the precision agriculture field is crucial for Tennessee farmers and key to safeguarding our farms for future generations. Precision agriculture will enable the use of advanced technologies and newly available data to support agricultural innovation, efficiency, profitability, and sustainability.



The University of Tennessee Institute of Agriculture (UTIA)—through AgResearch, Extension, the Herbert College of Agriculture, and the UT College of Veterinary Medicine—is uniquely positioned to lead the charge in precision agriculture with its expertise, resources, and commitment to advancing Tennessee's agricultural sector statewide. This proposal is for **\$3.0 million** in recurring funding to establish UTIA as the global leader in precision agriculture research initiatives and educational opportunities for Tennessee farmers. As a prime example, increased investments in precision agriculture will play a pivotal role in increasing the productivity and sustainability of Tennessee's livestock sector. Poultry and beef cattle are two of Tennessee's top agricultural commodities. In 2022, Tennessee's inventory included more than 190 million broiler chickens, leading to more than \$972 million in cash receipts. Cattle and calves generated \$687 million in cash receipts with more than 1.68 million head of cattle in 2023.

Precision agriculture makes farms more efficient and increases farmers' return on investment by increasing their ability to observe, measure, and respond to variability.



Robotic Milker

The investment of recurring funding would position UTIA to become a national and global leader in precision agriculture development and education, but, perhaps more importantly, it would allow UTIA to make significant strides in promoting the profitability and sustainability of Tennessee's agricultural sector.



Poultry Facility Rendering

Precision agriculture makes farms more efficient and increases farmers' return on investment by increasing their ability to observe, measure, and respond to variability. This technology advances agricultural production by coupling real-time, automated monitoring and innovative computational methods like artificial intelligence to enable early detection or warning of animal behavioral and health issues, plant diseases, and other variables that would impact productivity and profitability.

This funding would build upon UTIA's existing precision agriculture team by adding expertise in critical technical areas, including artificial intelligence, data science, sensors/sensing technologies, precision animal nutrition, cybersecurity, and animal housing environment. This additional support would include faculty at full, associate, and assistant professor levels in research, extension, and teaching; research scientists; and technical support staff. The proposed state funding would have a strong return on investment. The output and impact of UTIA's faculty continues to rise with competitive research funding awarded to the institute increasing by more than 40 percent over the past four years. UTIA's annual research expenditures exceeded \$80 million for the first time in 2022. The institute aims to reach \$150 million in research expenditures by 2030—and these innovations translate back to Tennessee farms and farmers through UT Extension.

The investment of recurring funding would position UTIA to become a national and global leader in precision agriculture development and education, but, perhaps more importantly, it would allow UTIA to make significant strides in promoting the profitability and sustainability of Tennessee's agricultural sector.

08/24 25-0254 The University of Tennessee is an EEO/AA/Title VI/Title IX/Section 504/ADA/ADEA institution in the provision of its education and employment programs and services. All qualified applicants will receive equal consideration for employment without regard to race, color, national origin, religion, sex, pregnancy, marital status, sexual orientation, gender identity, age, physical or mental disability, or covered veteran status.



THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

AGENDA ITEM SUMMARY

Meeting Date: October 25, 2024

Item: Adoption of Permanent Rule to Amend Existing Rule Regarding Classifying Students In-State and Out-of-State

Type: Action

Presenter: Ryan Stinnett, General Counsel

Background Information

Various state and federal laws have recently been adopted that require or allow universities to classify certain out-of-state students as in-state students for tuition purposes. One such law is Tennessee Public Chapter No. 1057, which requires public institutions of higher education to grant in-state tuition to a student who is the spouse or dependent child of a military service member, if certain requirements are met, including that the service member has lived in the state for at least one year, and both the service member and the spouse or dependent child are United States citizens or lawful permanent residents of the United States. Additionally, a federal law found in The Consolidated Appropriations Act of 2024 (Public Law 118-42), provides that public institutions of higher education must charge students who are citizens of the Federated States of Micronesia, the Republic of the Marshall Islands, or the Republic of Palau tuition for attendance at a rate that is not greater than the rate charged for in-state-residents. Both laws took effect on July 1, 2024.

For the University of Tennessee to comply with these new laws as of their effective dates, the University was required to adopt an emergency amendment to its existing rule titled "Chapter 1720-01-01: Classifying Students In-State and Out-of-State." That emergency amendment was adopted by the Board at its meeting on June 26, 2024, pursuant to the emergency rulemaking process allowed under Tennessee Code § 4-5-208 of the Uniform Administrative Procedures Act ("UAPA"). On September 18, 2024, that emergency rule was also approved by the Joint Government Operations Committee of the Tennessee General Assembly. However, the emergency rule will remain effective for only 180 days, so prior to expiration of the emergency rule, the University must promulgate an amended permanent rule regarding this topic.

Because new and amended state and federal laws regarding in-state and out-of-state classification are passed somewhat regularly, the proposed amendment to the University existing rule is intended to provide the University flexibility to adapt to and comply with both the current and any future changes to the law on this topic. Accordingly, the



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proposed permanent amendment language would add the following catch-all category to the existing list of out-of-state students who are not required to pay out-of-state tuition: “Any other person who is required to be classified as an in-state student for tuition purposes by applicable federal law or regulation, or who is required or permitted to be classified as an in-state student for tuition purposes by applicable state law or regulation.”

A public rulemaking hearing on the proposed permanent amendment to this rule will be held on October 21, 2024, pursuant to a Notice of Rulemaking hearing filed with the Tennessee Secretary of State on August 20, 2024. Interested parties may provide oral or written comments on the proposed rule amendment at the public hearing, either in person or via a virtual, livestream option that has been made available. Also, interested parties are allowed to submit written comments pertaining to the rule directly to the General Counsel on or before October 14, 2024. Any comments received on the proposed rule will be presented to the Board prior to consideration of this action item.

Attached is a redlined version of the University’s existing UAPA rule, which shows the permanent revisions that are proposed (which are identical to the changes adopted under the previous emergency amendment). Upon adoption by the Board, the proposed permanent amendment to the University’s rule will be filed with the Tennessee Secretary of State under the rulemaking procedures of the UAPA.

Action

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

Resolved:

- 1. The proposed amendment to the University of Tennessee’s existing UAPA rule titled “Chapter 1720-01-01: Classifying Students In-State and Out-of-State” is hereby approved as presented in the meeting materials, which shall be attached to this Resolution after adoption and shall become effective after completion of the rulemaking procedures under the Uniform Administrative Procedures Act.**
- 2. The proper officers of the University shall be and hereby are authorized to take any and all such actions as may be required or which they may deem necessary or appropriate in order to implement the permanent rule upon it becoming effective.**

**RULES
OF
THE UNIVERSITY OF TENNESSEE
(ALL CAMPUSES)**

**CHAPTER 1720-01-01
CLASSIFYING STUDENTS IN-STATE AND OUT-OF-STATE**

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1720-01-01-.01 INTENT. It is the intent that the public institutions of higher education in the State of Tennessee shall apply uniform rules, as described in these regulations and not otherwise, in determining whether students shall be classified “in-state” or “out-of-state” for fees and tuition purposes and for admission purposes.

Authority: *Public Acts of Tennessee, 1839-1840, Chapter 98, Section 5; Public Acts of Tennessee, 1807, Chapter 64; and T.C.A. § 49-9-105. Administrative History:* Original rule filed November 23, 1976; effective December 23, 1976. Repeal and new rule filed May 27, 1986; effective August 12, 1986. Repeal and new rule filed May 27, 2015; effective August 25, 2015.

1720-01-01-.02 DEFINITIONS. Wherever used in these regulations:

- (1) “Public higher education institution” shall mean a university or community college supported by appropriations made by the Legislature of this State.
- (2) “Residence” shall mean continuous physical presence and maintenance of a dwelling place within this State, provided that absence from the State for short periods of time shall not affect the establishment of a residence.
- (3) “Domicile” shall mean a person’s true, fixed, and permanent home and place of habitation; it is the place where he or she intends to remain, and to which he or she expects to return when he or she leaves without intending to establish or having established a new domicile elsewhere. Undocumented aliens cannot establish domicile in Tennessee, regardless of length of residence in Tennessee.
- (4) “Emancipated person” shall mean a person who has attained the age of eighteen (18) years and whose parents have entirely surrendered the right to the care, custody, and earnings of such person and are no longer under any legal obligation to support or maintain such person.
- (5) “Parent” shall mean a person’s father or mother. If there is a non-parental guardian or legal custodian of an unemancipated person, then “parent” shall mean such guardian or legal custodian; provided, that there are not circumstances indicating that such guardianship or custodianship was created primarily for the purpose of conferring the status of an in-state student on such emancipated person.
- (6) “Continuous enrollment” or “continuously enrolled” shall mean enrollment at a public higher educational institution or institutions of this State as a full-time student, as such term is defined by the governing body of said public higher education institution or institutions, for a normal academic year or years or the appropriate portion or portions thereof since the beginning of the period for which continuous enrollment is claimed. Such person need not

CLASSIFYING STUDENTS IN-STATE AND OUT-OF-STATE

CHAPTER 1720-01-01

(Rule 1720-01-01-.02, continued)

enroll in summer sessions or other such inter-sessions beyond the normal academic year in order that his or her enrollment be deemed "continuous." Enrollment shall be deemed continuous notwithstanding lapses in enrollment occasioned solely by the scheduling of the commencement and/or termination of the academic years, or appropriate portion thereof, of the public higher educational institutions in which such person enrolls.

- (7) "U.S. Armed Forces" shall mean the U.S. Army, Navy, Air Force, Marine Corps, and Coast Guard.
- (8) "Veteran" means:
 - (a) a former member of the U.S. Armed Forces; or
 - (b) a former or current member of a reserve or Tennessee national guard unit who was called into active military service of the United States, as defined in Tennessee Code Annotated § 58-1-102.

Authority: *Public Acts of Tennessee, 1839-1840, Chapter 98, Section 5; Public Acts of Tennessee, 1807, Chapter 64; and T.C.A. § 49-9-105. Administrative History:* Original rule filed November 23, 1976; effective December 23, 1976. Repeal and new rule filed May 27, 1986; effective August 12, 1986. Amendment filed October 19, 1995; effective February 28, 1996. Repeal and new rule filed May 27, 2015; effective August 25, 2015.

1720-01-01-.03 RULES FOR DETERMINATION OF STATUS.

- (1) Every person having his or her domicile in this State shall be classified "in-state" for fee and tuition purposes and for admission purposes.
- (2) Every person not having his or her domicile in this State shall be classified "out-of-state" for fee and tuition purposes and for admission purposes.
- (3) The domicile of an unemancipated person is that of his or her parent, except as provided in paragraph (4) of this Section .03. Unemancipated students of divorced parents shall be classified "in-state" when one (1) parent, regardless of custodial status, is domiciled in Tennessee, except as provided in paragraph (4) of this Section .03.
- (4) A student shall be classified as "in-state" for fee and tuition purposes if the student is a citizen of the United States, has resided in Tennessee for at least one (1) year immediately prior to admission, and has:
 - (a) Graduated from a Tennessee public secondary school;
 - (b) Graduated from a private secondary school that is located in Tennessee; or
 - (c) Earned a Tennessee high school equivalency diploma.
- (5) The spouse of a student classified as "in-state" shall also be classified "in-state."
- (6) All classifications shall be subject to the Eligibility Verification for Entitlements Act, Tennessee Code Annotated § 4-58-101 *et seq.*

Authority: *Public Acts of Tennessee, 1839-1840, Chapter 98, Section 5; and Public Acts of Tennessee 1807, Chapter 64. Administrative History:* Original rule filed November 23, 1976; effective December 23, 1976. Repeal and new rule filed May 27, 1986; effective August 12, 1986. Amendment filed October 19, 1995; effective February 28, 1996. Repeal and new rule filed March 27, 2015; effective August 25, 2015.

CLASSIFYING STUDENTS IN-STATE AND OUT-OF-STATE

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1720-01-01-.04 OUT-OF-STATE STUDENTS WHO ARE NOT REQUIRED TO PAY OUT-OF-STATE TUITION.

- (1) An unemancipated, currently enrolled student shall be reclassified out-of-state should his or her parent, having theretofore been domiciled in the State, remove from the State. However, such student shall not be required to pay out-of-state tuition nor be treated as an out-of-state student for admission purposes so long as his or her enrollment at a public higher educational institution or institutions shall be continuous.
- (2) An unemancipated person whose parent is not domiciled in this State but is a member of the armed forces and stationed at Fort Campbell pursuant to military orders shall be classified out-of-state, but shall not be required to pay out-of-state tuition. Such a person, while in continuous attendance toward the degree for which he or she is currently enrolled, shall not be required to pay out-of-state tuition if his or her parent thereafter is transferred on military orders.
- (3) Part-time students who are not domiciled in this State but who are employed full-time in the State shall be classified out-of-state but shall not be required to pay out-of-state tuition. This shall apply to part-time students who are employed in the State by more than one employer, resulting in the equivalent of full-time employment.
- (4) A member of the U.S. Armed Forces on active duty for more than thirty (30) days and who has a permanent duty station in the State of Tennessee (or the spouse or dependent child of such a member) who should be classified out-of-state in accordance with other provisions of these regulations will be classified out-of-state but shall not be required to pay out-of-state tuition. This provision shall continue to apply to such a member, spouse, or dependent child while continuously enrolled at that public higher education institution, notwithstanding a subsequent change in the permanent duty station of the member to a location outside the State.
- (5) A person who is domiciled in the Kentucky counties of Fulton, Hickman, or Graves shall be classified out-of-state and shall not be required to pay out-of-state tuition at The University of Tennessee at Martin if qualified for admission. This exemption is on condition that Murray State University in Murray, Kentucky, continues to admit Tennessee residents from selected Tennessee counties to enroll at that institution without payment of out-of-state tuition.
- (6) Any dependent child not domiciled in Tennessee but who qualifies and is selected to receive a scholarship under the "Dependent Children Scholarship Act" (T.C.A. § 49-4-704) because his or her parent is a law enforcement officer, fireman, or emergency medical service technician who was killed or totally and permanently disabled while performing duties within the scope of employment, shall be classified out-of-state but shall not be required to pay out-of-state tuition.
- (7) A veteran, or any individual entitled to the veteran's educational benefits, enrolled in any public institution of higher education in this State shall not be required to pay out-of-state tuition or any out-of-state fee, if the veteran or the eligible individual:
 - (a) Is eligible for post-9/11 GI Bill benefits or Montgomery GI Bill benefits; and
 - (b) Enrolls in a public institution of higher education, after satisfying all admission requirements, within three (3) years after the date of discharge as reflected on the veteran's certificate of release or discharge from active duty, Form DD-214, or an equivalent document.

CLASSIFYING STUDENTS IN-STATE AND OUT-OF-STATE

CHAPTER 1720-01-01

(Rule 1720-01-01-.04, continued)

To continue to qualify for in-state tuition and fees after three (3) years have passed from the date of discharge as reflected on the veteran's certificate of release or discharge from active duty, Form DD-214, or an equivalent document, a veteran or eligible individual shall:

- (a) Maintain continuous enrollment (as defined by the public institution of higher education in which the veteran is enrolled); and
- (b) Demonstrate objective evidence of established residency in this State by presenting at least two (2) of the following:
 1. Register to vote in the State of Tennessee; or
 2. Demonstrate by objective evidence intent to be a resident of the State of Tennessee by obtaining at least two (2) of the following:
 - (i) Proof of voter registration in this State;
 - (ii) A Tennessee driver license;
 - (iii) A Tennessee motor vehicle registration;
 - (iv) Proof of established employment in this State; or
 - (v) Other documentation clearly evidencing domicile or residence in the state, as determined by THEC.
- (8) Students not domiciled in Tennessee but who are selected to participate in institutional undergraduate honors programs specified by the public higher education institution in which the student is enrolled shall be classified out-of-state but shall not be required to pay out-of-state tuition.
- (9) A "covered individual" under the federal Veterans Access, Choice, and Accountability Act of 2014, Public Law 113-146, who maintains continuous enrollment at the same public institution of higher education.
- (10) Any other person who is required to be classified as an in-state student for tuition purposes by applicable federal law or regulation, or who is required or permitted to be classified as an in-state student for tuition purposes by applicable state law or regulation.

Authority: T.C.A. §§ 49-7-1304, 49-7-1305, 49-9-105, 49-9-209, and 49-9-209(e); Public Acts of Tennessee, 1839-1840, Chapter 98, Section 5; Public Acts of Tennessee, 1807, Chapter 64; 20 U.S.C. § 1015d; and 38 U.S.C. § 3679. **Administrative History:** Original rule filed November 23, 1976; effective December 23, 1976. Repeal and new rule filed May 27, 1986; effective August 12, 1986. Amendment filed October 18, 1989; effective January 29, 1990. Amendment filed October 19, 1995; effective February 28, 1996. Repeal and new rule filed May 27, 2015; effective August 25, 2015. Amendments filed December 28, 2016; effective March 28, 2017.

1720-01-01-.05 PRESUMPTION. Unless the contrary appears from clear and convincing evidence, it shall be presumed that an emancipated person does not acquire domicile in this State while enrolled as a full-time or part-time student at any public or private higher educational institution in this State, as such status is defined by such institution.

Authority: Public Acts of Tennessee, 1839-1840, Chapter 98, Section 5; Public Acts of Tennessee, 1807, Chapter 64; and T.C.A. § 49-9-105. **Administrative History:** Original rule filed November 23, 1976; effective December 23, 1976. Repeal and new rule filed May 27, 1986; effective August 12, 1986. Repeal and new rule filed May 27, 2015; effective August 25, 2015.

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CHAPTER 1720-01-01

(Rule 1720-01-01-.04, continued)

1720-01-01-.06 EVIDENCE TO BE CONSIDERED FOR ESTABLISHMENT OF DOMICILE. If a person asserts that he or she has established domicile in this State he or she has the burden of proving that he or she has done so. Such a person is entitled to provide to the public higher educational institution by which he seeks to be classified or reclassified in-state, any and all evidence which he or she believes will sustain his or her burden of proof. Said institution will consider any and all evidence provided to it concerning such claim of domicile but will not treat any particular type or item of such evidence as conclusive evidence that domicile has or has not been established.

Authority: *Public Acts of Tennessee, 1839-1840, Chapter 98, Section 5; Public Acts of Tennessee, 1807, Chapter 64; and T.C.A. § 49-9-105. Administrative History:* Original rule filed November 23, 1976; effective December 23, 1976. Repeal and new rule filed May 27, 1986; effective August 12, 1986. Repeal and new rule filed May 27, 2015; effective August 25, 2015.

1720-01-01-.07 APPEAL. The classification officer of each public higher educational institution shall be responsible for initially classifying students “in-state” or “out-of-state.” Appropriate procedures shall be established by each such institution by which a student may appeal his or her initial classification.

Authority: *Public Acts of Tennessee, 1839-1840, Chapter 98, Section 5; Public Acts of Tennessee, 1807, Chapter 64; and T.C.A. § 49-9-105. Administrative History:* Original rule filed November 23, 1976; effective December 23, 1976. Repeal and new rule filed May 27, 1986; effective August 12, 1986. Repeal and new rule filed May 27, 2015; effective August 25, 2015.

1720-01-01-.08 EFFECTIVE DATE FOR RECLASSIFICATION. If a student classified out-of-state applies for in-state classification and is subsequently so classified his or her in-state classification shall be effective as of the date on which reclassification was sought. However, out-of-state tuition will be charged for any semester during which reclassification is sought and obtained unless application for reclassification is made to the classification officer on or before the last day of regular registration of that semester.

Authority: *Public Acts of Tennessee, 1839-1840, Chapter 98, Section 5; Public Acts of Tennessee, 1807, Chapter 64; and T.C.A. § 49-9-105. Administrative History:* Original rule filed November 23, 1976; effective December 23, 1976. Repeal and new rule filed May 27, 1986; effective August 12, 1986. Repeal and new rule filed May 27, 2015; effective August 25, 2015.

1720-01-01-.09 REPEALED.

Authority: *Public Acts of Tennessee, 1839-1840, Chapter 98, Section 5; and Public Acts of Tennessee 1807. Administrative History:* Original rule filed November 23, 1976; effective December 23, 1976. Repeal filed May 27, 1986; effective August 12, 1986.



THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

AGENDA ITEM SUMMARY

Meeting Date: October 25, 2024

Item: Appointment, Initial Compensation, and other Terms of Employment of the Chancellor of the University of Tennessee Southern (UT Southern)

Type: Action

Presenter: Randy Boyd, President

Background Information

As authorized by the Bylaws of the Board (Section 6.5), the Chair has designated this item for action by the Board without prior review and recommendation by the Executive Committee.

Under the University’s Bylaws, the President of the University is authorized to appoint interim or acting Chancellors. President Boyd appointed Dr. Linda C. Martin to serve as the Interim Chancellor of UT Southern, effective July 1, 2022. In January 2024, President Boyd announced that Dr. Martin had agreed to extend her leadership role at UT Southern through the next academic year, 2024-25.

Under Dr. Martin’s leadership, the campus has made remarkable progress in a very brief period of time. A few of the most significant items are listed below:

- Total enrollment has grown from 934 students (Fall 2022) to 1046 students (Fall 2024), representing a 12% increase
- First-year retention rates are at an all-time high of 77.2%, representing an 11% increase;
- Overall retention rate is also at an all-time high of 79.5%, representing an increase of 9%;
- Six-year graduation rates have also improved by 6%;
- Last year, UT Southern had an all-time record in fundraising (in excess of \$6 million);
- Endowments have grown by over \$1 million;
- Five new properties contiguous to the campus have been acquired; and
- Safety and security upgrades of \$4.2 million.

In light of these extraordinary achievements, I am recommending the removal of the “interim” title and the appointment of Linda C. Martin, PhD, as Chancellor of the University of Tennessee Southern, to acknowledge her dedicated service to and important legacy in the history and future of the campus.



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In accordance with the University's Bylaws, the Board shall approve the appointment of chancellors and their compensation and other terms of employment. In this regard, I am recommending that no adjustments be made to the current compensation or other terms of employment. Dr. Martin is well-known for her many roles since joining the UT System, and a brief biographical profile is attached.

Board Action

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

Resolved:

The Board of Trustees hereby approves the appointment of Linda C. Martin, PhD, as Chancellor of the University of Tennessee Southern, which designation shall be effective retroactively to July 1, 2022, with compensation and all other terms of employment remaining unchanged.

Linda C. Martin



Linda C. Martin first joined the University of Tennessee System in November 2017 as the System Vice President of Academic Affairs and Student Success. In June 2021, she also served as the Interim Senior Vice Chancellor & Senior Vice President of the UT Institute of Agriculture, and since July 2022, has served as the Interim Chancellor for UT Southern. Martin earned her undergraduate degree in Animal Science from The Ohio State University, and M.S. and Ph.D. degrees in Animal Breeding and Genetics from Virginia Polytechnic Institute & State University and Colorado State University, respectively.

Prior to her leadership roles at the University of Tennessee, Martin served as the Associate Dean and Director of Academic Affairs in the College of Food, Agricultural, and Environmental Sciences at The Ohio State University (2007-2017) and Assistant Dean for Academic Programs in the College of Agricultural Sciences & Natural Resources at Oklahoma State University (2002-2007) following 15 years of successful teaching and advising at Kansas State University.

In 2011, Martin was named the *Sanford G. Price and Isabelle P. Barbee Chair in Teaching, Learning and Advising* in the College of Food, Agricultural, and Environmental Sciences at Ohio State and in 2014, was appointed Director of The Ohio State University's Second-year Transformational Experience Program (STEP) with the Office of Academic Affairs in coordination with the Office of Student Life. In this role, Martin provided leadership for the University's second-year mentoring program which offered students the opportunity to engage in a transformational academic experience (internship, leadership, service learning & community service, study abroad, undergraduate research, or artistic & creative endeavor); engage with a faculty mentor; and enhance personal, professional and academic success.

Her leadership contributions to teaching are numerous. At Oklahoma State, Martin provided leadership for faculty development in the College of Agricultural Sciences and Natural resources (CASNR); worked with the *CASNR Effective Teaching Committee* to enhance teaching effectiveness college wide; and served in an advisory role to the *OSU Institute for Teaching and Learning Excellence*. At Ohio State, Martin provided leadership for academic programs in the College of Food, Agricultural, and Environmental Sciences (CFAES) including academic programs at the OSU Agricultural Technical Institute (OSU-ATI) in Wooster. Her responsibilities at Ohio State included providing leadership for CFAES student recruitment, student development, faculty development, teaching excellence, academic advising, first-year experience, study abroad, undergraduate research, multi-cultural student services, and career development. Under her leadership undergraduate enrollment in CFAES grew over 25%; undergraduate participation in study abroad reached nearly 50%; and 4-yr graduation rate has climbed to over 70%.

In her role as System Vice President of Academic Affairs and Student Success, Martin worked closely with campus chief academic and student affairs officers to oversee academic and student

affairs for the UT System. She coordinated the development of academic strategic plans, academic policy, new academic programs, admission and retention standards, faculty handbook revisions, and system-wide student success efforts. Additionally, she served as staff to the Education, Research, and Service Committee of the UT Board of Trustees and worked closely with the Tennessee Higher Education Commission (THEC) on higher education initiatives across the state. As the Senior Vice Chancellor and Senior Vice President of the UT Institute of Agriculture, Martin provided leadership for the statewide presence of the Institute which included the Herbert College of Agriculture, UT College of Veterinary Medicine, UT Extension, UT AgResearch, and the UT Gardens, the State Botanical Garden of Tennessee.

Both nationally and regionally, Martin remains highly involved with professional affiliations and teaching improvement. She served as the *Academic Programs Section (APS)* representative to the *Board on Agriculture Assembly (BAA) Policy Board of Directors* and as the past Vice-Chair; served as the Chair of the Board of Directors for *LEAD21 Leadership Development Program*; provided leadership for the second residential session of the *Food Systems Leadership Institute (FSLI)*; served on the Executive Board of *AG*IDEA*; and is a past Chair of the *North Central Region Academic Programs Section (APS) of APLU*. Additionally, Linda served on the *Board of Directors* for the *American Society of Animal Science (ASAS)*; as the *Central Regional Director* and *National President* for the *North American Colleges and Teachers of Agriculture (NACTA)*; as a member of the *NACTA Committee for Improvement of College Teaching of Agriculture*; and chaired the *Undergraduate/Graduate Teaching Committee for ASAS/ADSA/PSA*.

Martin is known nationally for her record of teaching and advising excellence, and her dedication and commitment to teaching improvement. During her career she has received of over 25 different college, regional and national awards for teaching, advising, and/or leadership excellence including *The Ohio State University Trailblazer Award (2022)* for her pioneering work in learning outcomes assessment; *The National Agricultural Alumni Development Association (NAADA) Above and Beyond Partner Award (2023)*; the *North American Colleges and Teachers of Agriculture Distinguished Educator Award (2007)*; *American Society of Animal Science Distinguished Teacher Award (2006)*; *North American Colleges and Teachers of Agriculture (NACTA) Teaching Award of Excellence (2001)*; and the *National USDA Excellence in College and University Teaching in Food and Agriculture Sciences Award (1998)*. Martin is a graduate of *Leadership Tennessee*, a *Food Systems Leadership Institute (FSLI) Fellow*, and holds the distinction of being the first woman inducted into *The Ohio State University Animal Science Hall of Fame*.



THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

AGENDA ITEM SUMMARY

Meeting Date: October 25, 2024

Item: **Proposed Strategic Plan, UT Institute of Agriculture (UTIA)**

Type: Action

Presenter: Keith Carver, Senior Vice Chancellor/Senior Vice President, UTIA

Background Information

Pursuant to the University Bylaws, the Board of Trustees is responsible for approving the strategic plan for the University of Tennessee Institute of Agriculture (UTIA). The responsibilities of the Executive Committee of the Board of Trustees include making a recommendation to the Board on the strategic plan for each campus and institute. As permitted by the Bylaws, the Board Chair has placed this item on the agenda of the full Board meeting for presentation, discussion, and action.

Dr. Carver will present an overview of UTIA's proposed five-year Strategic Plan – Growing Greatness (2025-2030), and a copy of the plan is attached. The Strategic Plan has the support and recommendation of Chancellor Donde Plowman (UT Knoxville) and President Randy Boyd

Board Action

The Chair will call for a motion to adopt the following resolution.

Resolved:

The Board of Trustees hereby approves UTIA's proposed five-year Strategic Plan – Growing Greatness (2025-2030), as presented in the meeting materials, a copy of which shall be attached to this resolution following adoption.

GROWING GREATNESS

A FIVE-YEAR STRATEGIC
PLAN FOR UTIA

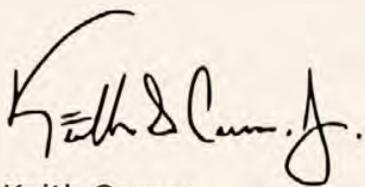
UTIA INSTITUTE OF
AGRICULTURE
THE UNIVERSITY OF TENNESSEE

WELCOME

The University of Tennessee Institute of Agriculture is a special place. Here, our world-renowned researchers, educators, and experts create and deliver Real. Life. Solutions. every day that address some of society's most pressing issues.

As one of the few land-grant university institutes of agriculture in the country, we are uniquely poised to serve Tennessee and beyond. The institute is home to UT AgResearch, UT Extension, the Herbert College of Agriculture, and the College of Veterinary Medicine. Together, these units collaborate to create outstanding opportunities in agriculture, natural resources, and life sciences.

This five-year strategic plan is our roadmap to ensure we are serving our state, nation, and world at the highest level possible. Together, we will continue to set the bar high, growing greatness for years to come.



Keith Carver
*Senior Vice Chancellor
and Senior Vice President
UT Institute of Agriculture*



OUR MISSION

We provide Real. Life. Solutions. through teaching, research, and outreach.

OUR VISION

As a land-grant institute, we aspire to improve lives of Tennesseans and beyond—one discovery, one community, one classroom, one home, and one farm at a time.

OUR VALUES

The following values guide UTIA in carrying out its mission. All UTIA faculty, staff, students, and volunteers should aspire to act in ways consistent with these values.

- *Cooperation and Collaboration*
- *Creativity and Discovery*
- *Quality Programs and Services*
- *Accountability and Integrity*
- *Transparent and Intentional Communication*

PRIORITIES FOR THE INSTITUTE OF AGRICULTURE

Developing Skilled, Lifelong Learners and Citizens and a Resilient Workforce

UTIA is committed to developing tomorrow's leaders today. Through a multifaceted approach, we prioritize initiatives aimed at cultivating talent, fostering continuous learning, and empowering individuals to thrive.

Securing a Safe, Nutritious, and Affordable Food System Locally, Nationally, and Globally

UTIA is dedicated to implementing proactive measures that address the complex challenges facing agriculture. We embrace a holistic approach to foster resilience and prosperity within local, national, and global food systems.





Improving the Health, Safety, and Well-Being of Humans and Animals

UTIA plays a pivotal role through its recognition and integration of the One Health concept. Embracing the One Health approach, which underscores the interconnectedness of human, animal, and environmental health, UTIA is uniquely positioned to spearhead initiatives aimed at bolstering health outcomes in Tennessee and beyond.

Ensuring the Profitability of Agricultural Producers and the Sustainability of Communities

UTIA fosters collaborative partnerships and innovative initiatives to realize economic sustainability for the communities we serve. Recognizing the connection of economic prosperity and community well-being, we prioritize sustainable development strategies that empower residents and businesses alike. With a commitment to encouraging innovation and collaboration, our organization is dedicated to building a prosperous and sustainable future.

Enhancing and Protecting Natural Resources and a Sustainable Environment

In the pursuit of a thriving and sustainable future for Tennessee, UTIA is committed to enhancing and protecting our natural resources and fostering a sustainable environment. Our approach reflects a balance between human prosperity and environmental well-being.



STRATEGIC GOAL

1. EXPAND EDUCATIONAL OPPORTUNITIES

Deliver high-quality, relevant learning experiences.

High-quality, relevant learning experiences are transformative and foster deeper understanding, critical thinking, and skill development. These experiences are thoughtfully designed to align with learners' needs, interests, and real-world applications.

Strategies and Actions

A UTIA will expand access to online learning.

- Increase the number of online courses and credentialing as well as continuing education programs (degree seeking and non-degree seeking).
- Increase number of participants enrolled in online learning (degree seeking and non-degree seeking).
- Increasing access to online information and resources for self-guided learning.

B UTIA will expand access to residential and face-to-face engagement.

- Increase in residential retention and graduation rates.
- Increase the residential students.
- Increase participation in face-to-face Extension and outreach programs.

C UTIA will provide quality, relevant learning experiences.

- Increase number of and participation in experiential learning opportunities or high-impact experiences locally and globally.
- Increase number of opportunities available for stakeholders, leaders, and constituents to provide feedback on program relevancy and needs.
- Increase number of teaching and learning professional development opportunities offered for and attended by personnel.
- Increase study abroad participation.

D UTIA will build connections with new audiences.

- Increase access to a broader audience with respect to demographics and workforce categories.
- Increase number of national and international participants in our programs.
- Increase partner engagement in developing new programs for an ever-changing landscape.

Outcomes and Metrics

- Increase the number of clients interacting with educational offerings and programs across UTIA.
- Increase undergraduate enrollment at the Herbert College of Agriculture.

Example:

Develop an engaging digital education platform to enhance access to online information and resources for self-guided learning.

STRATEGIC GOAL

2. FOSTER INNOVATION AND DISCOVERY

Develop solutions to address issues related to land, life, and science.

Continued growth of research at UTIA will be integral in broadening the institute's impact and elevating its national reputation. UTIA should be known as the go-to destination for top researchers, graduate students, and funding partners to perform basic and applied research that addresses current and emerging relevant challenges.

Strategies and Actions

A UTIA will explore alternative production systems for viable economic opportunities.

- Strengthen and support precision livestock farming efforts.
- Support USDA Smart Climate Initiative.

B UTIA will continue to invest in facilities and scientific infrastructure.

- Construct a Next-Gen Poultry facility.
- Support construction of a protein innovation center.

C UTIA will continue to grow grants and contract expenditures.

- Increase refereed publications by 50 percent and citations (H-index) by 25 percent.
- Increase HERD Report research expenditures by 50 percent.

Outcomes and Metrics

- Increase economic impacts on Tennessee through innovation.

Example:

Work collaboratively with industry partners and stakeholders to create solutions that address farming innovations and protein needs.



STRATEGIC GOAL



3. STRENGTHEN ORGANIZATIONAL CULTURE

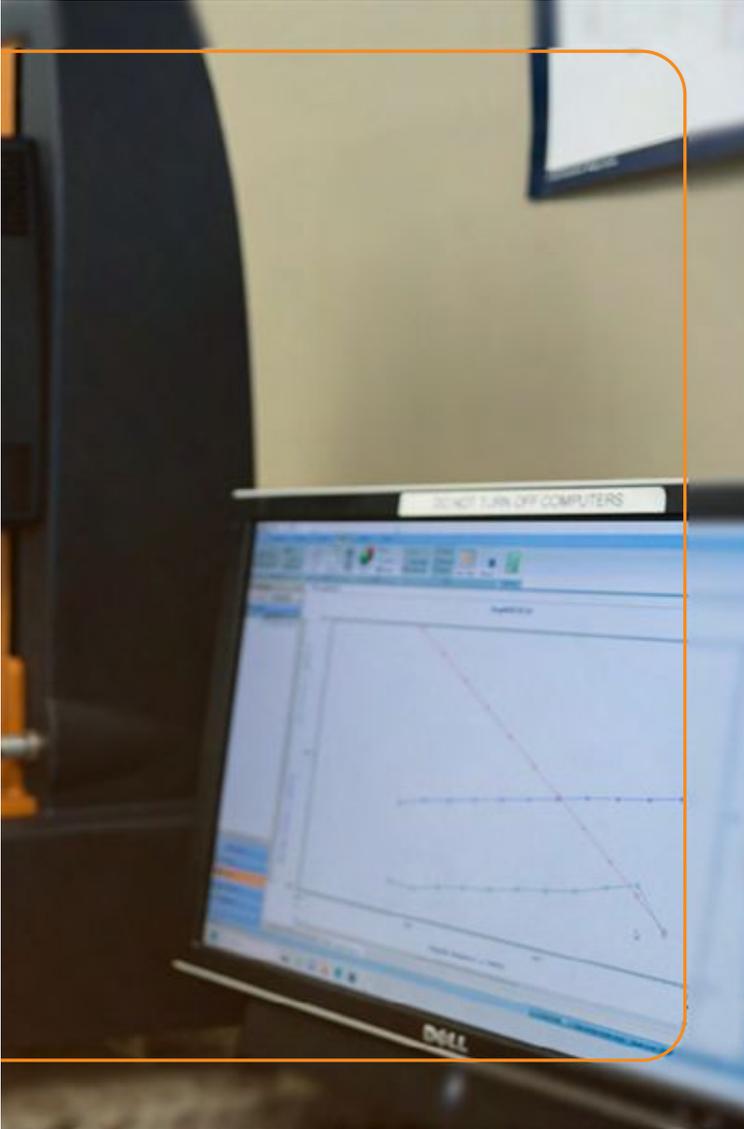
Support a culture of trust and collaboration.

An environment of trust and collaboration allows people to develop creativity and take risks to overcome obstacles and achieve innovative outcomes far surpassing those of individual efforts.

Strategies and Actions

A UTIA will encourage and increase collaboration.

- Increase number of partnerships with external industries, agencies, and producers as well as internal system-wide campuses and institutes.
- Increase number of grant proposals and grant dollars with cross-functional collaboration across missions.
- Increase awareness and utilization of joint resources.
- Implement defined and interdependent performance metrics that drive achievement and joint success.



Outcomes and Metrics

- Increase the network of statewide, national, and international collaborations.
- Increase number of relevant opportunities for in-person gatherings across the state, expanding the audience as appropriate.

Example:

UTIA is launching a recognition program to celebrate employees statewide. We will continue to host employee appreciation events and encourage in-person gatherings across the state.

B UTIA will enhance and foster meaningful internal communication.

- Increase number of relevant opportunities for in-person gatherings across the state.
- Increase joint communication efforts.
- Increase leadership team development focused on effective internal communications and team accountability.

C UTIA will reduce barriers and duplication of work.

- Reduce duplicative processes or tools and transition to consistent institute-wide tools and systems.
- Clearly define and communicate the relationships and roles between UTIA, UT Knoxville, and UT System Administration and shared services.
- Develop and implement service level agreements for administrative units to communicate the extent and nature of services provided and define case response expectations.

4. SHARE OUR COLLECTIVE SUCCESS

Continue to tell our story of how we and our partners impact communities.

Communicate a clear message of UTIA's compelling story of how we educate, discover solutions, and impact our state and world.



STRATEGIC GOAL

Strategies and Actions

A UTIA will develop strategies to reach newly identified key audiences to increase awareness of UTIA and its mission.

- Increase awareness of the UTIA story among UT Knoxville faculty and staff, new Tennessee residents, and urban residents.
- Continue to use media monitoring tools to analyze number of reaches, value, and geographical distribution.

B UTIA will come to a consensus on how visual brand architecture supports messaging.

- Conduct a brand audit.
- Develop internal education on visual brand assets and usage.

C UTIA will create and launch an internal campaign to educate, support, and empower brand ambassadors.

- Increase participation in UTIA employee orientation through mandatory attendance.
- Increase number of students participating in orientation and/or learning module(s) about UTIA and the land-grant mission.
- Create a regular meeting for all UTIA communicators to share knowledge.

Outcomes and Metrics

- Empower all of UTIA to use marketing and communications tools effectively in telling our story.

Example:

Implement a digital asset management system to provide storytelling tools to all UTIA employees.



STRATEGIC GOAL

5. NURTURE OUR TALENT

Recruit, retain, and develop top faculty and staff to be the best-in-class institute.

Aspire to be a destination of choice for top performing faculty and staff from recruitment forward.

Strategies and Actions

A UTIA will provide the needed infrastructure to attract quality candidates.

- Increase the quality of candidates applying for both faculty and staff positions.
- Improve compliance with the completion of the six-month probation assessment for staff.
- Increase the percentage of faculty promoted and tenured.
- Develop a process and toolbox to assist faculty with spousal accommodations and employment opportunities in the region.
- Create a process that tracks the time to fill positions.
- Decrease pay gap between market rates vs. actual.

B UTIA will establish opportunities for faculty and staff growth.

- Increase the number of employees engaged in active individual development plans.
- Develop opportunities and a pathway for succession planning within UTIA.
- Establish a UTIA leadership program for mid-level leaders.



Outcomes and Metrics

- Increase opportunities to compete for national and professional awards and honors.
- Increase to 100 percent of the number of employees engaged in active individual development plans and progressing toward those goals.

Example:

UTIA will develop opportunities for succession planning within the institute and will establish a leadership program for mid-level leaders.

OUR STRATEGIC PLAN COMMITTEE



David Anderson



Michele Atkins



Misty Bailey



Doug Bohner



Dannie Bradford



ShaRonda Cooper



Brad Day



Brian Dickens



Annie Freeland Fishel



Tom Gill



Meggan Graves



Lacy Harnage



Tammie Jay



Bill Johnson



Cassie Johnson



Jerry Lamb



Sandy Lindsey



Andrea Ludwig



Bonnie Ownley



Ethan Parker



Troy Rowan



Avat Shekoofa



Chris Sneed



Lisa Stearns



Christopher Stripling



Jai Templeton



Kevin Thompson



Emma Willcox



Hannah Wright



OUR STORY

People across Tennessee and around the world rise to their potential and thrive when the Institute of Agriculture rises.

The UT Institute of Agriculture (UTIA) is the global model for furthering food, fiber, and natural resources through trailblazing research, lifelong education, and collaborative extension and engagement for all who seek our services. Our deep and longstanding statewide connections deliver the trusted Real. Life. Solutions. farmers need to prosper, advancing the next generation in agriculture.

Ultimately, our work helps Tennesseans—and future generations of Tennesseans—live healthier, more productive lives; creates stronger national security; and drives economic advantages to all corners of Tennessee. This work matters, because as the world and Tennessee’s population grows—and land and water become even more scarce—our work in enhancing agriculture helps make improved health and food security a reality. By discovering and sharing science-based research, we help producers feed more, using less, ensuring both human and animal health. Our veterinary



medicine protects public health and generates economic benefits to the state and nation, and our work with youth, through 4-H and other learning opportunities, bolsters Tennessee's future.

UTIA provides multigenerational educational opportunities that expand minds and encourage imagination, creativity, and innovation. We are invigorated by the Volunteer Spirit, by the trust and respect Tennesseans have for us, and by the impact we are making here and worldwide. We are humble in demeanor, driven by data, and

serious about our accountabilities, yet we dream big and are passionate and energized by the opportunity to do more.

We are improving life for Tennesseans and beyond one discovery, one community, one classroom, one home, and one farm at a time. Rarely does an organization have the opportunity to impact lives in the way the University of Tennessee Institute of Agriculture does. We strive to be the model of how a land-grant university can positively impact the world, now and into the future.



UTIA.TENNESSEE.EDU

All qualified applicants will receive equal consideration for employment and admission without regard to race, color, national origin, religion, sex, pregnancy, marital status, sexual orientation, gender identity, age, physical or mental disability, genetic information, veteran status, and parental status, or any other characteristic protected by federal or state law. In accordance with the requirements of Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, the University of Tennessee affirmatively states that it does not discriminate on the basis of race, sex, or disability in its education programs and activities, and this policy extends to employment by the university. Requests for accommodations of a disability should be directed to the Office of Equity & Diversity, 1840 Melrose Avenue Knoxville, Tennessee 37996-3560 or oed@utk.edu or (865)974-2498. Inquiries and charges of violation of Title VI (race, color and national origin), Title IX (sex), Section 504 (disability), the ADA (disability), the Age Discrimination in Employment Act (age), sexual orientation, or veteran status should be directed to the Office of Investigation & Resolution 216 Business Incubator Building 2450 E.J. Chapman Drive Knoxville, Tennessee 37996 or (865)974-0717 or investigations@utk.edu.

GROWING GREATNESS

A Five-Year
Strategic Plan
for UTIA



REAL. LIFE. SOLUTIONS.

for Our Future

- Five-year plan
- Multiple listening sessions held August-December 2023
- Supports the UT System Administration and UT Knoxville strategic plans

Growing Greatness | UTIA Strategic Plan

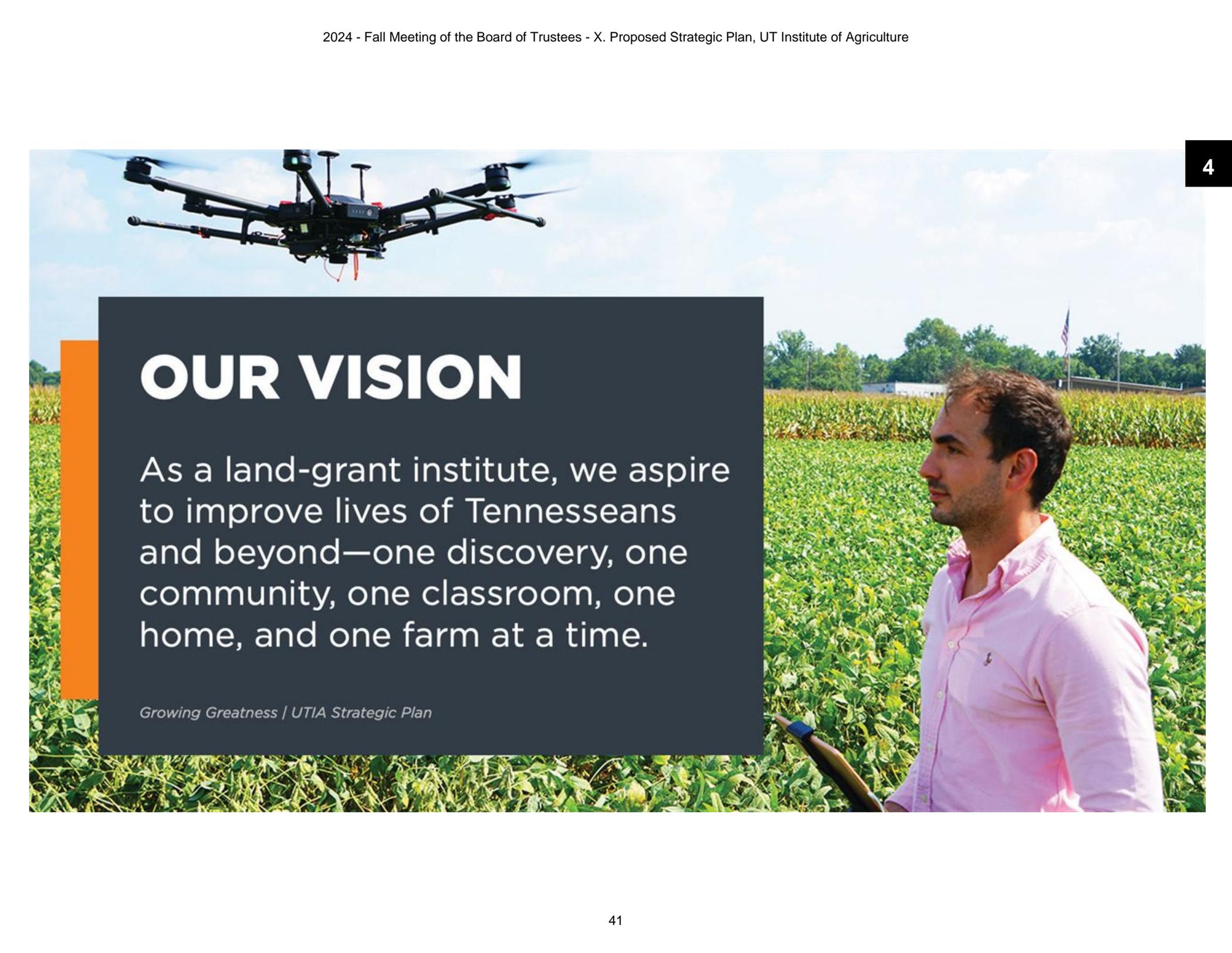




OUR MISSION

We provide
Real. Life Solutions.
through teaching,
research, and
outreach.

Growing Greatness | UTIA Strategic Plan

A man in a pink shirt stands in a field of green crops, looking towards the right. A drone is flying in the sky above him. The background shows a line of trees and a building under a blue sky with light clouds.

OUR VISION

As a land-grant institute, we aspire to improve lives of Tennesseans and beyond—one discovery, one community, one classroom, one home, and one farm at a time.

Growing Greatness | UTIA Strategic Plan

OUR VALUES

- **Cooperation and Collaboration**
- **Creativity and Discovery**
- **Quality Programs and Services**
- **Accountability and Integrity**
- **Transparent and Intentional Communication**

Growing Greatness | UTIA Strategic Plan

OUR PRIORITIES

- Developing skilled, lifelong learners and citizens, and a resilient workforce
- Securing a safe, nutritious, and affordable food system locally, nationally, and globally
- Improving the health, safety, and well-being of humans and animals
- Ensuring the profitability of agricultural producers and the sustainability of communities
- Enhancing and protecting natural resources and a sustainable environment

Growing Greatness | UTIA Strategic Plan





1. EXPAND EDUCATIONAL OPPORTUNITIES

Deliver high-quality, relevant learning experiences.

Growing Greatness | UTIA Strategic Plan



1. Expand Educational Opportunities

Outcomes and Metrics

Increase the number of clients interacting with educational offerings and programs across UTIA.

Growing Greatness | UTIA Strategic Plan



2. FOSTER INNOVATION AND DISCOVERY

Develop solutions to address issues related to land, life, and science.

Growing Greatness | UTIA Strategic Plan



2. Foster Innovation and Discovery

Outcomes and Metrics

Increase economic
impacts on Tennessee
through innovation.

Growing Greatness | UTIA Strategic Plan



3. STRENGTHEN ORGANIZATIONAL CULTURE

Support a culture of trust and collaboration.

Growing Greatness | UTIA Strategic Plan



3. Strengthen Organizational Culture

Outcomes and Metrics

Increase number of relevant opportunities for in-person gatherings across the state, expanding the audience as appropriate.

Growing Greatness | UTIA Strategic Plan



4. SHARE OUR COLLECTIVE SUCCESS

Continue to tell our story of how we and our partners impact communities.

Growing Greatness | UTIA Strategic Plan



4. Share Our Collective Success

Outcomes and Metrics

Empower all of UTIA to use marketing and communications tools effectively in telling our story.

Growing Greatness | UTIA Strategic Plan



5. NURTURE OUR TALENT

Recruit, retain, and develop top faculty and staff to be the best-in-class institute.

Growing Greatness | UTIA Strategic Plan



5. Nurture Our Talent

Outcomes and Metrics

Increase to 100 percent the number of employees engaged in active individual development plans and progressing toward those goals.

Growing Greatness | UTIA Strategic Plan







THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

AGENDA ITEM SUMMARY

Meeting Date: October 25, 2024

Item: Consent Agenda

Type: Action

Presenter: John C. Compton, Chair of the Board and Committee Chair

Background Information

Items on the Consent Agenda are not presented or discussed unless a Board member requests that an item be removed from the Consent Agenda. In accordance with the Bylaws, before calling for a motion to approve the Consent Agenda, the Chair will ask if any member of the Board 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 the Secretary before the meeting.

Committee Action

If there are no requests to remove items on the Consent Agenda, the Chair will call for a motion to omit the reading of the minutes of prior meetings and to approve the items on the Consent Agenda.



THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

5.1

MINUTES OF THE BOARD OF TRUSTEES MEETING June 24, 2024

The University of Tennessee Board of Trustees met at 4:00 p.m. (EDT) on Monday, June 24, 2024. The meeting was held in the Agriculture and Natural Resources Building, located at the University of Tennessee, in Knoxville, Tennessee.

Trustees Present: John C. Compton, Chair; Bradford D. Box; Charles Hatcher, Commissioner, Tennessee Department of Agriculture; Decosta E. Jenkins; Shanea A. McKinney; Christopher L. Patterson; William (Bill) C. Rhodes III; Donald J. Smith; David N. Watson; T. Lang Wiseman; and Jamie R. Woodson.

University Officers in Attendance: President Randy Boyd; 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). Other members of the UT senior leadership and administrative staff were also in attendance.

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

Opening Remarks by the Chair

Chair Compton began his remarks by indicating that the agenda for the meeting will be focused on President Boyd's annual review and his potential reappointment as President of the University.

Requests to Address the Board

There were no requests to address the Board on matters pertaining to the agenda for the meeting.

Annual Presidential Performance Review

Chair Compton indicated that he believes the review process to be one of the most comprehensive annual reviews of a leader in higher education. The annual review covers the calendar year from January 1 through December 31, 2023, and measures the President's performance against the goals and objectives set by the Board. The 360-degree review includes:

- A self-assessment by the President, which includes performance measures for the prior year (2023) and goals for the current calendar year (2024). The achievements and goals were shared by President Boyd at Board meetings held earlier in the year.
- An electronic survey to solicit views of the President's performance from various constituency groups, including:

- Members of the Board of Trustees,
- Chancellors and other Senior Leaders,
- Student, Faculty, and Staff leadership, and
- Foundation and Alumni leadership.

Chair Compton stated that he personally conducts interviews with the Lieutenant Governor and Speaker of the Senate Randy McNally and Speaker of the Tennessee House Cameron Sexton. He also met with President Boyd earlier in the month to review: (1) his self-assessment statement, (2) the findings of the constituency survey and interviews, and (3) the 2024 goals and objectives. Trustees Decosta Jenkins (Chair, Audit & Compliance Committee) and Bill Rhodes (Chair, Finance & Administration Committee) participated as observers in the review process. While the Committee Chairs had an opportunity to write their own statements of support or differences regarding the review of the President, they accepted the written report circulated to the Board of Trustees and shared publicly in the materials for this meeting (Tab 1).

The Board Chair shared the following highlights from the annual review:

- 97% of the survey respondents (92 individuals/76% response rate) felt that President Boyd’s performance exceeded expectations. Notably, the overall approval rating and the highest performance categories remain generally consistent with previous results over the last six years.
- Of the categories measured, President Boyd received the highest ratings for:
 - providing visionary leadership;
 - articulating strategic long-term goals for the UT System; and
 - providing leadership to ensure the University maintains highly effective relationships with the legislative officials and serving as an effective spokesperson for public higher education in Tennessee.

Chair Compton remarked that it has been another momentous year for the entire UT System, but he felt that it was especially important this year, in light of the potential reappointment, to look at performance over the term of his presidency. From Fall 2019 through Fall 2023, the UT System has made tremendous progress:

- Total Enrollment – 13.8% increase;
- 6-Year Graduation Rate – 3.8% increase;
- 4-Year Graduation Rate – 3.0% increase;
- First-Year Retention Rate – 4.2% increase (from 81% to 85%);
- Bachelor’s Degrees Awarded – 9.3% increase; and
- Graduate and Professional Degrees Awarded – 17.1% increase.

Additionally, for Fall 2023, total enrollment reached an all-time high of 58,726 students, almost a 5% increase over the prior year, with UT Knoxville serving as key driver of this growth (20% increase in total enrollment over the last five years).

For the fiscal year ended June 30, 2023, the University raised more than \$342 million in philanthropic support (second highest fundraising year, and for the fiscal year ending June 2024, the University is on track to exceed last year's fundraising figures. The University also reached a new record in research and sponsored program expenditures of \$437 million.

Importantly, since 2019, for the UT System, the average amount of student debt (bachelor's recipient borrowers) has declined by 4.4%. For 2022 (the most recently reported data), for the UT System, approximately 47% of bachelor's recipients had no debt, representing a 12% improvement since 2018.

Chair Compton noted that with growth, there is often growing pains. In this regard, the Board has asked President Boyd to focus his attention on: (i) assessing and resolving housing and parking issues at certain UT campuses; (ii) identifying potential options to eliminate barriers (e.g., capital funding restraints) to the University's continued growth and expansion; and (iii) finding opportunities to ensure affordability of a UT education, while operating in an inflationary environment. As the UT System strategic plan expires in 2025, President Boyd has been tasked with bringing forward a new UT System strategic plan. President Boyd has set forth an ambitious goal in terms of UT System enrollment growth (71,000 students by 2030). As demonstrated in the Education, Research, and Service Committee held earlier in the day, there have been healthy conversations pertaining to the University's long-term enrollment strategy, which will continue.

Chair Compton closed his remarks by indicating that, based on any measure, President Boyd's performance has been outstanding and opened the floor to comments from the Trustees and others present at the meeting. The Trustees shared their personal reflections of the University's achievements under President Boyd's leadership, including the challenges that were associated with a worldwide pandemic. The Trustees also thanked Chair Compton for his efforts in leading a very thorough and transparent annual review process.

Upon motion duly made and seconded, the Board approved the Annual Presidential Performance Review (*Resolution 033-2024*).

Appointment of the President of the University of Tennessee System

Chair Compton shared an overview of the history of President Boyd's appointment, reminding the Board that Randy was appointed as the interim president in September 2018. In March 2020, the Board appointed him as president through June 30, 2025. At the Winter 2024 meeting of the Board, President Boyd expressed his willingness to compete the decade (through June 2030). At that meeting, by unanimous consent, the Board Chair was authorized to explore the reappointment of President Boyd, which process included consultation with representatives

of the broader University community, including faculty, students, staff, and alumni. As part of the annual review process, an additional question was included in the electronic survey to engage support for Randy's reappointment as president. There was overwhelming support (99%) for his reappointment. The subject of reappointment was also discussed with Lt. Governor McNally, Speaker Sexton, and Governor Bill Lee, who were each strongly supportive. Additionally, the Board Chair raised the potential reappointment of Randy Boyd at the University's sunset hearing in front of the Joint Committee on Government Operations, and the members encouraged the Board to retain Randy as president.

Chair Compton shared his personal views on the reappointment, noting that Randy's optimism has been contagious within the UT System. He also highlighted that Randy thinks "big" and has been drawn to strategic initiatives that make a real difference not only for the University, but for the State of Tennessee (e.g., UT Promise, UT Southern and Guaranteed Admission). Chair Compton shared that Randy is well-regarded as a visionary leader, with high integrity, a great level of enthusiasm, and as an innovative thinker. Chair Compton concluded his remarks by highlighting the complex environment in which the University operates, the overall challenges anticipated in the higher education landscape, and the exceptional fact that Randy will not accept any compensation from the University for serving in the role. Chair Compton recommended that the Board reappoint Randy Boyd as president of the University and opened the floor for discussion. The Trustees expressed their staunch support for the reappointment and thanked Chair Compton for ensuring that the reappointment process was inclusive and transparent.

Upon motion duly made and seconded, a roll call vote was taken, and the Board unanimously approved the reappointment of Randy Boyd as President through June 30, 2030 (*Resolution 034-2024*).

Following the reappointment, President Boyd stated that it has been the honor of his life to be able to serve as president of his alma mater. He expressed his gratitude to the Trustees for their support, and he thanked the administration, faculty, and staff for all their hard work in advancing the University. President Boyd also recognized his wife, Jenny, for her partnership and willingness to see him serve out the rest of the "Greatest Decade" in the history of the University.

Closing Remarks and Adjournment

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

Respectfully Submitted,

/s/Cynthia C. Moore

Cynthia C. Moore

Secretary and Special Counsel



THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

5.1

MINUTES OF THE ANNUAL MEETING OF THE BOARD OF TRUSTEES June 25, 2024

The University of Tennessee Board of Trustees met at 12:30 p.m. (EDT) on Tuesday, June 25, 2024. The meeting was held in the Agriculture and Natural Resources Building, located at the University of Tennessee, in Knoxville, Tennessee.

Trustees Present: John C. Compton, Chair; Bradford D. Box; Charles Hatcher, Commissioner, Tennessee Department of Agriculture; Decosta E. Jenkins; Shanea A. McKinney; Christopher L. Patterson; William (Bill) C. Rhodes III; Donald J. Smith; David N. Watson; T. Lang Wiseman; and Jamie R. Woodson.

University Officers in Attendance: President Randy Boyd; 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). Other members of the UT senior leadership and administrative staff were also in attendance.

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

Opening Remarks by the Chair

Chair Compton opened the meeting and welcomed Steve Moldrup, Co-Director of the Collegiate Abbey at UT Knoxville, who provided the invocation.

Chair Compton began his remarks by extending congratulations on behalf of the Board to all the recent graduates from all the UT campuses. He indicated that it was another record setting year in terms of the total number of graduates for the University. He acknowledged the students for their hard work and success, and he thanked all the individuals, including faculty, staff, and administrators from across the UT System, who contributed in various ways to this remarkable achievement. Chair Compton also recognized Student Trustee Woodi Woodland, who graduated from the UT Health Science Center's College of Medicine, for her recent service on the Board. He noted that Ms. Woodland has started her residency program at the University of California, San Francisco, and the Board extends its very best wishes to her.

The prior evening the 2024 NCAA Division I baseball tournament ended in Omaha, Nebraska with UT Knoxville capturing its first Men's College World Series title in program history. Chair Compton remarked that the University's student athletes, from across the campuses and various sports, had an incredible year with teams winning championships and earning national recognition. He acknowledged the student athletes for their role in elevating the reputation of the University and their dedication in and out of the classroom.

For those who may not have been present at the Board’s meeting the day before, Chair Compton reported that the Board has reappointed President Boyd for six more years (June 2030). On behalf of the Board, he thanked President Boyd for his willingness to continue to serve as President and complete the greatest decade in the history of the University of Tennessee. Chair Compton highlighted that the Board hosted a celebration in honor of President Boyd and his wife, Jenny Boyd. Attendees included Governor Bill Lee and First Lady Maria Lee, Lt. Governor Randy McNally, Representative Mark White (Chair, House Education Administration Committee), and other state officials. City of Knoxville Mayor Indya Kincannon, Dr. Keith Gray (President of the UT Medical Center), and emeriti trustees, including Ms. Ann Furrow, Mr. Jim Haslam, Mr. Raja Jubran, Mr. Bill Stokely, Mr. Charles Wharton, and Mr. Alan Wilson were present, along with many other alumni and friends of the University. The large turnout was a testament to President Boyd’s leadership and the esteem held for the University. Chair Compton extended his gratitude to the individuals who participated in the planning and execution of the celebration.

Chair Compton then provided an update on actions taken at the last Executive Committee meeting noting the appointment of Ms. Lisa Patel as the next Student Trustee and Dr. Beth Crawford as the Faculty Representative to the Education, Research, and Service Committee. Both positions serve as voting members of the Education, Research, and Service Committee, and their 1-year appointments will begin on July 1. Ms. Patel is an undergraduate student in the Tickle College of Engineering (UT Knoxville), who is pursuing a biomedical engineering degree. Dr. Crawford serves as UC Foundation Professor and Program Advisor for the Learning and Leadership Programs at UT Chattanooga. Dr. Crawford has served on numerous university committees and is a past Chair of the University’s Faculty Council. He concluded his remarks recognizing current Faculty Representative, Dr. Sean Walker, who will complete his term on June 30, 2024. Chair Compton stated that Dr. Walker has been actively involved in the work of the Board and the University Faculty Council and thanked him for ensuring that both UT faculty and students have a voice in Board deliberations. Dr. Walker thanked the Board members for their focus on helping students, faculty and staff accomplish their goals. He asked that the Board continue these efforts. Chair Compton presented an award to Dr. Walker in appreciation of his dedicated service to the Board of Trustees.

Requests to Address the Board

Chair Compton announced that no requests to address the Board were received prior to today’s meeting.

Naming of the College of Music, UT Knoxville

Chair Compton indicated that he was removing one item from the consent agenda – the naming of the College of Music at the UT Knoxville campus after Natalie L. Haslam. Chair Compton reflected on how important the naming of a college can be in its future success, as well-demonstrated by the growth in enrollment and reputation of the Haslam College of Business. It is a significant commitment of time and resources to establish a named college, and it is exceptional to have two colleges at an institution of higher education named by the same family. On behalf of the Board, Chair Compton extended the University’s deep appreciation to Emeriti Trustee James Haslam and the immediate and extended Haslam family for their generous support and steadfast commitment to the University over the years.

Mrs. Natalie Haslam expressed how honored she is to have her name attached to the College of Music. She relayed her love of music since she was a young girl, and how much the University has been a part of her and Jim's lives. UT Knoxville Chancellor Donde Plowman thanked Mrs. Haslam for always reminding others of the importance of music, the arts, and the humanities. Mr. Haslam stated, on behalf of the family, there is never enough that they can do repay the University. Chair Compton presented a watercolor drawing to Mrs. Haslam reflecting the naming of the college.

Upon motion duly made and seconded, the Board approved the naming of the Natalie L. Haslam College of Business (*Resolution 035-2024*).

President's Update

President Boyd provided an update that was structured around the pillars of the Strategic Plan.

Educating Tomorrow's Workforce. President Boyd noted that UT is the largest talent provider for Tennessee employers. Since the Great Recession, 90,000 jobs requiring a high school education (or less) have been lost. During this same period time 49,000 jobs have been added in the state that require an associate's degree or some level of college. However, the growth of jobs requiring a four-year degree have grown 7 times larger, an additional 361,000 jobs, over the last 10 years.

President Boyd discussed the critical shortages in nurses, teachers, engineers, physicians, dentists, social workers, and other professions in the state and how vitally important it is for the University to continue to grow. Given the aspiration to continue to grow enrollment to 71,000 students by 2030, it is anticipated that the number of UT graduates would grow to approximately 16,000 by the year 2030, representing a 19% increase. He discussed the importance of not only science, technology, engineering and math (STEM), but the humanities and their valuable impact on society.

A Few Observations from May Graduation. President Boyd shared a few observations from attending the recent graduations. He expressed his concerns over the decline in enrollment of male students (male students represent 43% of Fall 2024 enrolled students in the UT System), as well as the overall number of male graduates (male students represented 41% of the University's 2024 graduates). President Boyd spoke to the negative consequences of having a whole generation of men who are undereducated and underemployed. He indicated that this is an area where further work needs to be done and that he, the chancellors, and others will be spending some dedicated time on developing strategies to address this issue.

Research Changing the World. President Boyd indicated that he has been thinking about the connotations around the word "research" and how such term may be perceived by the general public. He believes that the University needs to come up with a more compelling way of describing the results that come from this important work. President Boyd shared updates on the UT-Oak Ridge Innovation Institute and goals associated with creating new centers of excellence and focusing on convergent research initiatives to better leverage the expertise of both the University and the Oak Ridge National Laboratory.

Fostering Outreach and Engagement. In terms of this pillar of the strategic plan, President Boyd provided updates on efforts to advance collaboration through challenge grants, the status of the Institute for American Civics, and a certificate of deposit program that has been implemented by the finance office of the University that provides for better cash management, while continuing to support financial institutions in the state that serve local communities.

Ensuring Administrative Excellence. The enterprise resource planning (ERP) project is scheduled to launch in January 2025. President Boyd also discussed the dynamic environment of intercollegiate athletics and efforts being taken to be prepared to react to future shifts. The University is conducting a systemwide salary study, and the University Administration is focused on developing strategies around student housing at each of the UT campuses.

Advocating for UT. Information was presented on the “Everywhere You Look, UT” mural campaign and the “Four the Future” campaign. President Boyd extended his thanks to the University’s advancement team and the UT Foundation for their efforts over the past year, which have positioned the University to reach its second-best fundraising year in its history, with a projected \$367 million raised. He noted that the University is very close to breaking its all-time high for fundraising and encouraged everyone who hasn’t yet made a gift to do so before the end of the fiscal year. To date, the University has raised \$1.5 billion and is on target to raise \$3.0 billion for the decade. President Boyd also reported that he views his biggest challenge facing the University is addressing infrastructure needs in order to continue to grow. This is an area where the University will need to continue to work with our partners at the state level.

President’s Awards. President Boyd closed his remarks by announcing this year’s faculty and staff recipients of the President’s Awards – Bold and Impactful Honorees: David Shibata (UTHSC), Claire Paul (UTS), and Ammar Ammar (UTHSC); Embrace Diversity Honorees: Katy Chiles (UTK) and Angie Carrier (IPS); Optimistic and Visionary Honorees: Joseph Ostenson (UTM) and Kari Alldredge (UTK); Nimble and Innovative Honorees: Brian Stevens (UTK) and Mina Sartipi (UTC); Excel in All We Do Honorees: Nicole Labbe (UTIA) and Brett Fuchs (UTC); United and Connected Honorees: Bruce Keisling (UTHSC) and Brad Harris (UT IPS); and Transparent and Trusted Honorees: Karen Derefinko (UTHSC) and Kaycee Edwards (UTK/UTSI).

Committee Reports

Audit and Compliance Committee. Committee Chair Decosta Jenkins provided a brief report on the Committee meeting held earlier in the day. Among other things, the Committee reviewed the crime statistics for each campus, as reported in the Annual Reports by the Tennessee College and University Security Information Act. The committee received an update on current trends and what these reports represent in terms of the overall safety picture at UT Campuses. General Counsel Ryan Stinnett provided an update on compliance pertaining to the intercollegiate athletics programs at UT Martin, UT Chattanooga, and UT Knoxville. Additionally, the committee heard the annual Title IX report from Dr. Ashley Blamey, UT System Title IX Coordinator. The University Administration is continuing to monitor the legal landscape associated with the proposed changes to the Title IX regulations.

Committee Chair Jenkins advised that the Institute of Internal Auditors has released new guidance that will go into effect in early 2025. As a result of these upcoming changes, the Committee is making two recommendations to the Board for approval: (i) an update to the Internal Audit charter; and (ii) a revision to the Bylaws. Committee Chair Jenkins stated that following the conclusion of the public session, the Committee then went into a non-public executive session for discussion of ongoing investigations, audits, and litigation.

Education, Research, and Service Committee. With Committee Chair Jamie Woodson's consent, the report of the Education, Research, and Service Committee was deferred until later in the meeting.

Finance and Administration Committee. Committee Chair Bill Rhodes reported that the Committee met earlier in the day and is making recommendations on 13 items for consideration by the full board. At the Committee meeting, Treasurer Luke Lybrand presented the University's financial performance through March 31, 2024. David Miller provided an update on enterprise resource planning (ERP) project, and Associate Vice President Ron Loewen reported on Tuition, Fees, and Affordability. Committee Chair Rhodes reviewed the items being recommended by the Committee for the Board's consideration, including: (i) the operating budget and the proposed increases in undergraduate, in-state tuition and mandatory fees; and (ii) capital budget requests and capital projects.

- Upon motion duly made and seconded, the Board approved the FY 2024-25 Operating Budget (including Salary Plan, Student Tuition and Fees, and Room and Board Rates) (*Resolution 036-2024*).
- Upon motion duly made and seconded, the Board approved a standing resolution approving a set of standards for compensation adjustments (*Resolution 037-2024*).
- Upon motion duly made and seconded, the Board approved, by a single vote, the following action items:
 - Capital Outlay Funding Requests, FY 2025-26 through FY 2029-30 (*Resolution 038-2024*);
 - Capital Maintenance Funding Requests, FY 2025-26 through FY 2029-30 (*Resolution 039-2024*); and
 - Capital Demolition Funding (*Resolution 040-2024*).

Board Governance Matters

Election of the Chair of the Board. Chair Compton announced that he would be abstaining from participation on the next agenda item and asked Trustee Bill Rhodes to chair the meeting. Trustee Rhodes announced that Governor Lee has recently reappointed John Compton, Donnie Smith, and David Watson to the Board of Trustees, which will be a second term for each of them (through June 30, 2030).

Trustee Rhodes advised that under the University's Bylaws, the Chair of the Board is to be elected at the Annual Meeting. The Board Chair serves a two-year term, which will cover the period from

July 1, 2024 through June 30, 2026. He explained that the Chair may be elected to serve no more than three consecutive terms, except upon an affirmative roll-call vote of a majority of the voting membership of the Board. Trustee Rhodes indicated that John Compton is concluding his third, consecutive term as Board Chair. He then outlined the responsibilities assigned to the role of Board Chair, including presiding over the Board meetings, serving as an ex officio member of the standing committees, acting as the spokesperson for the Board, and leading the annual review of the President.

Trustee Rhodes opened the floor for nominations, and Trustee Donnie Smith nominated John Compton to serve an additional term as Chair. There being no additional nominations, Trustee Rhodes closed the nominations and asked if any of the Trustees would like to make any comments. Trustee Lang Wiseman stated that there have been well-deserved accolades extended to President Boyd and others over the last two days of meetings, but that such success is also attributable to John Compton and how he has led the work of the Board. It was acknowledged that there is a significant amount of work associated with preparing for the Board meetings, but even more work done behind the scenes on a day-to-day basis. Trustee Wiseman commented on the strong partnership between John Compton and Randy Boyd, which is an especially important relationship and one that has been extremely beneficial to the University. Trustee Shanea McKinney seconded the motion, a roll call vote was taken, and the Board of Trustees unanimously approved the re-election of John Compton as Chair of the Board of Trustees, with John Compton abstaining from the vote (*Resolution 041-2024*). Following the vote, Trustee Rhodes extended the Board's congratulations to Mr. Compton.

Chair Compton resumed chairing the meeting and indicated that it is his honor to serve on the Board and as Board Chair. He acknowledged the significant responsibility that comes with such a position, and he thanked the Trustees for their support. Chair Compton highlighted the healthy interactions and debate by and among members of the Board and between the Board and University Administration on matters of critical importance. These conversations lead to better, more informed decisions that advance the University.

Appointment of Standing Committees and Chairs. Chair Compton advised that, under the Bylaws (except for the student and faculty members of the ERS Committee), the Board is responsible for appointing the members and chairs of standing committees. Appointments are for a two-year term (July 1, 2024 through June 30, 2026). Chair Compton proposed the reappointment of the Committee Chairs:

- Decosta Jenkins, Chair, Audit and Compliance Committee;
- Jamie Woodson, Chair, Education, Research, and Service Committee; and
- Bill Rhodes, Chair, Finance and Administration Committee.

Additionally, it was proposed that there be no changes to Committee assignments. Upon motion duly made and seconded, the Board approved the appointments to the Committees and the Committee Chairs (*Resolution 042-2024*).

Approval of Revision to Bylaws. As mentioned in the Report of the Audit and Compliance Committee, a revision to the University's Bylaws to change the administrative reporting line for the Chief Audit and Compliance Officer from the University's Chief Financial Officer to the President was presented for approval. Upon motion duly made and seconded, following a roll call vote, the Board approved the amendment to the Bylaws (*Resolution 043-2024*).

Adoption of Emergency UAPA Rule (All Campuses), Chapter 1720-01-01, Classifying Students In-State and Out-of-State

General Counsel Ryan Stinnett reported that there have been certain changes to federal and state law that will take effect on July 1, 2024, which will require the University to amend its Rule on Classifying Students In-State and Out-of-State. Mr. Stinnett explained that the emergency rulemaking process is allowed under Tennessee law, which provides that a state agency may adopt an emergency rule if it finds that the rule is required by an agency of the federal government and adoption of the rule through ordinary rulemaking procedures described in this chapter might jeopardize the loss of a federal program or funds or when the agency is required by an enactment of the general assembly to implement rules within a prescribed period of time that precludes utilization of standard rulemaking procedures. In this instance, both exceptions apply. Upon motion duly made and seconded, the Board approved the adoption of the emergency rule (*Resolution 044-2024*).

Report of the Education, Research, and Service Committee

Committee Chair Jamie Woodson provided an overview of the items presented in the Committee meeting the day before, which included the topics of: (i) digital learning, (ii) the roll-out of the new FAFSA form, and (iii) enrollment. She noted that on the Board's consent agenda there are several recommended action items, including the granting of honorary degrees to Senator Lamar Alexander (who also served as a past President of the University and as a member of the Board of Trustees) and Ms. Rita Geier. Committee Chair Woodson stated that the day before, there was a presentation on the Guaranteed Admissions Policy and robust discussions regarding potential changes to the policy. Action on the proposed policy changes was deferred to the Board meeting to allow the University Administration time to consider the feedback provided by the Trustees.

Guaranteed Admissions Policy

President Boyd indicated that he appreciated the robust conversation, the different perspectives and insights, and questions raised by members of the Board. President Boyd presented two options for the Board's consideration.

- **Option A**, which would (i) remove the Top 10% requirement for all campuses; (ii) add an ACT requirement for UT Knoxville; and (iii) retain the current GPA/ACT requirements for UT Chattanooga, UT Martin, and UT Southern.
- **Option B**, which would (i) retain the Top 10% requirement for all campuses; (ii) add an ACT requirement for UT Knoxville; and retain the current GPA/ACT requirements for UT Chattanooga, UT Martin, and UT Southern.

President Boyd indicated that Option A was developed in response to learning, during the first year of implementing the new policy, that a number of Tennessee high schools do not rank their students. Option B keeps the current policy requirements for UT Chattanooga, UT Martin, and UT Southern, but adds a minimum standardized test score for UT Knoxville. In response to questions raised the day before, Chancellor Plowman provided additional information as to the total number of Tennessee high schools and the number of schools that participated in the program, including the demographic profile (public, private, charter, etc.).

The Trustees expressed their support for Option B, noting that a minimum standardized test score at UT Knoxville is important for ensuring that admitted students can succeed. Additionally, maintaining consistency in the short-term with respect to the policy requirements may avoid unnecessary confusion, encourage high schools to adjust to the University's policy requirements, and ensure that the University is focused on admitting Tennessee's best and brightest students. The Trustees expressed their willingness to revisit the policy requirements at a future date, subject to having more data.

Upon motion duly made and seconded, the Board approved the amendments to the Guaranteed Admissions Policy as outlined in Option B (*Resolution 047-2024*).

Consent Agenda

Chair Compton asked if there were any requests to remove any items from the Consent Agenda. There being none, upon motion duly made and seconded, the Board approved: (i) the Resolution to adopt the minutes of the prior meeting of the Board; 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.)

Closing Remarks and Adjournment

Chair Compton thanked Dr. Keith Carver and the UT Institute of Agriculture team for hosting the Board meetings at the new Agriculture and Natural Resources Building. He reminded the Trustees of the dates of the upcoming meetings (Executive Committee and Fall Meeting of the Board).

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

Respectfully Submitted,

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

Approved Consent Agenda Items

- Resolution Appointing a Managerial Group for US Government Contracts
- Items from the Audit and Compliance Committee:
 - Revision to Internal Audit Charter
- Items from the Education, Research, and Service Committee
 - Guaranteed Admissions Policy (All Campuses)
 - 2024 Institutional Mission Profile Statements
 - Authorization for Conferral of Degrees, 2024-25 Academic Year
 - Granting of Honorary Degree – Senator Lamar Alexander, UTK
 - Granting of Honorary Degree – Ms. Rita Geier, UTK
 - Faculty Handbook Revisions, UTK
 - New Academic Unit - Dept of Political Science and Global Studies, UTM
 - Grant of Tenure upon Initial Appointment
 - Grant of Tenure upon Early Consideration
- Items from the Finance and Administration Committee
 - ARP Broiler and Research Facility, UTIA
 - Ortho Tennessee – Lease Build-Out, UTK
 - Southern Depot Lease, UTK
 - Core Spaces Lease, UTK
 - Acquisition of 824 Melrose Place, UTK
 - Ratification of Quasi-Endowments FY 2023-24
 - Request for Redemption (WUOT Public Radio Quasi-Endowment), UTK

(See Resolutions 045-2024 through 062-2024)

Attachments

Copies of the following materials were shown or distributed at the meeting and are filed with the official minutes of this meeting:

- President’s PowerPoint Presentation
- Undergraduate Guaranteed Admissions Policy Presentation



THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

5.2

AGENDA ITEM SUMMARY

Meeting Date: October 25, 2024
Item: Approval of Board Meeting Dates (2025)
Type: Action

Background Information

Pursuant to Section 3.1 of the Bylaws, the Board of Trustees shall hold at least three (3) regular meetings annually on a day or days determined by the Board from year to year.

A resolution to adopt the proposed meeting dates for the regular meetings of the Board for calendar year 2024 is presented below.

Resolved:

The Board of Trustees hereby approves the following dates for the upcoming regular meetings of the Board.

<u>2025</u>	
Winter Meeting	February 27-28, 2025
Annual Meeting	June 30 - July 1, 2025
Fall Meeting	October 23-24, 2025



THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

5.3

AGENDA ITEM SUMMARY

Meeting Date: October 25, 2024

Item: 2024 Annual Report to the General Assembly

Type: Action

State law requires the Board of Trustees to submit an annual report to the General Assembly including enrollment information, financial information, and other information about the operations of the University. The 2024 Annual Report follows this summary.

Resolved: The Board of Trustees approves the 2024 Annual Report to the General Assembly as presented in the meeting materials, which shall be attached to this Resolution after adoption.

**2024
ANNUAL
REPORT
TO THE
GENERAL
ASSEMBLY**



THE UNIVERSITY OF TENNESSEE SYSTEM

5.3

The University of Tennessee is a statewide system of higher education with campuses in Knoxville, Chattanooga, Pulaski, Martin and Memphis; the UT Institute of Agriculture with a presence in every Tennessee county; and the statewide Institute for Public Service. The UT System manages Oak Ridge National Laboratory through its UT-Battelle partnership; enrolls about 62,000 students statewide; produces about 14,000 new graduates every year; and represents more than 454,000 alumni around the world.

The 2024 Annual Report was prepared by the Division of Marketing and Communications on behalf of Randy Boyd, president of the University of Tennessee System.

Editor: Jennifer Sicking
Designer: Halley Kurtz

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ENROLLMENT

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National Championship

The UT Knoxville Vols defeated the Texas A&M University Aggies in game three of the College World Series Finals by a score of 6-5 to capture the Vol's first national championship in any sport since 2009.



From the President

5.3





As we move into the second half of the greatest decade in University of Tennessee history, we continue to accelerate in assisting Tennessee and the world. With a record number of students enrolling across our campuses (again) and more graduating each year ready to take their places as dentists, teachers, business leaders and farmers, UT aligns students' passions with the state and country's needs.

We have long known that there's something special happening across the University of Tennessee System. Now, even more Tennesseans do too. Students want to study here and increasing numbers stay to complete their educations. This is the fifth consecutive year that we've set a new enrollment record across our campuses and institutes, underscoring our commitment to delivering an exceptional education that attracts students from all over. This enrollment surge across the UT System reflects the institution's growing reputation and emphasizes the effectiveness of strategic initiatives aimed at increasing access and affordability. This includes initiatives such as guaranteed admissions for top-performing Tennessee high school students, so students and their families can plan their college experience with greater certainty.

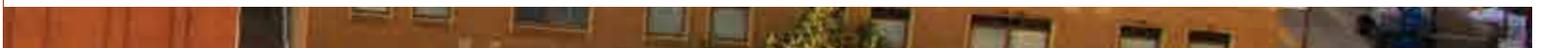
As a system of campuses, we are working together to make applying to and attending UT easier than ever for Tennessee high school graduates through our participation in the national Common Application. We've also made it affordable with resources like the UT Promise scholarship, for which 66.7% of Tennessee families qualify. We want Tennesseans to know the dream of higher education doesn't have to remain a dream. At the University of Tennessee, our students find their futures and leave ready to impact Tennessee and the world.

By relentlessly pursuing our mission of educating students, helping communities and making discoveries, we are making it the greatest decade in UT's history. It's not about making UT history; it's about ensuring Tennessee's prosperity.

UT is Tennessee's competitive edge for the future.

Sincerely,

Randy Boyd
President
University of Tennessee System



Educational Excellence

The University of Tennessee prepares students with college degrees to help Tennessee today and in the future. UT makes a college degree affordable, valuable and attainable.

Tennessee jobs requiring a high school diploma decreased by 90,000 between 2008 and 2021. In the same time frame jobs requiring a bachelor's degree increased by **361,000**, according to the Tennessee Higher Education Commission.

Individuals with a bachelor's degree earn **\$1.5 million** more over their lifetimes compared to those with only a high school diploma.

The UT Promise scholarship program allows students from families with a household income of \$75,000 or less to attend any UT campus free of tuition and fees; **66.7% of all Tennesseans** qualify. With increased minimum awards from \$100 to \$500 per semester, students have additional support for other college expenses like housing and books.

47% of UT students graduate debt free, a 12% improvement since 2018.



UT Celebrates Five Years of Record Enrollment

For the fifth consecutive year, the University of Tennessee System has set a record enrollment with 62,206 students for fall 2024, a 5.9% increase from 2023.

“As we continue building the greatest decade in UT history, our enrollment growth, despite the challenges facing higher education nationwide, reflects our strong commitment to making a difference in the lives of our students and the communities we serve,” Boyd said.

The flagship campus at the University of Tennessee, Knoxville reported a 6.7% increase in enrollment with 38,728 students enrolled. UT Southern, the newest campus in the university system, achieved a 7% increase in enrollment with 1,046 enrolled. Since joining the UT System in 2021, UT Southern enrollment has grown 19.4%. UT Martin saw an 8% increase with 7,499 students enrolled, while UT Chattanooga saw growth of 4% with 11,834 students enrolled.

Retention rates are also on the rise, with UT Knoxville leading the way with a record-breaking 91.9%. UT Southern reported a retention rate of 77.2%, while UT Martin is at 77%. UT Chattanooga’s retention rate stands at 71.9%.

Additionally, UT produces an increasing number of graduates with 13,102 in the 2023 academic year, a 2.3% increase from the year before.

Capital Matters

5.3

The University of Tennessee, the state's oldest higher education institution, produces the most bachelor, master and doctoral graduates as well as most medical professionals in the state each year. Its building footprint and needs reflect that. The most significant challenge UT faces is adequate capital infrastructure to deliver on its statewide mission, especially considering a period of sustained record growth. While UT is very thankful for past state investments, this success has highlighted a need for increased state partnership in addressing capital infrastructure needs.

The University of Tennessee System has:

- **The largest infrastructure of any state higher education entity.**
- **298 (29%) of 1,012 buildings more than 60 years old.**
- **Sixty buildings more than 100 years old.**

Along with new capital outlay for academic buildings, UT also faces a challenge with capital maintenance.

- **UT's buildings account for 44% of all higher education buildings in Tennessee.**
- **From 2012 to 2023, UT received 21% of appropriated higher education capital outlay funding.**
- **Since FY21 capital maintenance appropriations for the UT System have decreased by 60%.**



5.3

World-Class Athletes

During the Paris 2024 Olympic Games, 34 former and current athletes from UT Knoxville, UT Chattanooga and UT Southern competed. Those who brought home medals are:

Gold

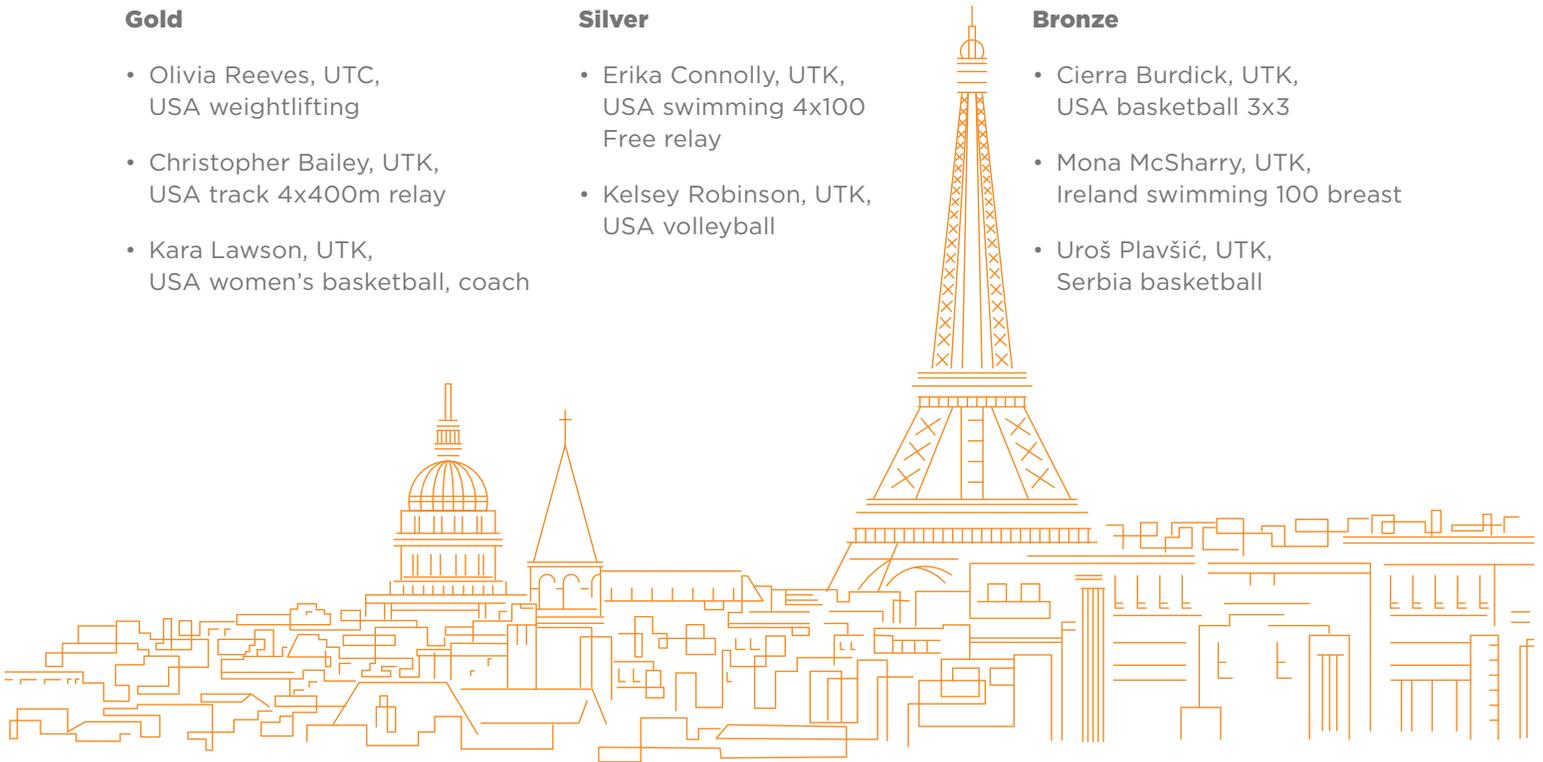
- Olivia Reeves, UTC, USA weightlifting
- Christopher Bailey, UTK, USA track 4x400m relay
- Kara Lawson, UTK, USA women’s basketball, coach

Silver

- Erika Connolly, UTK, USA swimming 4x100 Free relay
- Kelsey Robinson, UTK, USA volleyball

Bronze

- Cierra Burdick, UTK, USA basketball 3x3
- Mona McSharry, UTK, Ireland swimming 100 breast
- Uroš Plavšić, UTK, Serbia basketball



Making College More Affordable and Accessible

From a Common Application for all campuses to guaranteed admissions, the University of Tennessee is working to make it easier than ever for Tennesseans to attend college.

All UT undergraduate campuses guarantee first-year admission to all Tennessee high school students who meet any of the following eligibility criteria:*

- Finish in the top 10% of their high school’s graduating class; or
- Achieve a 4.0 or higher cumulative GPA.

UT Knoxville also requires students to have an ACT Composite Score of 24 or higher (or equivalent SAT score) with both a 19-plus Math ACT sub score and 19-plus English ACT sub score. UT campuses in Martin, Pulaski and Chattanooga require students to achieve a 3.2 or cumulative higher GPA and have an ACT composite score of 23 or higher (or an SAT score of 1130-1150 or higher).

“We want Tennessee high school students and their families to know how they can be guaranteed admission to the UT campus of their choice,” UT System President Randy Boyd said. “This allows us to make earlier admission offers for more Tennessee students, and it allows them to start planning for their college experience with more certainty.”

As part of efforts to expand access to higher education, all undergraduate campuses within the University of Tennessee System have joined the national Common Application (Common App). This widely used platform allows students to apply to multiple colleges and universities with a single application. By participating in the Common App, the application process has been significantly simplified, making it easier for students and their families to consider the full spectrum of opportunities within all UT campuses with just one application.

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

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

Class rank and GPA will be determined based on an applicant’s 6th 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 UT campuses may choose to use other measures, including a student’s cumulative high school GPA.

Expanding Research

Equipping Tennessee Farmers: Saving Tennessee Farms

For decades, the UT Institute of Agriculture has led the way in precision agriculture, making sure farmers can continue to provide food, fuel and fiber for Tennessee and the world.

The need continues to grow.

The state lost 1.1 million acres of farmland to development from 1997 to 2017. Since 2017, the state has lost 432,941 more acres, according to University of Tennessee Center of Farm Management. Over the next three years, the state is expected to lose an additional 2 million acres. The American Farmland Trust recently ranked Tennessee third among states most threatened to lose farmland.

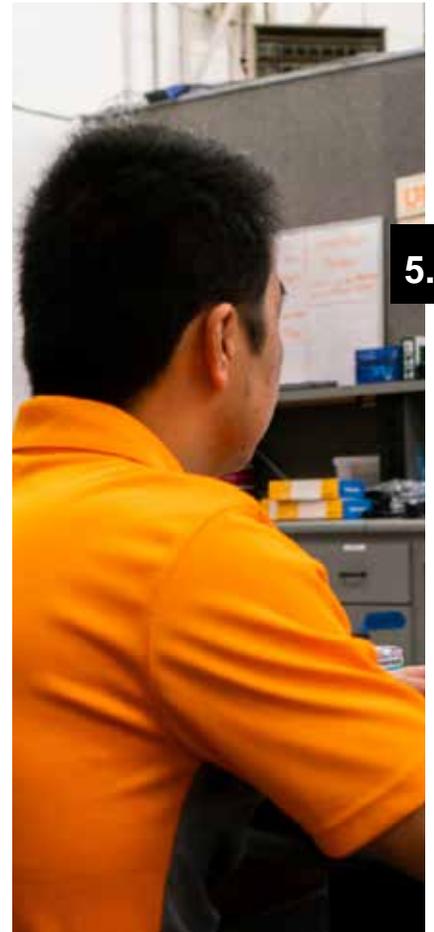
To combat the farmland loss, UTIA researchers are focusing on technology and mechanics to improve row crop production—planting and harvesting, pest control, no-till, irrigation, even plant genetics. This work included using precise GPS maps of fields to determine where pest control measures or irrigation should be specifically applied to increase grain quality and yield.

Now, researchers have turned to more efficient poultry, beef and dairy production.

Precision livestock techniques involve improving an individual animal's health and well-being through real-time monitoring of the animal's condition. Behavior as well as biological and physiological changes are monitored, and environmental conditions are measured on an individual animal basis, allowing producers to make better animal-, herd-, or flock-management decisions.

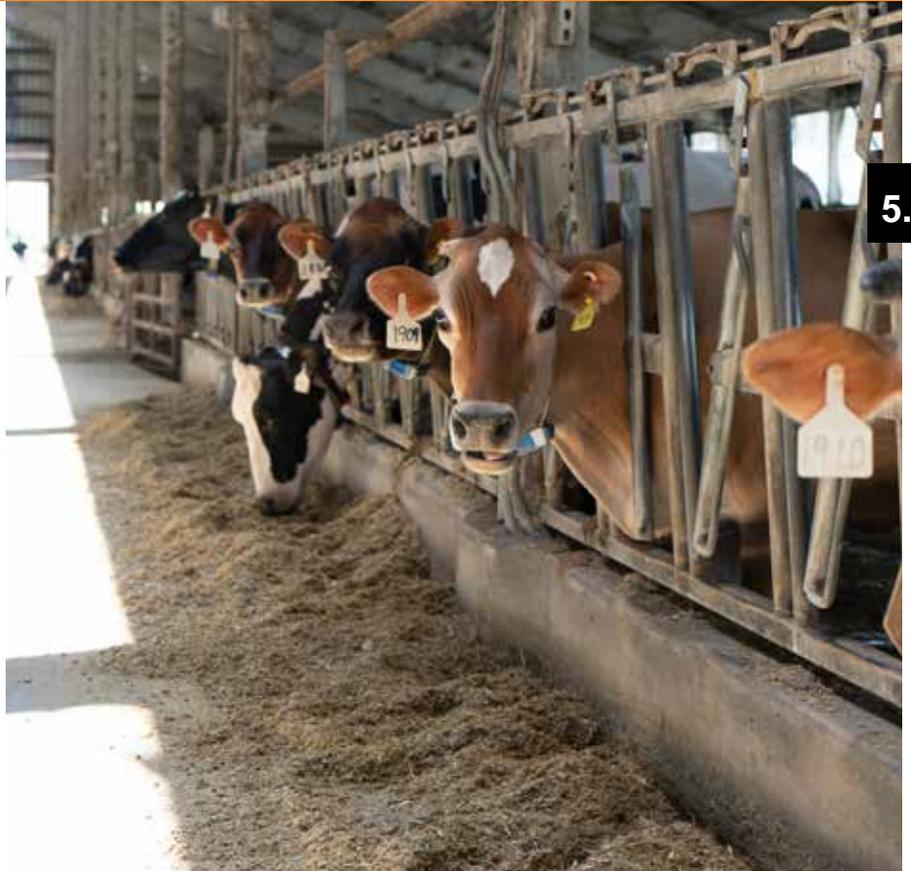
Facilities are needed to support these studies, and UT AgResearch is responding. The Little River Animal Unit of the East Tennessee AgResearch and Education Center near Knoxville has installed robotic milkers for monitoring its dairy herd, and the Middle Tennessee AgResearch and Education Center at Spring Hill supports precision beef production and genetics research. Middle Tennessee is also constructing four state-of-the-art, commercial-sized broiler production houses along with a poultry research laboratory.

Precision livestock research allows producers to make better animal-, herd-, or flock-management decisions. Automated real-time welfare monitoring systems (upper left), specialized feeding and weight recording systems (upper right and lower left), and robotic milkers that measure animal output are all examples of tools that UTIA researchers are using to evaluate and improve production efficiencies for farmers and ultimately product quality and consumer prices.

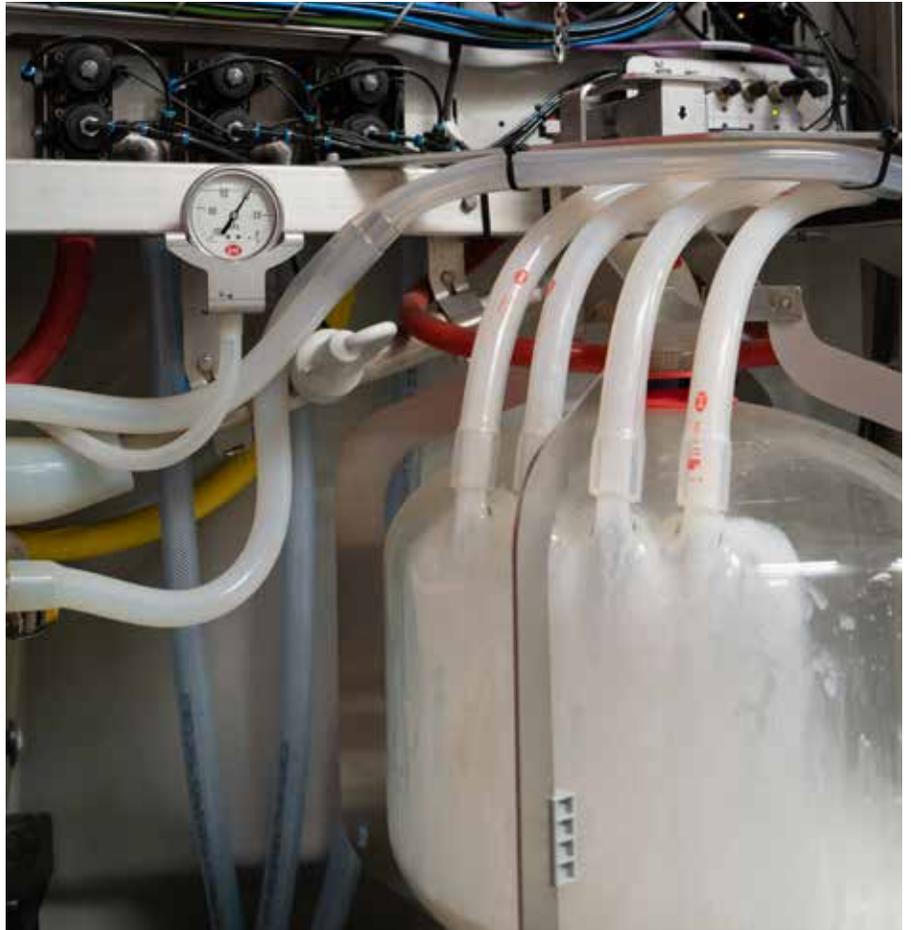


5.3





5.3



UT Drives Mobility Research

The mobility innovation economy represents a \$2 trillion global opportunity as the ways in which people, cargo, cars and trucks move across the world continues to evolve. Whether consumers purchase electric vehicles or goods are dropped off via drones, UT is leading the way in this great mobility transition.

UTK is leading a consortium of more than 250 public and private partners to advance work in the mobility sector through workforce development, use-inspired research and development, and entrepreneurship. With a \$1 million planning grant from the National Science Foundation, the Technology-Enhanced Advanced Mobility in Tennessee (TEAM TN) Engine is committed to building and leading in the advanced mobility innovation ecosystem that increases opportunities in the innovation economy, provides sustainable solutions for the planet and enhances the quality of life for Tennesseans. Partners include state agencies such as the Tennessee Department of Economic and Community Development and the Tennessee Department of Labor and Workforce Development; industry partners such as Volkswagen and Denso; and faculty and consultants from UTC and the UT Center for Industrial Services.

UTC recently launched a new research institute to enhance educational opportunities connected to research and development. Key focus areas are mobility and transportation, quantum technologies, and computational science and engineering. These pillars leverage key UTC assets such as the Smart City Corridor real-life test bed, the test track and the quantum network node on campus.

Also, the state launched a new initiative, the Transportation Network Growth Opportunity or TNGO, to drive collaborative applied research and development mobility projects across Tennessee. UTK, UT Space Institute and UTC received inaugural TNGO awards to innovate on automotive cybersecurity, lithium-ion battery technology and wireless charging.



UT Leads Nuclear Energy

The strong legacy of advanced energy and innovation in Tennessee continues to grow and strengthen as the world demands sustainable, clean energy from resilient sources.

Tennessee always has been a leader in nuclear energy thanks to science and technologists at Oak Ridge National Laboratory, Y-12 and other federal installations along with a top-ranked program at UT Knoxville. But with in-demand sectors such as artificial intelligence, advanced manufacturing and battery/energy storage, the need for more energy from diverse sources such as nuclear has increased. Tennessee has invested an initial \$50 million into the Nuclear Energy Fund to grow the state's nuclear development and manufacturing ecosystem by providing grants and assistance to support nuclear power-related businesses and workforce

development initiatives. Gov. Bill Lee appointed J. Wesley Hines and Lang Wiseman to serve on the state's advisory council. Hines is the UTK Postelle Professor, Chancellor's Professor and retired head of the UTK Department of Nuclear Engineering. Wiseman is a former deputy governor and chief counsel to Gov. Bill Lee and currently serves on the UT Board of Trustees. UTK established the country's first nuclear engineering program in 1957.

With the great resurgence and excitement for nuclear energy thanks to the state's fund, the demand for a diverse and skilled talent pipeline has expanded. The state awarded UTK funds to start a nuclear minor to help engineering students gain experience in the sector that can open more jobs in a nuclear energy career across the globe and in the Volunteer State.



Fostering Outreach and Engagement

5.3

Meeting the Challenges

The University of Tennessee is dedicated to partnering with the state to address some of its most pressing challenges. In 2023, UT leaders launched the Grand Challenges project to tackle complex, interconnected issues that pose uncertain futures for Tennesseans, with a focus on advancing K-12 education, strengthening rural communities and combating addiction. In February 2024, UT will convene about 500 professionals from across the state who are working in these areas to foster collaboration, share best practices and drive meaningful improvements for Tennessee’s future.



Healthy Tennesseans: Thriving Communities

Across the state of Tennessee, UT Health Science Center faculty and students can be found helping others. For some, that has meant taking to the road.

In 2023, a mobile health unit expanded health care access in rural Lake and Lauderdale counties thanks to a \$3.9 million grant from the Health Resources and Services Administration.

Lake and Lauderdale counties have the second- and 13th-highest poverty rates among the 95 Tennessee counties, respectively. Lake County has the highest incidence of low birth weight and smoking. Lauderdale County has the second-highest rates of diabetes and adult obesity and the fourth-highest adult smoking rate. Life expectancy in both counties is below state and national averages.

The 24-foot-long mobile health unit, which has a check-in area and exam room, is staffed by a family nurse practitioner and medical assistant or licensed practical nurse. It offers appointments two days each week in Lake County and two days each week in Lauderdale County. Undergraduate and graduate nursing students learn alongside professionals while helping to provide care.

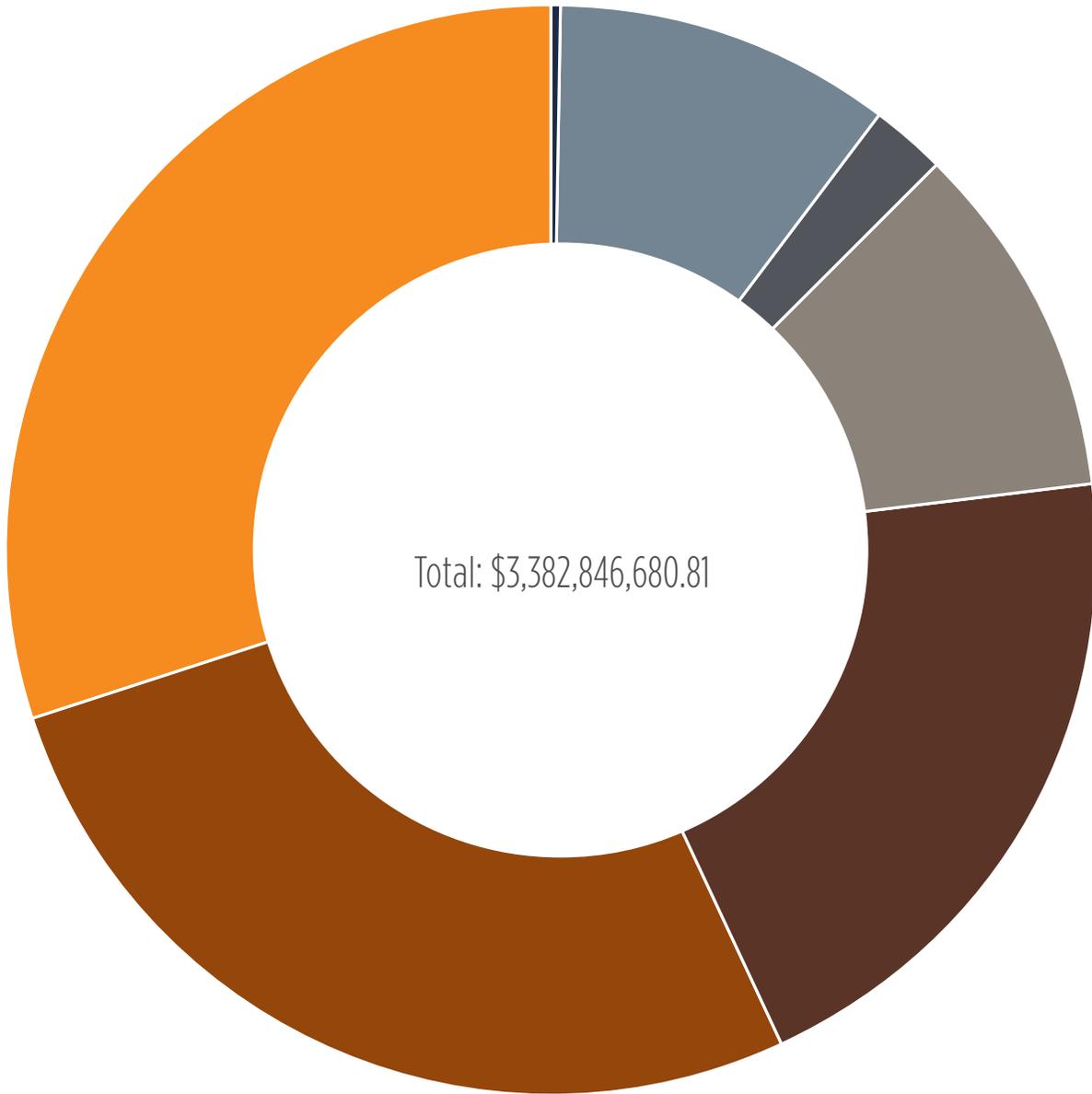
“This is what we do in nursing,” said College of Nursing Dean Wendy Likes. “We go where we are needed and to those who need us. This is an opportunity for us to partner with the communities in these two counties to improve the health of its residents and to educate students in a rural setting in the hope that they will choose to practice where access is limited and their expertise is so greatly needed.”

UTHSC students and faculty provide health care in rural Lake and Lauderdale counties with the help of a mobile health unit.



Sources of Current Funds[†]

For the fiscal year ended June 30, 2024



[†]Unaudited

[‡] Actual revenue numbers with net tuition and fees



Gifts, Grants and Contracts
\$1.013 billion



State Appropriations
\$904.1 million



Net Tuition[†]
\$679.5 million



Auxiliary
\$360.3 million



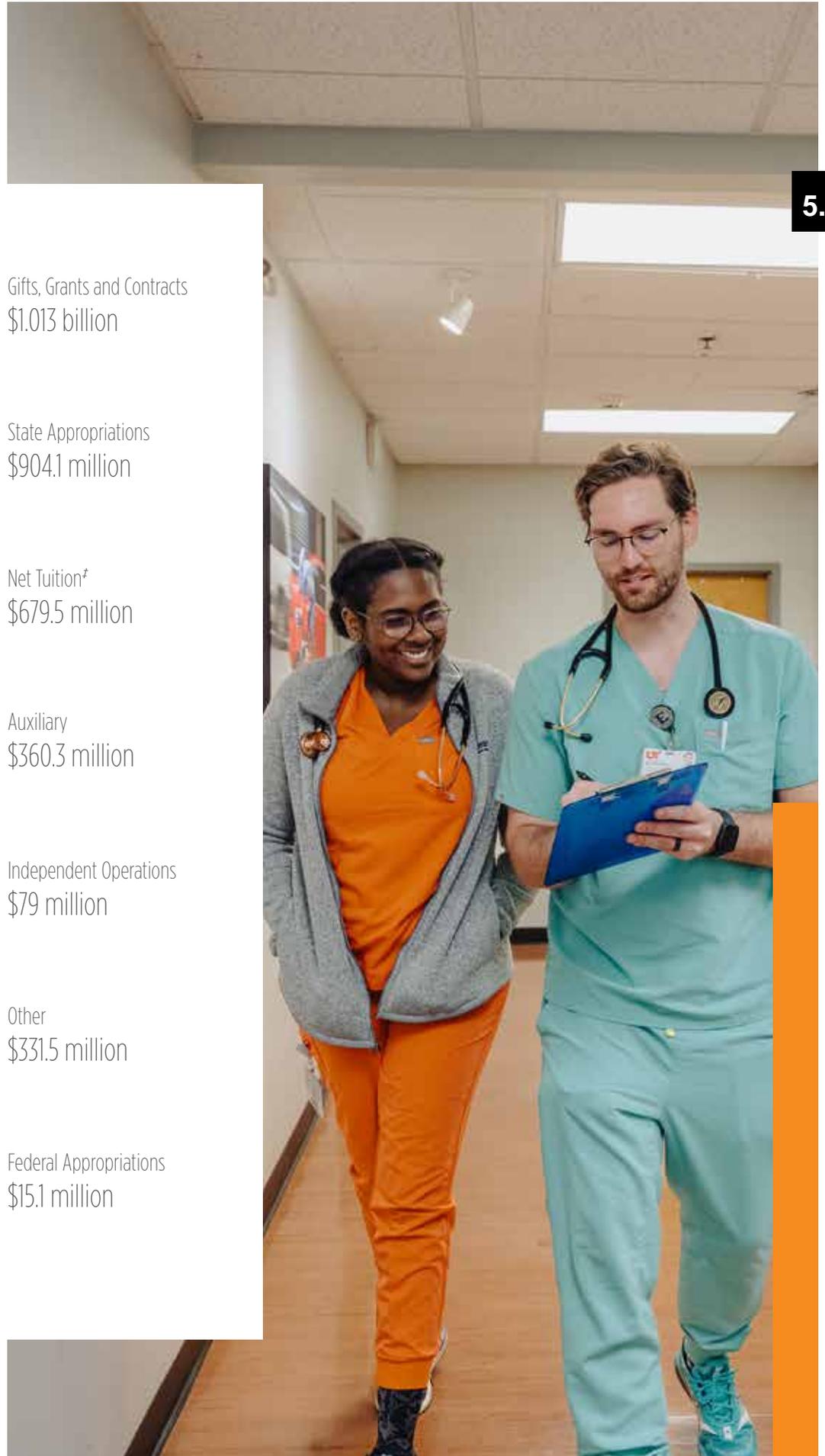
Independent Operations
\$79 million



Other
\$331.5 million



Federal Appropriations
\$15.1 million



Uses of Current Funds

For the fiscal year ended June 30, 2024†

5.3

TOTAL: 2.74 BILLION



Instruction: **\$831.6 million**

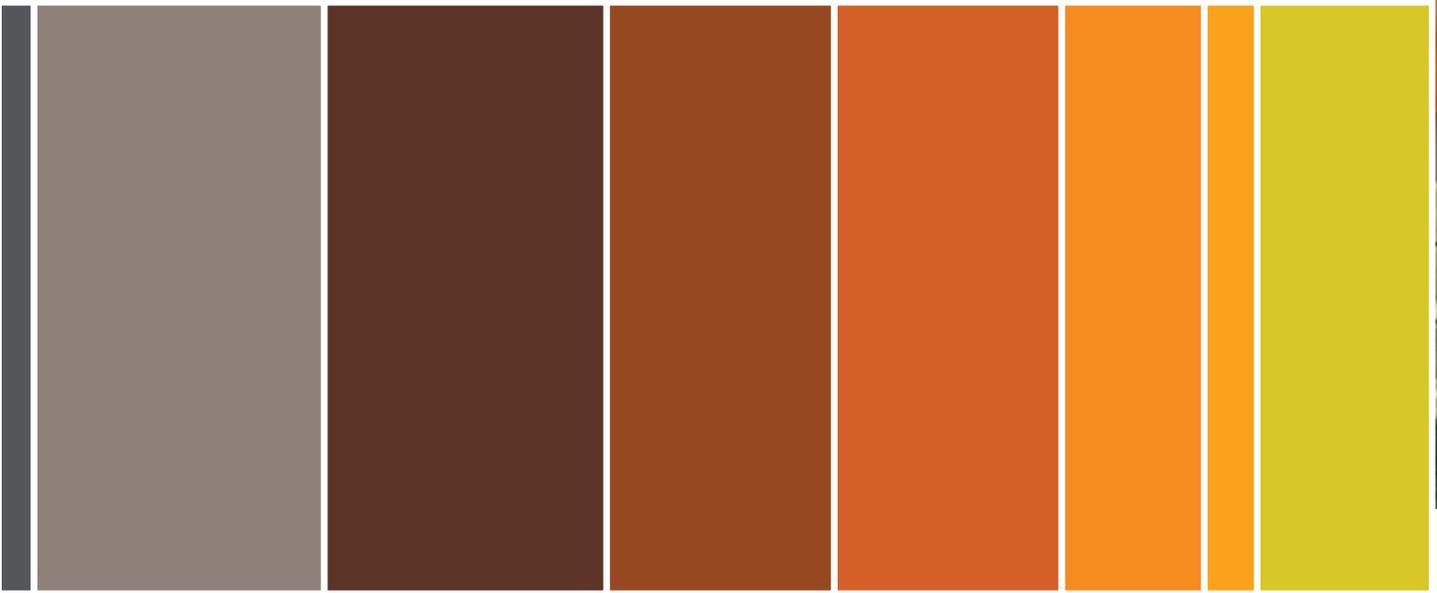
Research: **\$379.4 million**

Student Aid: **\$88.3 million**

Public Service: **\$236.1 million**

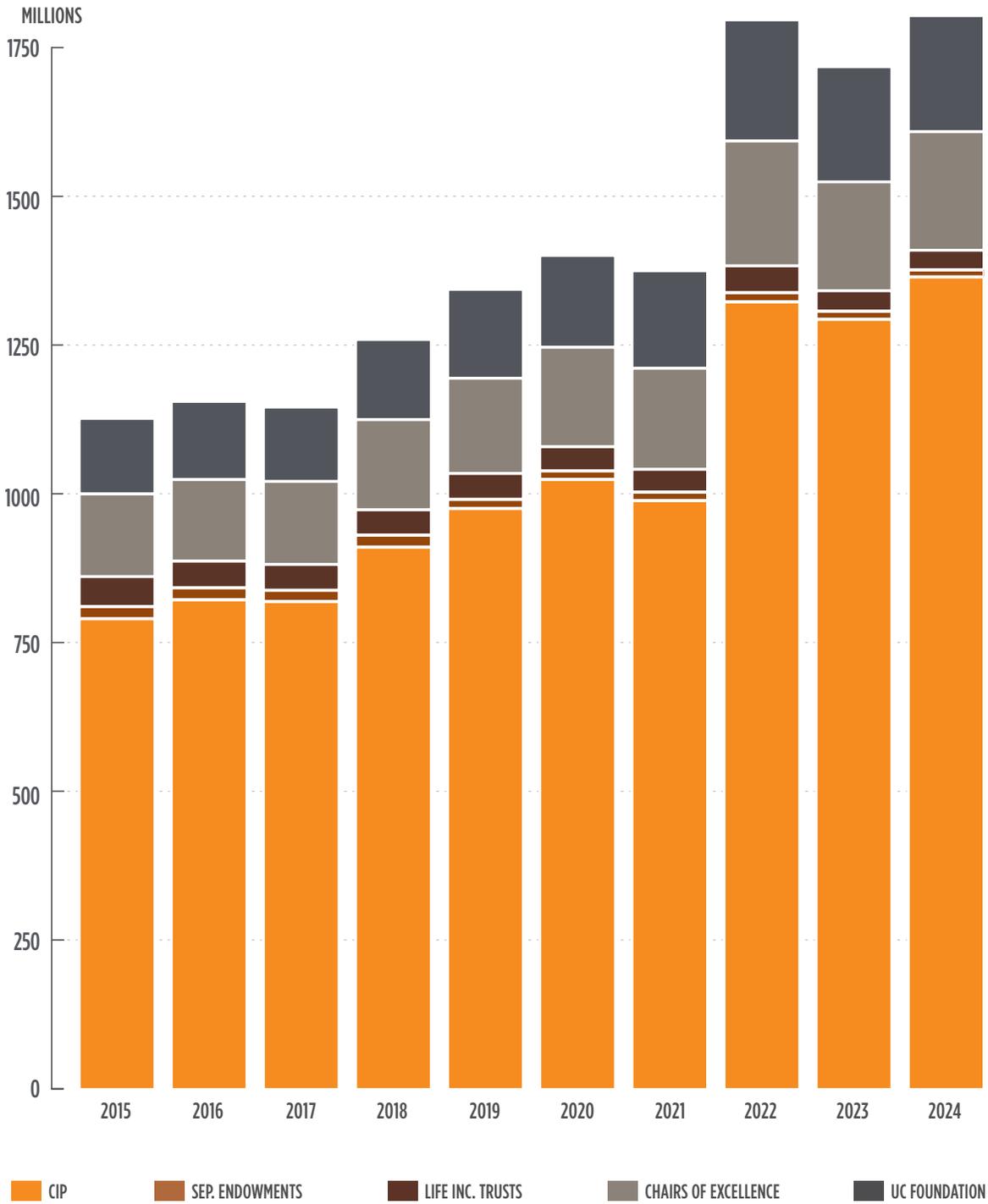
Auxiliary Enterprises: **\$305.1 million**

Academic Support: **\$296.8 million**



- Institutional Support: **\$239.2 million**
- Physical Plant: **\$239 million**
- Student Services: **\$149.7 million**
- Independent Operations: **\$55.8 million**
- Depreciation: **\$183.8 million**

Total Funds Invested for the Benefit of UT



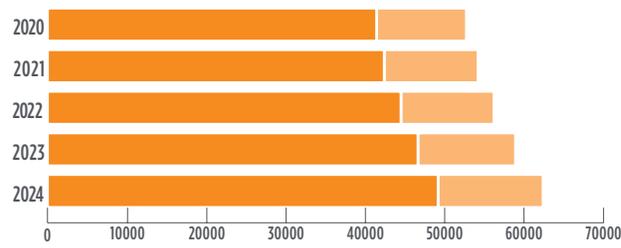


	CIP	SEP. ENDOWMENTS	LIFE INC. TRUSTS	CHAIRS OF EXCELLENCE	UC FOUNDATION	TOTAL ASSETS
2015	\$823m	\$15m	\$44m	\$137m	\$131m	\$1.151b
2016	\$820m	\$14m	\$43m	\$140m	\$125m	\$1.141b
2017	\$911m	\$15m	\$42m	\$152m	\$135m	\$1.255b
2018	\$976m	\$10m	\$43m	\$160m	\$149m	\$1.339b
2019	\$1.025b	\$9m	\$40m	\$167m	\$154m	\$1.396b
2020	\$990m	\$9m	\$38m	\$170m	\$164m	\$1.370b
2021	\$1.324b	\$10m	\$45m	\$210m	\$204m	\$1.792b
2022	\$1.294b	\$8m	\$34m	\$183m	\$194m	\$1.713b
2023	\$1.366b	\$6m	\$33m	\$199m	\$199m	\$1.803b
2024	\$1.537b	\$8m	\$28m	\$223m	\$221m	\$2.017b

UT Knoxville student paddleboards at Suttree Landing Park

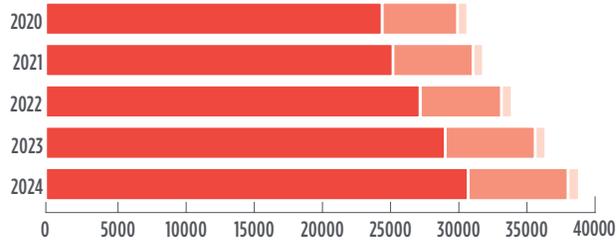
Fall Student Enrollments

UT SYSTEM
 Undergrad
 Grad



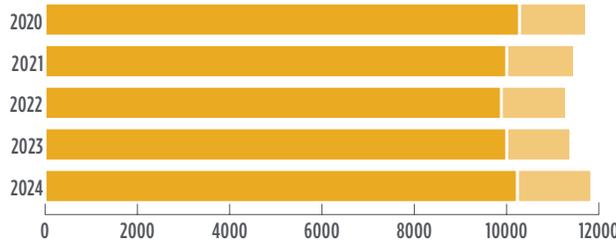
2020	2021*
UNDERGRAD	UNDERGRAD
41,184	42,207
GRAD	GRAD
11,375	11,776
TOTAL	TOTAL
52,559	53,983

UT KNOXVILLE
 Undergrad
 Grad-Academic
 Grad-Prof



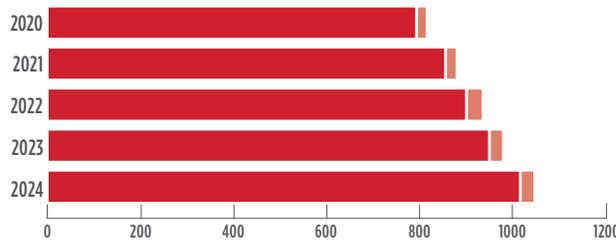
2020	2021
UNDERGRAD	UNDERGRAD
24,254	25,067
GRAD-ACADEMIC	GRAD-ACADEMIC
5,558	5,891
GRAD-PROF	GRAD-PROF
747	743
TOTAL	TOTAL
30,559	31,701

UT CHATTANOOGA
 Undergrad
 Grad



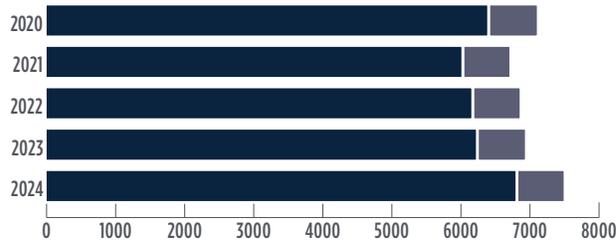
2020	2021
UNDERGRAD	UNDERGRAD
10,311	10,016
GRAD	GRAD
1,384	1,441
TOTAL	TOTAL
11,695	11,457

UT SOUTHERN
 Undergrad
 Grad



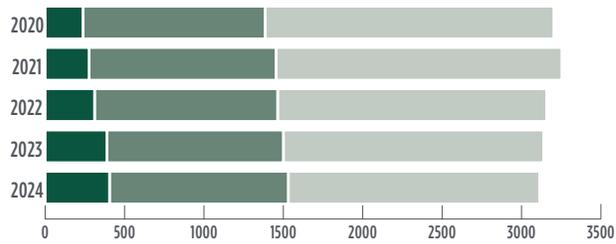
2020	2021
UNDERGRAD	UNDERGRAD
791	852
GRAD	GRAD
21	24
TOTAL	TOTAL
812	876

UT MARTIN
 Undergrad
 Grad



2020	2021
UNDERGRAD	UNDERGRAD
6,395	6,007
GRAD	GRAD
722	705
TOTAL	TOTAL
7,117	6,712

UT HEALTH SCIENCE CENTER
 Undergrad
 Grad-Academic
 Grad-Prof



2020	2021
UNDERGRAD	UNDERGRAD
224	265
GRAD-ACADEMIC	GRAD-ACADEMIC
1,159	1,188
GRAD-PROF	GRAD-PROF
1,805	1,784
TOTAL	TOTAL
3,188	3,237

2022	2023	2024	1-YR CHANGE		% 5-YR CHANGE
UNDERGRAD	UNDERGRAD	UNDERGRAD	N	%	%
44,280	46,421	49,024	UNDERGRAD	UNDERGRAD	UNDERGRAD
			2,603	5.6%	19.0%
GRAD	GRAD	GRAD	GRAD/PROF	GRAD/PROF	GRAD/PROF
11,752	12,305	13,184	879	7.1%	15.9%
TOTAL	TOTAL	TOTAL			
56,032	58,726	62,208			

* 2021 UT System numbers include UT Southern; prior years do not include UT Southern.

2022	2023	2024	1-YR CHANGE		% 5-YR CHANGE
UNDERGRAD	UNDERGRAD	UNDERGRAD	N	%	%
27,039	28,883	30,564	UNDERGRAD	UNDERGRAD	UNDERGRAD
			1,681	5.8%	26.0%
GRAD-ACADEMIC	GRAD-ACADEMIC	GRAD-ACADEMIC	GRAD-ACADEMIC	GRAD-ACADEMIC	GRAD-ACADEMIC
5,988	6,617	7,352	735	11.1%	32.3%
GRAD-PROF	GRAD-PROF	GRAD-PROF	GRAD-PROF	GRAD-PROF	GRAD-PROF
778	804	812	8	1.0%	8.7%
TOTAL	TOTAL	TOTAL			
33,805	36,304	38,728			

2022	2023	2024	1-YR CHANGE		% 5-YR CHANGE
UNDERGRAD	UNDERGRAD	UNDERGRAD	N	%	%
9,884	9,982	10,245	UNDERGRAD	UNDERGRAD	UNDERGRAD
			263	2.6%	-0.6%
GRAD	GRAD	GRAD	GRAD/PROF	GRAD/PROF	GRAD/PROF
1,399	1,398	1,589	191	13.7%	14.8%
TOTAL	TOTAL	TOTAL			
11,283	11,380	11,834			

2022	2023	2024	1-YR CHANGE		% 5-YR CHANGE
UNDERGRAD	UNDERGRAD	UNDERGRAD	N	%	%
896	946	1,012	UNDERGRAD	UNDERGRAD	UNDERGRAD
			66	7.0%	27.9%
GRAD	GRAD	GRAD	GRAD/PROF	GRAD/PROF	GRAD/PROF
38	32	34	2	6.3%	61.9%
TOTAL	TOTAL	TOTAL			
934	978	1,046			

2022	2023	2024	1-YR CHANGE		% 5-YR CHANGE
UNDERGRAD	UNDERGRAD	UNDERGRAD	N	%	%
6,165	6,234	6,809	UNDERGRAD	UNDERGRAD	UNDERGRAD
			575	9.2%	6.5%
GRAD	GRAD	GRAD	GRAD/PROF	GRAD/PROF	GRAD/PROF
703	707	690	(17)	-2.4%	-4.4%
TOTAL	TOTAL	TOTAL			
6,868	6,941	7,499			

2022	2023	2024	1-YR CHANGE		% 5-YR CHANGE
UNDERGRAD	UNDERGRAD	UNDERGRAD	N	%	%
296	376	394	UNDERGRAD	UNDERGRAD	UNDERGRAD
			18	4.8%	75.9%
GRAD-ACADEMIC	GRAD-ACADEMIC	GRAD-ACADEMIC	GRAD-ACADEMIC	GRAD-ACADEMIC	GRAD-ACADEMIC
1,160	1,122	1,134	12	1.1%	-2.2%
GRAD-PROF	GRAD-PROF	GRAD-PROF	GRAD/PROF	GRAD/PROF	GRAD/PROF
1,686	1,625	1,573	(52)	-3.2%	-8.7%
TOTAL	TOTAL	TOTAL			
3,237	3,123	3,101			



KNOXVILLE | CHATTANOOGA | PULASKI | MARTIN | MEMPHIS | INSTITUTE OF AGRICULTURE | INSTITUTE FOR PUBLIC SERVICE



THE UNIVERSITY OF
TENNESSEE
SYSTEM



THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

5.4

AGENDA ITEM SUMMARY

Meeting Date: June 25, 2024

Item: **Resolution Appointing a Managerial Group for U.S. Government Contracts**

Type: Action

Background Information

The Department of Energy, Department of Defense, and other federal agencies with which the University has contracts impacting national security, require the Board to appoint a Managerial Group and delegate to that group responsibility for negotiation, execution, and administration of U.S. government contracts. Only members of the Managerial Group will receive security clearance to access classified information related to these contracts.

A new resolution is required to update the members of the Managerial Group.

[Resolution in the Required Form is attached.]



The University of Tennessee
Board of Trustees

Resolution ___-2024

Appointment of the Managerial Group for Contracts between
The University of Tennessee and the United States Government
Pursuant to the National Industrial Security Program Operating Manual

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF TENNESSEE
THAT:

1. Those persons occupying the following positions at The University of Tennessee shall be known as the Managerial Group, having the authority and responsibility for the negotiation, execution, and administration of U.S. Government contracts as described in the National Industrial Security Program Operating Manual:

President
Chief Financial Officer
General Counsel
Vice President for Academic Affairs, Research, and Student Success
Associate Vice President for Research
Vice President for National Labs
Chancellor, The University of Tennessee, Knoxville
Vice Chancellor for Research, The University of Tennessee, Knoxville
Executive Director, The University of Tennessee Space Institute
Facility Security Officer
Insider Threat Program Senior Official

2. The Chief Executive and the members of the Managerial Group are cleared, or will be processed for clearance, to the level of The University of Tennessee's facility clearance. If uncleared, pending issuance of the requested access authorization, such individual shall be excluded from all access and shall not participate in any decision or other matter pertaining to the protection of classified information and/or special nuclear material.
3. The above-named Managerial Group is hereby delegated all of the Board's duties and responsibilities pertaining to the protection of classified information and/or special nuclear material released to The University of Tennessee.
4. In the future, when any individual is appointed to the Managerial Group as an additional member or replacement member, such individual shall immediately be processed for an access authorization at the same level as The University of Tennessee's facility clearance. Pending issuance of this requested access authorization, such individual shall be excluded from all access and shall not participate in any decision or other matter pertaining to the protection of classified information and/or special nuclear material.

5. The following named officers and members of the Board of Trustees of The University of Tennessee shall not require, shall not have, and can be effectively excluded from access to all classified information and/or special nuclear material released to The University of Tennessee and do not occupy positions that would enable them to affect adversely the policies or practices of The University of Tennessee's performance of classified contracts for the U.S. Government:

Officers

<u>Name</u>	<u>Title</u>
Steven R. Angle	Chancellor, University of Tennessee at Chattanooga
Peter F. Buckley, MD	Chancellor, University of Tennessee Health Science Center
William H. Byrd III	Vice President, Institute for Public Service
Tiffany Carpenter	Vice Chancellor for Communications and Marketing
Keith S. Carver, Jr.	Senior Vice Chancellor/Senior Vice President, University of Tennessee Institute of Agriculture
Brian J. Daniels	Chief Audit and Compliance Officer
Yancy E. Freeman	Chancellor, University of Tennessee at Martin
Luke Lybrand	Treasurer
Linda C. Martin	Chancellor, University of Tennessee Southern
Cynthia C. Moore	Secretary and Special Counsel to the Board of Trustees
Carey Whitworth	Vice President for Government Relations and Advocacy
Kerry W. Witcher	Vice President for Development and Alumni Affairs

Members of the Board of Trustees

<u>Name</u>	<u>Title</u>
Bradford D. Box	Trustee
John C. Compton	Trustee, Board Chair
Charles Hatcher	Tennessee Commissioner of Agriculture, Ex Officio
Decosta E. Jenkins	Trustee
Shanea A. McKinney	Trustee
Christopher L. Patterson	Trustee
William C. Rhodes III	Trustee
Donald J. Smith	Trustee
David N. Watson	Trustee
T. Lang Wiseman	Trustee
Lisa Patel	Student Trustee (non-voting) (*)
Jamie R. Woodson	Trustee

Effective this ___th day of October, 2024.

Certificate

I hereby certify that the above Resolution was adopted by the Board of Trustees of The University of Tennessee on the date set forth above.

Cynthia C. Moore
Secretary and Special Counsel

5.4



THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

AGENDA ITEM SUMMARY

5.5

Meeting Date: October 25, 2024

Item: **Items from the Audit and Compliance Committee**

Type: Action

Audit and Compliance Committee agenda items approved in the Committee and coming forward to the full Board Consent Agenda are in the meeting book of the Committee and not repeated here. These items include the following:

- Board Policy on Research Security
- Board Policy on Settlement of Claims and Litigation



THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

AGENDA ITEM SUMMARY

5.6

Meeting Date: October 25, 2024

Item: **Items from the Education, Research, and Service Committee**

Type: Action

Education, Research, and Service Committee agenda items approved in the Committee and coming forward to the full Board Consent Agenda are in the meeting book of the Committee and not repeated here. These items include the following:

- Board Policy on Institutional Accreditation
- Proposed New Academic Programs:
 - Occupational Therapy Doctorate, UTHSC
 - Doctor of Philosophy in Agricultural Leadership, Education, and Communication, UTK
- Proposed Academic Program Modification:
 - Bachelor of Science Business Administration in Business Analytics, UTC
- Tenure Recommendations Requiring Board Approval
 - Grant of Tenure upon Initial Appointment
 - Grant of Tenure upon Early Consideration



THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

AGENDA ITEM SUMMARY

5.7

Meeting Date: October 25, 2024

Item: **Items from the Finance and Administration Committee**

Type: Action

Finance and Administration Committee agenda items approved in the Committee and coming forward to the full Board Consent Agenda are in the meeting book of the Committee and not repeated here. These items include the following:

- Affiliation Agreements:
 - UT Foundation
 - UT Athletics Foundation, UTK
 - UT Health Science Center with Methodist Healthcare
 - UT Health Science Center with East Tennessee Children's Hospital
- Board Policy on Affiliated Foundations
- Capital Projects:
 - UTIA Master Plan (Component of New Ten-Year UTK CMP)
 - UTK Lindsey Nelson Stadium Budget Increase
 - UTM New Residence Hall
 - UTHSC Campus Master Plan Amendment
- UTC Voluntary Retirement Incentive Plan
- Report on Uses of FY 2024 Tuition and Fee Revenue
- Acquisition of 611 West Jefferson Street, Pulaski, TN (UTS)

THE UNIVERSITY OF TENNESSEE
UT FOUNDATION

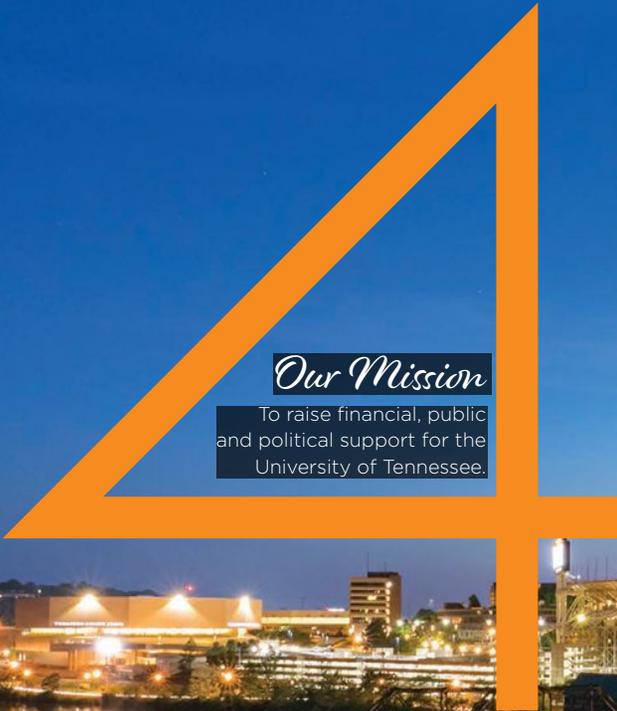
2024

6.1

ANNUAL
REPORT

Our Mission

To raise financial, public and political support for the University of Tennessee.



4
Message from the President

6
UT Foundation Leadership

7
Fundraising

9
Alumni Engagement

10
Online Giving

11
Foundation Operations

13
President's Award

14
Campus Highlights

Message from the President

Fueled by Generosity, Driven by Success

As we reflect on fiscal year 2024, I am filled with immense gratitude and pride for what we have achieved together. Thanks to the collective efforts of our team and the incredible generosity of our donors, the University of Tennessee Foundation surpassed a historic fundraising milestone, raising over \$430 million—our highest total to date. This unprecedented achievement represents more than just numbers; it reflects the power of community and the unwavering belief in the transformative impact of education.

With the support of over 86,000 alumni and friends, we have made significant strides in advancing the University's mission across our campuses and institutes. From record-breaking contributions for student scholarships to landmark gifts that will shape the future of our colleges, each donation has made a tangible difference in the lives of students, faculty and staff. The generosity, passion and trust of our donors fuel our progress and empower us to continue creating opportunities for the future.

As we look ahead, there is much to be excited about. The momentum we've generated in fiscal year 2024 sets the stage for even greater achievements in the years ahead. We remain committed to growing and strengthening the services we provide to our donors and alumni, and to further expanding the reach and impact of the University of Tennessee.

Thank you for standing with us on this remarkable journey. Together, we are shaping the future of higher education and ensuring that the University of Tennessee continues to thrive for generations to come.

With deepest gratitude and excitement for what's ahead,

Kerry Witcher

President & CEO
University of Tennessee Foundation



“The current results from FY24 demonstrate the unwavering support and dedication of our alumni and donors, as well as the exceptional commitment of our statewide staff.”

— Kerry Witcher, UTFI President

Foundation Leadership

2023 - 2024

Foundation Board of Directors

Ron Frieson, Chair
 Alan Wilson, Vice Chair
 Philip Wenk, Past Chair
 Kerry Witcher, President & CEO
 Randy Boyd, University President
 Lee Ann Adams
 Jeannie Beauchamp
 Isaac Bennett
 Karen Bowling
 Douglas Brown
 Peter Buckley

Emily Capadalis Love
 Yancy Freeman
 Doug Haney
 Judi Herbert
 Renee Iacona
 Debbie Ingram
 Shanea McKinney
 Phenise Poole
 Arthur Sparks, Jr.
 Charles Wagner, III
 Richard Warren

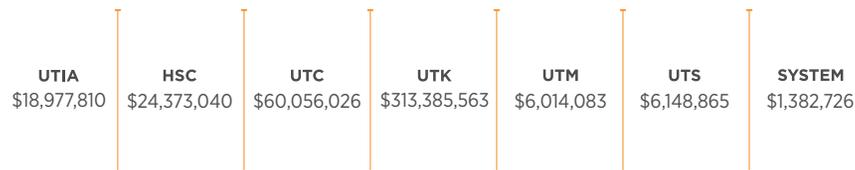


Fundraising

Total Gifts

\$430,338,113

6.1



Total Donors

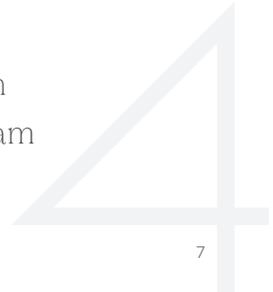
86,751*



*Donor totals do not equal the sum of all campuses because many donors give to multiple campuses and programs.

“As we look to make this the greatest decade in University of Tennessee history, we must dream bold and big.

... University of Tennessee President, Randy Boyd



Source

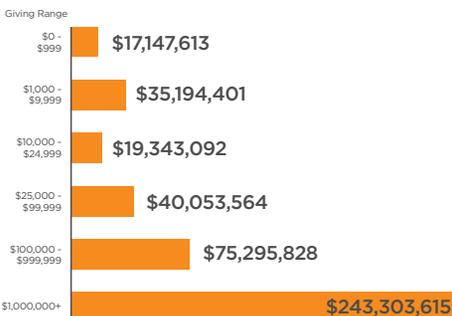


* Other includes public charities, grants, government agencies and other organizations.

Purpose



Gift Size



Bequests

\$89,995,979 Total deferred and planned pledges booked in FY24

Insurance

- The Foundation has \$1,076,420 in outstanding insurance policies and \$10,657,682 in university outstanding insurance policies as of June 30, 2024.
- The Foundation has not received any gifts that would place a financial liability on the university.

Real Estate

- Real Estate Acquisitions during FY24 - 10 properties with an appraised value of \$960,900.
- Total properties owned during FY24 - 18 properties with an appraised value of \$6,659,301.
- Total properties sold during FY24 - 7 with a contract price of \$458,400.
- Total current properties listed for sale - 4 with appraised value of \$1,756,500.

Alumni Engagement

Total Number of Alumni

454,372

6.1

Total Number of Engaged Alumni

296,050



Levels of Engagement

Level	FY24
5	484
4	10,412
3	129,193
2	3,211
1	152,750
0	143,757

UT Advocacy Network

9,418

Total Members

1,273

Total New Members

Online Giving Growth Over Five Years

Includes all gifts processed online.

FY19	\$3,632,556
FY20	\$4,281,583
FY21	\$6,287,745
FY22	\$6,671,512
FY23	\$7,059,419
FY24	\$7,924,042*

**FY24 12.25% increase*

Giving Days

7% Giving day dollars up systemwide

Giving Days Total Dollars

\$1,843,583

10 FY24 Annual Report

Online Giving

Total Online Giving

\$7,919,042



Includes all gifts processed online.

Total Online Gifts

49,915

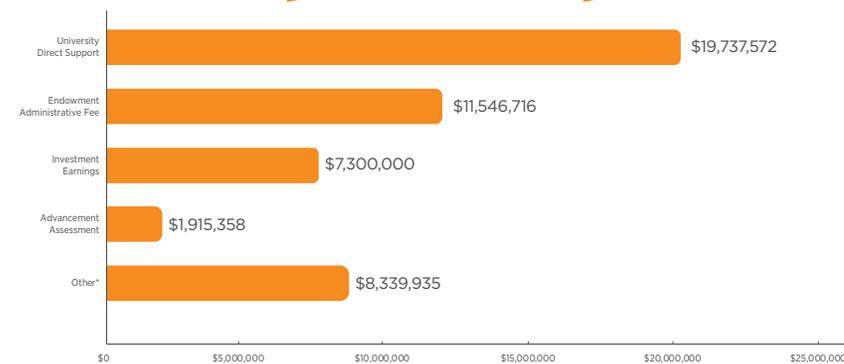
Average Online Gift

\$158.65

Foundation Operations

Total Revenue

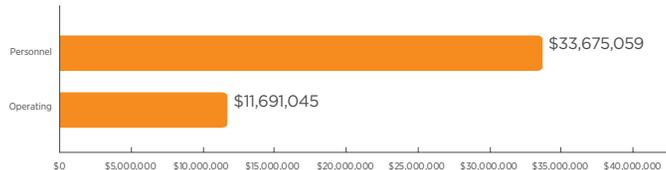
\$48,839,581



*Other includes prepayments from accumulated savings, marketing revenue, alumni program and discretionary gifts.

Total Expenses

\$45,366,104



6.1

ROI = \$8.15
For every \$1 invested,
the Foundation raised \$8.15.

UTFI President's Award

The UTFI President's Award is a highly prestigious award which recognizes outstanding achievements by advancement staff in applying creative concepts to improving performance, advancing fundraising and alumni engagement efforts, and promoting a

better understanding of the systemwide advancement activities and asset management services of the UT Foundation. Recipients are nominated by their peers, and a committee of previous year recipients select up to six employees to receive the honor.

6.1

Nominees are selected using the following criteria:

- Promotes a better understanding of the systemwide major gift fundraising activities and alumni engagement initiatives.
- Continually strives to improve the overall performance of the Foundation by meeting or exceeding individual, departmental and system goals.
- Provides innovative and creative approaches for the solution of problems and meeting special needs in assigned areas of responsibility.
- Demonstrates commitment to personal and professional growth and organizational development.
- Supports teamwork and continuous improvement efforts of the advancement division through collaborative efforts.
- Fosters employee and customer loyalty.
- Serves as a mentor to other employees.
- Provides vision through leadership efforts.
- Adheres to core values and possesses integrity.

Congratulations to the 2024 recipients!



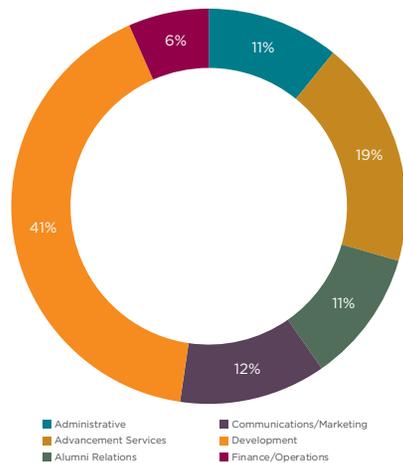
Staff Size

259

Including 15 new positions added in FY24.

Central	59
UTC	26
HSC	22
UTK	124
UTM	13
UTS	4
UTIA	10
IPS	1

Job Family Breakdown





6.1

The University of Tennessee
at Chattanooga

A record-breaking
year at Chattanooga's
university.

\$60,056,026

Total Gifts

6,762

Total Donors

49,204

Engaged Alumni



Building Connections. Inspiring Generosity.

In a historic fundraising year at the University of Tennessee at Chattanooga, \$60,056,026 was raised from 6,762 donors. This is the single largest fundraising year in UTC's history. In addition to the dollars raised, UTC engaged 49,204 alumni, which is an almost 10% increase from the previous year.

As a part of this celebrated year of building connections and inspiring generosity for Chattanooga's university, a transformational gift of \$30 million was made by Gary Rollins ('67) and his wife Kathleen to assist in the campaign to expand UTC's Fletcher Hall - the current home of the Gary W. Rollins College of Business. The new 81,000-square-foot expansion will include state-of-the-art classrooms, advanced analytics labs and collaborative spaces for teaching, research and community engagement. Serving as a hub for Chattanooga and our region, new programming will be designed to promote hands-on, multi-disciplinary student learning and research. These improvements will further equip students with the skills, knowledge and experiences to support the 21st century workforce.

School of Nursing Celebrates \$8 Million Gift

The largest single gift in UTC School of Nursing history, the Kennedy Foundation, Inc. gave a gift of \$8 million to name the future home of the School of Nursing the Dorothy and Jim Kennedy Health Sciences Building.

Named after the parents of the current Kennedy Foundation trustees - Jim Kennedy III, Elizabeth Kennedy Spratlin and Molly Kennedy ('82) - this will be the first building on UTC's campus to be named after an alumna. Dorothy ('82) received a degree in English from UTC while attending at the same time as her daughter Molly.

The new 90,000 square foot building will allow a 152% enrollment increase and feature state-of-the-art classrooms and a cutting-edge simulation lab. The Unum Group, a leading international provider of workplace benefits and services, also made a \$500,000 gift and became the School of Nursing's Premier Mental Health Partner at the new Dorothy and Jim Kennedy Health Sciences Building. The partnership will leverage Unum Group's qualified clinical team's expertise to serve students and faculty in the classroom. Construction on the new building will begin in the fall of 2024, with completion slated for 2026.



A Monumental Mocs Give Day

The fourth annual UTC Mocs Give Day in October 2023 showcased the collective power of giving. The event raised nearly \$1,735,000 from 2,131 donors and showcased the impact and value of small gifts. Almost 80% of all gifts given during the campaign were \$100 or less. With a record number of student donors, 211 in total, nearly 400 UTC faculty and staff and 900 alumni gave. A top performer, UTC Athletics raised over \$1.1 million from more than 700 donors.





The University of Tennessee
Health Science Center

“Our vision is meaningful, not just for us, but for everyone in Tennessee.”

- Peter Buckley, MD, Chancellor

\$24,373,040

Total Gifts

4,522

Total Donors

27,671

Engaged Alumni



Every day at the University of Tennessee Health Science Center, we work to fulfill our vision - **Healthy Tennesseans. Thriving Communities.**

The outstanding philanthropic support of our faculty, staff, students, alumni, community partners and generous donors is critical to helping us move toward our vision and mission to change lives from one end of the state to the other.



A Soulful Collaboration

With a philanthropic gift from the Kemmons Wilson Family Foundation, in collaboration with the Soulsville Foundation and Soulsville community, convenient and affordable primary health care is coming to the historic Soulsville neighborhood in Memphis through the new Health Science Center Health Hub: Soulsville

The hub will offer primary care for adults and children, health coaching, school nursing, youth intervention specialists and eventually mental health counseling. It will serve a community with thousands of elementary to college-age students.



Smiling in Kingsport

Thanks to the Healthy Smiles Initiative, a \$94 million state-funded, multiyear effort to improve oral health care throughout Tennessee, along with the UTHSC College of Dentistry, community leaders, partners and supporters, the new Kingsport Dental Clinic of the Appalachian Highlands is a reality.

Generous donations from Delta Dental of Tennessee/ Smile180 Foundation, BlueCross BlueShield of Tennessee and Eastman will help equip the clinic

where fourth-year dental students from the college will provide dental services under supervision of faculty.



Coming Home

Alvin Crawford, MD, the first African American to attend and graduate from the College of Medicine, returned to his alma mater for a celebration and book signing of his autobiography, “The Bone Doctor’s Concerto: Music, Surgery, and the Pieces in Between.”

During the event, several faculty, students and alumni in attendance brought multiple copies of his book for signature. In addition to his book signing, Dr. Crawford visited local high schools in the Memphis area and talked with students interested in a career in health sciences.

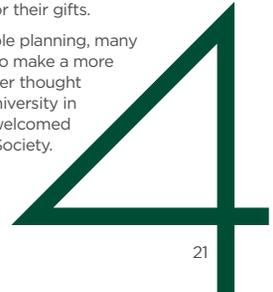
Dr. Crawford (‘64) and his wife have established the Alvin H. and Alva J. Crawford Endowed Medical Scholarship to support medical students.

“Dr. Crawford epitomizes the UT Health Science Center mission,” said Brigitte Grant, vice chancellor for advancement. “The commitment by Dr. and Mrs. Crawford to student scholarships aligns with the university’s priority to educate and support medical education.”

Leaving a Legacy

Chancellor Peter Buckley, MD, and his wife, Leonie, graciously hosted the university’s Legacy Society members in their home for a special event honoring them and their commitment to the university. The personable nature of the event was deeply important as the group was thanked for their gifts.

Through thoughtful charitable planning, many supporters have been able to make a more meaningful gift than they ever thought possible. By including the university in their estate plans, they are welcomed as members of the Legacy Society.





The University of Tennessee,
Knoxville

Transformative fundraising year reaches historic milestone.

\$332,363,373
Total Gifts

69,226
Total Donors

191,000
Engaged Alumni

Totals reflect UT Knoxville and UT Institute of Agriculture combined.

24 FY24 Annual Report



A total of 69,226 donors from across the country and around the world showed their unwavering support for the University of Tennessee, Knoxville, by contributing a historic \$332 million to the state's flagship university during the 2023-24 fiscal year. This marks the third consecutive record fundraising year for the Knoxville campus and the first to surpass \$300 million.

The funds given by donors help address needs and enable growth throughout the university. They directly benefit students through new programs and initiatives, including scholarships, student services, athletics facilities and other areas.

"Year after year, I am inspired by the depth of support from Volunteers everywhere who not only love this university, but believe wholly in the work we are doing," said Chancellor Donde Plowman.



Highlights In Scholarships, Facilities and Programming

Thanks to donor support, more than 10,000 privately funded scholarships were awarded to students during the 2023-24 academic year, providing more access to the Volunteer experience, reducing financial stress and contributing to UT Knoxville's record student retention rate of 91 percent.

Philanthropic highlights from the year include the recent naming of the Natalie L. Haslam College of Music in honor of one of the university's most generous benefactors. In April, the Denbo Center for Humanities and the Arts was named after alumnus and Vol football star Don Denbo, whose generous commitment to the benefits of a humanities-based education will serve current and future members of the UT community.

With the help of donor funds, new opportunities have been created and programs have been enhanced across campus to support students. One example is the new career development office in the College of Communication and Information. Thanks to the generous support of alumna Suzanne Sackleh, the center develops partnerships and career pipelines for students through employer spotlights, industry networking nights, a career fair and curated student programming.

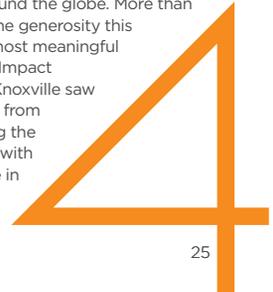


Supporting Transformational Change

Donor gifts continue to support transformational change on campus and improvements to the Volunteer experience, including the Croley Nursing Building, which is set to open in fall 2025, and a new Haslam College of Business building, which is expected to be completed in fall 2027.

Gifts came from alumni and friends in all 50 U.S. states and dozens of countries around the globe. More than 2,600 UT seniors joined in the generosity this year, making gifts to areas most meaningful to them through the Senior Impact program. In November, UT Knoxville saw an outpouring of generosity from Volunteers worldwide during the 11th annual Big Orange Give, with more than 11,400 gifts made in just one day.

6.1



The University of Tennessee
Institute of Agriculture

Creating Real. Life. Solutions.



\$18,977,810

Total Gifts



The UTIA numbers are included in the UT Knoxville totals on page 24.

The University of Tennessee Institute of Agriculture (UTIA) has a presence in all 95 counties in Tennessee and provides Real. Life. Solutions. through its land-grant mission of research, teaching and extension. UTIA is one of only a handful of American agricultural institutes, a designation that demonstrates the importance of agriculture and its partnering industries in Tennessee.

Transitions

The previous fiscal year was capped by the naming of Keith Carver as UTIA's senior vice chancellor and senior vice president. Dr. Carver brings more than 25 years of UT executive experience to the job, including serving, most recently, as chancellor of UT Martin. A former director of development at the UT College of Law, Dr. Carver also served as interim vice chancellor for development and alumni affairs at the UT Health Science Center and assistant vice chancellor for development at UT Martin.



That experience proved valuable in fiscal year 2024, as UTIA's fundraising and constituent engagement operation experienced significant transitions, beginning with the appointment of Charley Deal as the vice chancellor of advancement. Like Dr. Carver, Dr. Deal is a long-tenured leader at UT, having served as vice chancellor of advancement at UT Martin. "Charley's deep-rooted understanding of advancement, coupled with his uncanny ability to build and lead high-performing teams, is a winning combination," said UTFI President Kerry Witcher.

Under Dr. Deal's direction, the UTIA advancement team has grown in numbers, with a strategic emphasis on improving efficiency and building meaningful relationships with UTIA alumni, donors, students, faculty, staff and Tennessee's broader agricultural community.



Food Science Sensory Lab

UTIA received a major gift from McCormick Foods to renovate the Food Science Sensory Lab. Alan Wilson, who is the current chair of the UT Foundation Board and the retired chairman and CEO of McCormick, matched the company's \$300,000 gift, for a total of \$600,000.

Grateful Ag Day

A new UTIA tradition, Grateful Ag Day is a stewardship event that invites students in the Herbert College of Agriculture and the UT College of Veterinary Medicine to write thank you notes to the top 400 donors in each college. In its third year, students wrote 736 personalized letters—a new record!



Honoring Jim and Judi Herbert

UTIA joined UT Knoxville in encouraging students to write scholarship thank you letters. At a ceremony honoring the memory of Jim Herbert, his wife Judi told the crowd that he loved receiving the letters so much that he would send personal notes back to students.

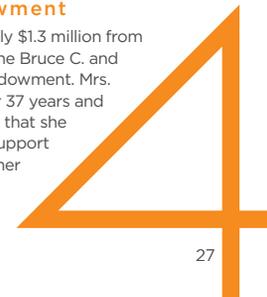


Pet Memorials

The UTIA Office of Advancement supports partnering veterinary practices that contribute to the Companion Animal Fund in memory of a pet. In fiscal year 2024, the fund raised nearly \$33,000 from 284 gifts given by 57 donors. UTIA mailed more than 2,250 letters of consolation to pet owners.

Bruce C. and Cleo G. Cox Scholarship Endowment

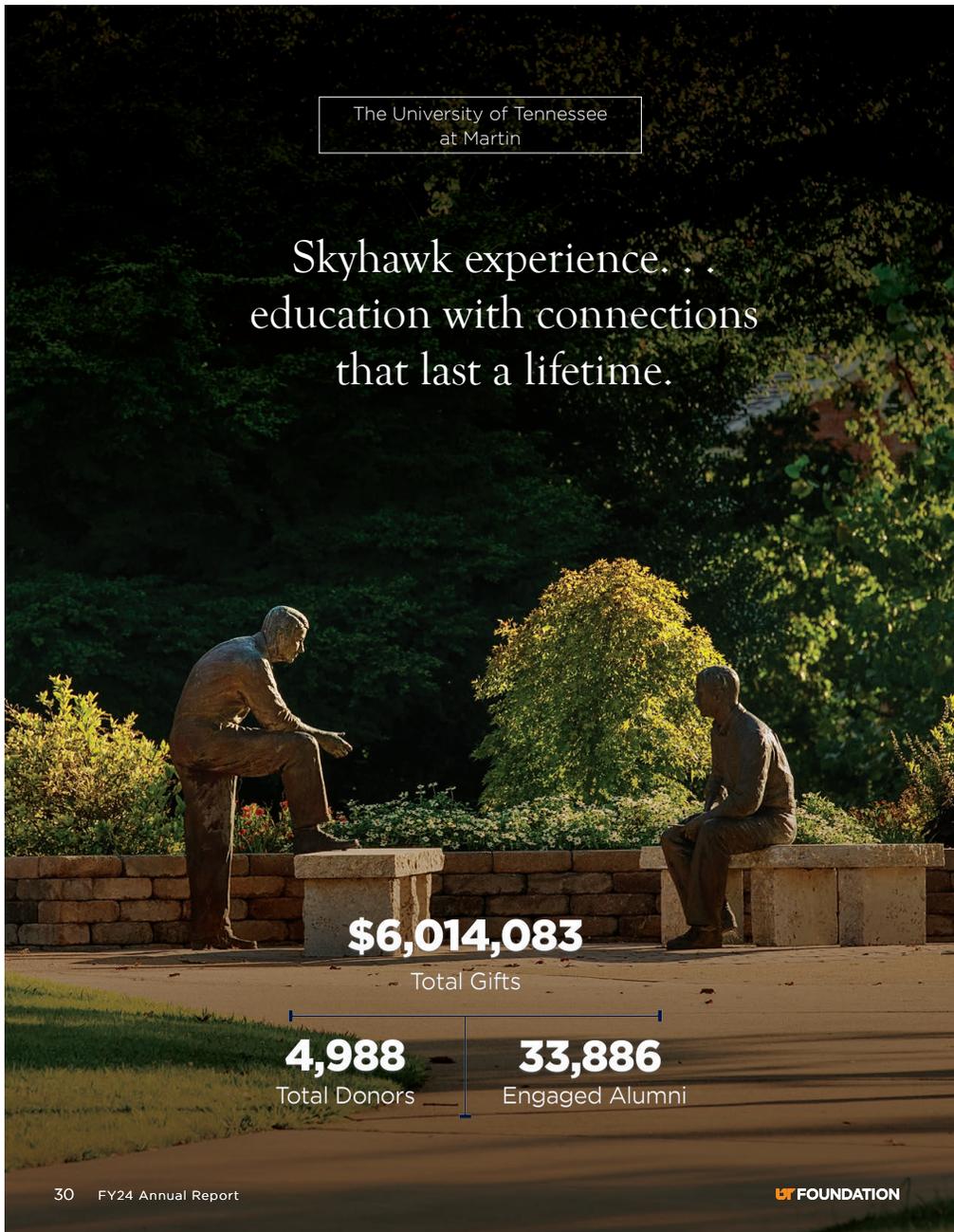
UTIA received a gift of nearly \$1.3 million from the estate of Cleo Cox for the Bruce C. and Cleo G. Cox Scholarship Endowment. Mrs. Cox taught fourth grade for 37 years and diligently reserved funds so that she would one day be able to support young people pursuing higher education.





The University of Tennessee at Martin

Skyhawk experience. . . education with connections that last a lifetime.



\$6,014,083
Total Gifts

4,988 Total Donors	33,886 Engaged Alumni
------------------------------	---------------------------------

UT FOUNDATION

The University of Tennessee at Martin (UTM) is a modern university built on history and tradition. Since its beginnings in 1900 as the Hall-Moody Institute, UT Martin has been a fixture in the West Tennessee educational landscape and beyond. A diverse campus with a vibrant community spirit that continues long after graduation day, the Skyhawk experience offers education with connections that last a lifetime.



Freeman Named Chancellor

The 2024 fiscal year was marked with leadership transitions on the UT Martin campus. Dr. Yancy Freeman began his tenure as the University’s 12th chancellor in August 2023. Dr. Freeman’s experience is deeply rooted in the University of Tennessee System with 25 years in various roles at UT Chattanooga where he most recently held the post of vice chancellor for enrollment management and student affairs.

The “Take Flight with Freeman Tour” was a series of visits by Chancellor Freeman to introduce himself to people in West and Middle Tennessee. The successful tour included 10 stops at high schools, UTM Regional Centers and other locations. At each stop, there was a reception where people could meet and speak with the chancellor, and over the course of three months, Dr. Freeman was able to meet numerous alumni and community members.

Curtis-Swofford Leads Advancement

In May 2024, together, the UT Foundation and UT Martin announced the appointment of Jeanna Curtis-Swofford as the vice chancellor for advancement. Curtis-Swofford served as the interim vice chancellor for advancement for six months prior.



Curtis-Swofford has been a consistent leader and successful

fundraiser for the campus since 1992. During her tenure with UT Martin, she established a planned giving program, served as the campaign director for the recent \$178 million RISE campaign and is a graduate of UT Martin’s WestStar Leadership Program.

“Jeanna’s record of fundraising success speaks for itself, and coupled with her embodiment of the Skyhawk spirit, I have no doubt that she will lead the UT Martin advancement team in continued success and new levels of achievement,” said UT Foundation President Kerry Witcher. “I am thrilled to welcome her into this role.”

Gift Supports Endowments and Campus Enrichment

UT Martin Chancellor Emeritus Dr. Nick Dunagan (‘68) and his wife, Cathy (‘68), made a \$750,000 pledge through their estate plans. The funds will support the existing Casey Dunagan World Travel Endowment made in memory of their son and will be used for world travel for student innovators in the Ned Ray McWherter Institute. The pledged funds will also be used to establish the Dunagan Alumni Center Public Space Enhancement Endowment, which will be used to support refreshing public spaces of the Dunagan Alumni Center, which is named in their honor.



6.1





6.1

The University of Tennessee
Southern

“Together, we’re building
a brighter future, one gift
at a time.”

- Evan Beech, Vice Chancellor for Advancement



\$6,148,865

Total Gifts

2,190

Total Donors

2,786

Engaged Alumni



A total of 2,190 donors showed their support for The University of Tennessee Southern raising a record-breaking \$6 million. Fiscal year 2024 was highlighted by increased donor engagement and historic giving.

This significant year in giving will fuel opportunities for students, faculty and staff, and enable our university to enhance the personalized education and intimate campus environment that gives our Firehawk community its unique appeal. Academic initiatives, scholarships and faculty support expand our deeply rooted campus connections, making a difference at home and around the world.

Largest Gift in 150-Year History

In a momentous occasion for UT Southern, a generous gift of 600 acres was bequeathed by the late Dr. Bruce Wilson, a respected cardiologist and native of Prospect, TN. This gift, the largest in the 150-year history of the campus, was officially secured following a declaratory judgement by Judge Joe Townsend of the Shelby County Probate Court on January 10, 2024.

Dr. Wilson, who passed away in December of 2022, had approached UT Southern with the vision of using his farm for educational purposes while also recognizing the necessity of generating income to support the facility. His dream was to see the land used in a way to enrich the educational experience at UT Southern.

The transformative gift will continue to be utilized for its current farming purposes, leased to local farmers. The proceeds from these leases will flow into unrestricted funds, directly enhancing student experiences. This arrangement honors Dr. Wilson's initial vision and ensures sustainable and impactful use of the land.

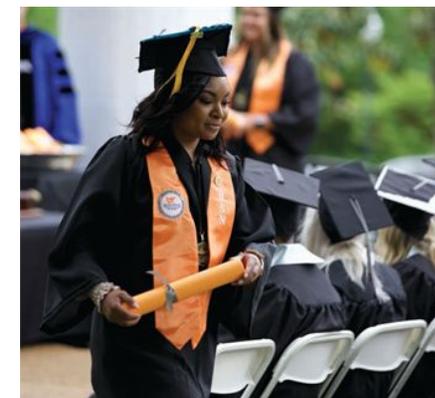


Inaugural FIRE Week Surpasses Goals

In February, UT Southern held its first-ever FIRE Week, a campaign designed to ignite support and enthusiasm among its students, faculty, alumni and friends. The

Office of Advancement initially set a goal to engage 250 donors, and the UT Southern community quickly surpassed this target early in the week, leading to the establishment of a new ambitious stretch goal of 650 donors.

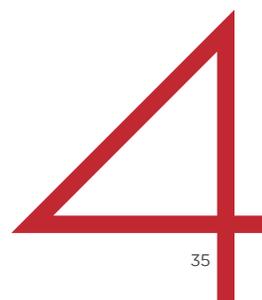
Thanks to the generosity of the UT Southern community, an incredible 1,200 donors contributed more than \$50,000. The response from the community exceeded all expectations, showcasing the profound spirit of generosity and commitment within the Firehawk family.



Scholarships and Endowments on the Rise

With our students, scholarships are critical to our mission to provide affordable education to the communities of southern Middle Tennessee. Since joining the UT System in 2021, we have grown the scholarship endowment fund from zero to almost \$1,000,000.

“With the addition of several new scholarships and unrestricted endowments, we are creating an environment where education and athletic excellence can truly flourish” said UT Southern Vice Chancellor for Advancement Evan Beech.



THE UNIVERSITY OF TENNESSEE
UT FOUNDATION

University Avenue
Knoxville, TN 37921-4848
615-974-2115
utfi.org



6.2



ANNUAL REPORT

Fiscal Year 2023-2024



6.2



A LETTER FROM THE VICE CHANCELLOR

Unbelievable, Phenomenal, Amazing, Incredible! These are just a few of the words that sum up the results of the single-largest fundraising year in the history of the University of Tennessee at Chattanooga.

This university’s alumni, donors and friends stepped up in an unbelievable fiscal year 2024, helping UTC’s Advancement team raise \$60,056,026 from 6,762 donors from June 1, 2023 – July 30, 2024. This fundraising total represents a 325% increase from the previous fiscal year in dollars raised to support students, faculty and staff.

This fundraising success showcases the incredible work that’s happening on our campus and our community realizing that an investment in UTC is an investment in the future of our city and region.

In addition to the generous support of Gary and Kathleen Rollins with a \$30 million gift to support the expansion of Fletcher Hall and home to the Gary W. Rollins College of Business, UTC’s School of Nursing received its largest gift in history - an \$8 million gift from the Kennedy Foundation, Inc. to name the Dorothy and Jim Kennedy Health Sciences Building, the new home for the School of Nursing.

With a record Mocs Give Day and a banner year for UTC Athletics, UTC also engaged 49,204 alumni, almost a 10% increase from the previous year. Whether it was attending alumni events or visiting campus, our alumni want to be involved with their alma mater.

Philanthropy is the ‘good to great’ for our campus, and we’re excited to work with our alumni, donors and partners to make new opportunities possible in the years to come.

Go Mocs!



Kim White
*Vice Chancellor of Advancement,
Executive Director of the UC Foundation*

ADVANCEMENT’S MISSION

The University of Chattanooga Foundation fosters a culture of philanthropy, strategically manages its endowment for financial growth, and promotes community engagement to advance the mission and vision of The University of Tennessee at Chattanooga.

6.2



**BUILDING CONNECTIONS.
INSPIRING GENEROSITY.**

FOUNDATION PURPOSE

Created when the University of Chattanooga became part of the UT System in 1969, the UC Foundation was founded to ensure that the University of Tennessee at Chattanooga continued to have autonomy and local insight into campus needs and as a way for our donor and alumni community to partner to address those needs.

The UC Foundation is an essential tool that has proved invaluable for UTC. In addition to funding the personnel and operations budget for the UTC Advancement team, the UC Foundation has invested in campus real estate and successfully managed and grown our endowment, benefiting our campus, faculty, staff, students and alumni.

FUNDRAISING

RECENT FUNDRAISING TOTALS



**EPISODIC GIFTS INCLUDED IN TOTALS:*

*FY 2024: \$30 Million, Gary W. Rollins College of Business Future Building Fund
 FY 2024: \$8 Million, Dorothy and Jim Kennedy Health Sciences Building Fund
 FY 2024: \$3 Million, Nursing Unrestricted Annual Fund
 FY 2024: \$1.9 Million, Cerasi & Temple Endowed Scholarship
 FY 2024: \$2.8 Million, Ridge Rollins College of Business Unrestricted Fund
 FY 2024: \$1.8 Million, McBrayer Family Endowed Accounting Scholarship
 FY 2022: \$1.5 Million, Frost Family Investment Fund
 FY 2021: \$1.5 Million, Boyd UT Promise Scholarship Endowment*

FY 2024

Dollars Raised	Number of Donors
\$60,100,000	6,762

FY 2024 - 2025 GOALS

	Primary Goals	Stretch Goals	Aspirational
Number of Dollars	\$20,000,000	\$22,000,000	\$25,000,000
Number of Donors	6,800	6,936	7,038

FOUNDATION OPERATIONS

In FY24, the UC Foundation funded 81% of UTC Advancement’s personnel costs and 100% of the operational costs of both UTC Advancement and the UC Foundation. Through agreements with the college deans, the Chancellor’s office and UC Foundation-owned Housing, UTC contributed 19% of the Advancement personnel costs.

FISCAL YEAR BUDGET

6.2

Total Operational Revenue:	\$ 4,836,827
Investment Earnings - Unrestricted Endowment	\$1,937,805
Endowment Administrative Fees	\$1,900,570
Campus Contribution	\$658,679
Other/Prior Year Operations Carryover	\$339,773
Total Expense:	\$ 4,836,827
Personnel	\$3,465,379
Operating	\$1,371,448

ADVANCEMENT TEAM

Ending FY24 with 33 staff members, including students, we grew our team to properly align our staff to campus needs. Continuing our strong partnership with the University of Tennessee Foundation, Inc. to coordinate our offerings with the advancement mission of the UT System, we contracted nearly \$522,000 of services for the fiscal year.



ENDOWMENTS AND LONG-TERM INVESTMENTS

In coordination and consultation with LCG Associates, Inc. Investment Advisors, the UC Foundation Investment Committee elects and continuously assesses fund managers of the portfolio. One of our most active committees, the Investment Committee, comprises talented investment professionals from the Chattanooga area whose combined expertise covers all portfolio asset allocations.

The investment objective of the UC Foundation portfolio is that the average annual growth in market value from investment results will outpace our spending rate of 4% and expenses of 1% plus average inflation. The one-year return at June 30, 2024, was 13.5%; the portfolio generated an annualized return of 6.3% over a five-year period on June 30.

6.2

ENDOWMENT VALUE



ENDOWMENT BALANCE BY CATEGORY



Academic Support:	\$74,095,464		35.2%
Scholarships:	\$43,410,771		20.6%
Professorships:	\$18,625,092		8.9%
Institutional Support:	\$56,925,459		27.1%
Capital Building Funds:	\$16,278,995		7.7%
Faculty Development:	\$1,009,525		0.5%
Total:	\$210,345,306		

ENDOWED FUNDS PROVIDED AWARDS FROM:

43

Professorship Endowments

6

Faculty Development Endowments

41

Academic Program Endowments

291

Scholarship Endowments

11

Institutional Support Endowments

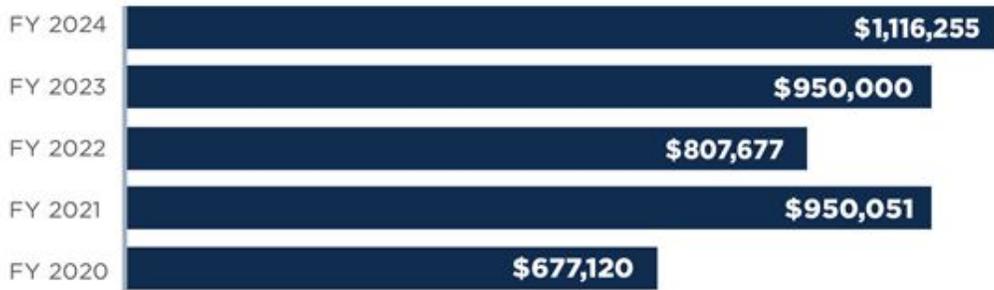
THE SMILE FUND

The Student Managed Investment Learning Experience (SMILE) Fund has grown to have approximately \$1,081,480 in assets under management by UTC students as of June 30, 2024. Started with an initial investment of \$250,000 and an additional investment of \$250,000 in 2015 and 2019, respectively, the SMILE Fund was established for students to gain knowledge of portfolio management, investment strategies and equity valuation techniques.

In August 2024, the SMILE Fund received an additional \$2 million in assets under management or AUM from the UC Foundation split among five accounts: the Traditional Fund (+\$1,000,000 AUM), Strategic Fund (+\$250,000 AUM), Growth Fund (+\$250,000 AUM), Core Fund (+\$250,000 AUM) and Value Fund (+\$250,000 AUM). The latter three are new-style funds designed to focus on specific stock categories and allow three more students to be portfolio managers. These five funds are meant to coordinate to drive forward the overall student experience and performance of the SMILE Fund.

6.2

SMILE FUND VALUES



FOUNDATION OWNED HOUSING

In the late 1990s, the UC Foundation made a game-changing investment in the UTC campus by developing Scott L. Probasco South Campus, taking UTC from a commuter school to a residential community. To extend the life of the buildings in South Campus, we are currently financing a 6-year renovation project equaling a \$52 million investment. While UTC provides management of South Campus, the UC Foundation uses the revenues generated from the housing to operate and maintain the buildings, fund the residence programs like paying the resident assistant stipends, cover the debt services for the bond and complete renovations.

SCOTT L. PROBASCO SOUTH HOUSING OVERVIEW



6 Building Complex with 5 Residential Buildings and 1 Activity Building on 10.55 Acres

823,963 Total Square Footage	
Guerry Apartments 63,150 sq. ft.	Walker Apartments 84,391 sq. ft.
Decosimo Apartments 131,072 sq. ft.	UC Foundation Apartments 151,828 sq. ft.
Stophel Hall Apartments 386,020 sq. ft.	Stacy Town Center 7,502 sq. ft.

1,623
Bedrooms

1,691
Beds

722
Parking Spaces

Starting in 2019, all buildings have undergone extensive refurbishment with a renovation cost of \$52M.

ALUMNI ENGAGEMENT

NUMBER OF ENGAGED ALUMNI

49,204

TOTAL NUMBER OF ALUMNI

74,000

6.2

10% INCREASE FROM PREVIOUS YEAR

UTC ALUMNI FACTS

Top 5 Alumni States

1. Tennessee
2. Georgia
3. Florida
4. Alabama
5. North Carolina



of Alumni Live in Tennessee



of Alumni Live in Hamilton County



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July 1, 2023, through June 30, 2024

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615 McCallie Avenue, Dept 6806
Chattanooga, TN 37403-2598
give.utc.edu



THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

AGENDA ITEM SUMMARY

Meeting Date: October 25, 2024

Item: **Annual Institutional Review Executive Summary, Academic Year 2023-24, UTHSC (College of Medicine)**

Type: Information

6.3

Background Information

Attached is a copy of the AIR Executive Summary, Academic Year 2023-24. This report provides a summary of the findings of the most recent Annual Institutional Review (AIR), along with the proposed action plan of UT Health Science Center's College of Medicine (UTHSC-COM). The action plan outlines in greater detail oversight priorities for Academic Year 2024-25. The action plan, including performance monitoring procedures, was reviewed and adopted by UTHSC-COM's Graduate Medical Education Committee.

This report is required to be submitted to the Board of Trustees but does not require any formal action. These materials are being presented to the Executive Committee to ensure compliance by UTHSC-COM with ACGME institutional accreditation standards.

University of Tennessee Health Science Center College of Medicine

Annual Institutional Review Executive Summary

Academic Year July 1, 2023 – June 30, 2024

Submitted to the University of Tennessee Board of Trustees

Date approved by GMEC: August 26, 2024

6.3

On August 26, 2024, the College of Medicine's Graduate Medical Education Committee (GMEC) including the DIO, Graduate Medical Education (GME) administration, hospital partner representation, Program Directors, Program Coordinator representatives and resident/fellow representatives conducted the College of Medicine's Annual Institutional Review (AIR). Consistent with Accreditation Council for Graduate Medical Education (ACGME) requirements, the AIR is an annual evaluation of the College of Medicine (COM) as a sponsor of ACGME- accredited graduate medical education programs considering certain performance indicators.

The AIR for academic year 2023-2024 included an investigation of the College of Medicine's performance based on the following indicators identified by the GMEC (*indicates ACGME-required performance indicators):

- Institutional accreditation and results of most recent institutional self-study or site visit *
- Most recent ACGME institutional letter of notification *
- ACGME survey results for residents, fellows and faculty *
- ACGME-accredited programs' ACGME accreditation information, including accreditation and recognition statuses and citations *
- Results from program site visits
- Special reviews
- Internal reviews
- Program Director effectiveness summary
- GME policy changes summary
- CLER site visit report (if applicable)
- Clinical and educational work hour data, summaries and trends
- Demographic data
- Wellness data – survey wellness/burnout data, leave utilization, GME counselor utilization
- 2023-2024 Match data and UTCOM post-match survey
- 2024 Retention data
- Progress update on 2023-2024 AIR Action Plan and planning for the year ahead

A summary of the College of Medicine's performance based on the above indicators is presented in this Executive Summary, on pages 5-10. Of significance, the most recent ACGME Institutional site visit was completed on August 16, 2022. In communication from the ACGME on October 21, 2022, the College of Medicine was informed of an accreditation status of Continued Accreditation. All prior citations were resolved, no new citations were issued and no areas for improvement were identified. On January 23, 2024, the Sponsoring Institution was notified of an

accreditation status of Continued Accreditation, again with no new citations and no areas for improvement. Contained within the letters of notification from the ACGME, UTHSC COM was commended for demonstrated substantial compliance with ACGME Institutional Requirements. Of the 70 ACGME-accredited programs within our Sponsoring Institution, 67 programs have an accreditation status of Continued Accreditation, 2 programs have Initial Accreditation status and 1 program has an accreditation status of Continued Accreditation with Warning. Over the past academic year, the Sponsoring Institution and GMEC approved the voluntary withdrawal of accreditation for 3 programs.

Review of the 2024 ACGME institutional resident/fellow survey data shows that the UT COM, as the Sponsoring Institution, performs above the national mean for all areas assessed, which include: Clinical Experience and Education, Diversity and Inclusion, Educational Content, Faculty Teaching and Supervision, Resources, Patient Safety and Teamwork, Evaluation and Professionalism.

As required by the ACGME, this Executive Summary includes the College of Medicine's GME Action Plan. The Action Plan outlines in greater detail the GME/GMEC's oversight priorities for Academic Year 2024-2025. The Action Plan, including performance monitoring procedures, was reviewed and adopted by the GMEC on August 26, 2024.

If the Board of Trustees has any questions regarding this report, the Action Plan or the College of Medicine's accreditation status, please feel free to contact me or any member of the GMEC (listed below in table).



Natascha S. Thompson, MD, FACP

Associate Dean for GME and Designated Institutional Official

Chair, Graduate Medical Education Committee

The University of Tennessee Health Science Center

**Graduate Medical Education Committee Academic Year
2024-2025**

Role	Name	Title/Area
Chair	Natascha Thompson, MD	Associate Dean for GME, Designated Institutional Official, Med-Peds Faculty
GMEC Secretary	Branette Smith	Assistant Director of GME Accreditation, Assistant Designated Institutional Official
GME Administration	Mark Bugnitz, MD	Assistant Dean of Program Improvement, Chair of Program Improvement Subcommittee, Pediatric Critical Care Faculty
	Aaron Haynes	Assistant Dean of GME, Associate Designated Institutional Official
	Mark Petzinger, JD	Assistant Dean of Academic Success
Peer Selected Resident Representatives	Tori Alexander, MD	Medicine-Pediatrics, PGY4
	Thomas Atkins, MD	Family Medicine Nashville, PGY2
	Lane Brandt, MD	OB-GYN Memphis, PGY2
	Ricky Gable, MD	Emergency Medicine Memphis, PGY 2
	Ethan Holland, MD	Psychiatry, PGY 2
	Meghan Kramer, MD	Internal Medicine Nashville, PGY 3
	Emal Lasha, MD	Neurosurgery, PGY 5
	Julia Pedo-Freitas, MD	General Surgery Memphis, PGY 3
Hospital Representatives (one vote per hospital)	Chris Trabue, MD	Ascension Saint Thomas, Chief Academic Officer and Chair of Department of Clinical Medical Education
	Martin Croce, MD	Regional One Health, Chief Medical Officer
	Robin Womeodu, MD	Methodist Le Bonheur Healthcare, Senior Vice President and Designated Institutional Official
	Anne Sullivan, MD	Baptist Healthcare, Designated Institutional Official
	Gina Raymond, MD	VA Medical Center, Associate Chief of Staff for Education/DEO
	Angelina Kuo	St. Jude Children's Research Hospital, Director of Clinical Education and Training Office
Program Directors	Bindiya Bagga, MD	Pediatrics
	Jaclyn Bergeron, MD	Internal Medicine
	Grant Studebaker, MD	Family Medicine and Jackson/West TN Healthcare rep
	Ashley Matthews, MD	Family Medicine - Saint Francis
	Ramona Phinehas, MD	OB-GYN
	Alex Feliz, MD	General Surgery and Peds Surgical Critical Care
	Brian Green, MD	Radiology and MRPC Rep
	Colleen Hastings, MD	Nephrology and Pediatric Nephrology Fellowship
	Dan Wells, MD	Medicine/Pediatrics

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	Lauren King, MD	Pathology PD and Chair of Clinical and Education Work Hours Subcommittee
	Anand Dorai Raju, MD	Pediatric Radiology
Program Manager Representatives	Derrell Bryant	Pediatrics
	Melissa Hayes	Medicine-Pediatrics
Other Voting Members	Kim Huch, MD	Physician Consultant and Chair of Internal Review Panel
	Cheri Lowe, MSN, RN	UT GME Quality Improvement/Patient Safety Officer
	Elisha McCoy, MD	Quality Improvement/Patient Safety - Le Bonheur and Med-Peds Faculty
	Claudette Shephard, MD	Associate Dean of Access and Engagement and OB-GYN Faculty
	Kayla Ingram	Regional One Health, Medical Education Coordinator (alternate hospital rep)
	Kent Lee, MD	Baptist Healthcare, Associate Designated Institutional Official (alternate hospital rep)
	Tristin Casteel	Director of Medical Education, Ascension St. Thomas (alternate hospital rep)
	Lori Kessler, PharmD	Methodist Le Bonheur Healthcare, Director of Education (alternate hospital rep)
	Travis Brooks	Associate Director of GME (alternate GME administration rep)
	Desiree Burroughs-Ray, MD	Co-Chair of GMEC Wellness Subcommittee
	Arshia Madni, MD	Co-Chair of GMEC Wellness Subcommittee
	John Phillips, MD	VA Medical Center, Deputy Associate Chief of Staff for Education (alternate hospital rep)
	Non-Voting Attendees	Casey Montgomery
Austin Mann		GME Data Analyst
Kathleen Pierce		Accreditation Specialist
Miranda Sealey		Accreditation Specialist
Haley Smith		Accreditation Specialist

6.3

Summary of Findings from 2023-2024 Annual Institutional Review (AIR)

<p>Most Recent Institutional Letter of Notification and Result of Last Institutional Site Visit</p>	<p>An ACGME Institutional site visit was last completed on August 16, 2022. The result was Continued Accreditation status, resolution of all prior citations, no new citations and no areas for improvement.</p> <p>The COM was notified of an accreditation status of Continued Accreditation by the ACGME on 01/23/2024.</p> <p>0 citations and 0 areas for improvement (AFI)</p> <p>Commended for demonstrated substantial compliance with ACGME Institutional Requirements</p>
<p>Number of Residents/Fellows</p>	<p>886, inclusive of trainees in ACGME-accredited and non-standard programs (compared to 897 in AY '23-'24 and 902 in AY '22-'23; overall decline in the number of trainees since AY '19-'20)</p> <p>Internal Medicine (Memphis and Nashville), Family Medicine (Memphis, Nashville, Jackson), and Pediatrics (Memphis) continue to be the COM's largest ACGME-accredited training programs.</p>
<p>ACGME 2024 Survey Results for Residents/Fellows and Faculty</p>	<p>Resident/Fellow Survey Results (institutional level data):</p> <ul style="list-style-type: none"> • 92% residents/fellows have a positive overall evaluation of their program (no change from last year). • 5% residents/fellows have a neutral overall evaluation of their program. • 3% of residents/fellows have a somewhat negative or very negative overall evaluation of their program. • SI is above the national average in 8 assessed areas: Resources, Patient Safety/Teamwork, Educational Content, Clinical Experience/Education, Faculty Teaching/Supervision, Evaluation and Professionalism. • There were no areas in which the SI scored below the national average. • Total percentage of compliance by category demonstrated relatively stable scoring over the past 3 academic years in all areas assessed. <p>25 programs demonstrated answers consistent with full compliance in all surveyed areas (improved when compared to 19 fully compliant programs the last 2 academic years).</p> <p>The following programs had the highest number of non-compliant areas on the resident/fellow ACGME survey (* indicates survey response concerns the prior academic year); the SI considers a response non-compliant if a response is below 70% on the program compliance metric in any specific area):</p> <ul style="list-style-type: none"> • Family Medicine St. Francis * • Hematology-Oncology • Neurology • Peds Critical Care * • Psychiatry * • Hospice and Palliative Medicine

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	<p>Overall areas with the largest number of non-compliant responses:</p> <ul style="list-style-type: none"> • Satisfied with faculty members' feedback (improved when compared to last AY) • Satisfied with process for dealing confidentially with problems or concerns (improved from last AY) • <p>Faculty Survey Results (institutional level data):</p> <ul style="list-style-type: none"> • 97% of faculty have an overall positive evaluation of their program (improved from last AY). • 2% of faculty have a neutral evaluation of their program. • 1% have a somewhat negative evaluation of their program (no change when compared to past 2 AY). • SI is at the national mean in the areas of Resources, Professionalism, Educational Content and Diversity and Inclusion • SI is slightly below the national mean (by 0.1%) in the areas of (1) Patient Safety and Teamwork and (2) Faculty Teaching and Supervision. • Total percentage of compliance by category demonstrate an increase in scoring over the past 3 academic years in all areas except for Educational Content. • Total percentage of compliance by category demonstrate relatively stable findings in Educational Content over the past 3 academic years. <p>Programs with the highest number of non-compliant answers on the faculty survey include the following:</p> <ul style="list-style-type: none"> • Forensic Pathology • Child Neurology • Radiology <p>Overall areas with the largest number of non-compliant responses include the following:</p> <p>Faculty members satisfied with process for evaluation as educators:</p> <ul style="list-style-type: none"> • 84% in 2024 • 83% in 2023 • 86% in 2022 <p>Interprofessional teamwork skills modeled or taught:</p> <ul style="list-style-type: none"> • 90% in 2024 • 89% in 2023 • 86% in 2022 <p>Process to transition patient care and clinical duties when residents/fellows fatigued:</p> <ul style="list-style-type: none"> • 91% in 2024 • 90% in 2023 • 89% in 2022
<p>ACGME-Accredited Programs Accreditation Statuses and Citations</p>	<p>Overall Data:</p> <ul style="list-style-type: none"> • 70 ACGME-accredited programs: • 67 programs with <i>Continued Accreditation</i> • 1 program with <i>Continued Accreditation with Warning</i> (General Surgery Memphis) • 2 programs with <i>Initial Accreditation</i> (Developmental Behavioral Pediatrics and Neurocritical Care)

	<ul style="list-style-type: none"> • 3 voluntary withdrawals of accreditation (Geriatric Psychiatry, Radiation Oncology, Pediatric Otolaryngology) <p><u>2023-2024 ACGME Site Visits:</u></p> <ul style="list-style-type: none"> • Family Medicine St. Francis 1/23/24 <p><u>2022-2023 Self Studies: none</u></p> <p><u>Citations and Areas for Improvement (AFIs) resulting from ACGME site visits, survey results, and program submissions to ACGME:</u></p> <ul style="list-style-type: none"> • Total of 41 citations in 17 programs (vs. 33 citations in 16 programs in AY '22-'23 and 30 citations in 12 programs in AY '21- '22) • Nearly half of the citations are associated with 3 residency programs: <ul style="list-style-type: none"> ○ OB-GYN Memphis (8) ○ Family Medicine St. Francis (7) ○ General Surgery Memphis (5) • The 3 citation categories with the largest number of citations includes: <ul style="list-style-type: none"> ○ Educational program/procedural experience ○ Evaluation ○ Learning and Work Environment • 36 identified Areas for Improvement in 22 programs (when compared to 43 AFIs in AY '22-'23 and 33 AFIs in AY '21-'22)
<p>Results from Program Site Visit</p>	<p><u>Family Medicine St. Francis:</u></p> <ul style="list-style-type: none"> • 1/23/24 for cause site visit, related to ACGME resident survey results • Accreditation status unchanged – <i>Continued Accreditation</i> • 7 new citations and 2 AFIs
<p>Other Institutional Metrics</p>	<p><u>GME/GMEC Oversight Priorities by Program for AY '24-'25:</u></p> <ul style="list-style-type: none"> • Family Medicine St. Francis • General Surgery Memphis • OB-GYN Memphis • Peds Critical Care • Hematology Oncology • Psychiatry • Neurology <p><u>Special Reviews</u> conducted by the GMEC Program Improvement Subcommittee: 4 (decreased from 12 the prior AY)</p> <ul style="list-style-type: none"> • Anesthesiology – August 2023 • Neurology – August 2023 • Family Medicine St. Francis – May 2024 • Hematology Oncology – June 2024 <p>Number of Internal Reviews conducted as a mechanism for routine oversight and review of GME programs: 18 (currently in cycle 3 of Internal Reviews for all ACGME-accredited programs)</p> <p>Number of Program Director changes: 13</p>

<p>Program Director Summary</p>	<p><u>ACGME Faculty Survey:</u></p> <ul style="list-style-type: none"> • 92% institutional compliance on program director effectiveness (similar to prior academic years) • 5 programs with less than 80% scoring in this category (compared to 11 the prior AY) <p><u>PD Performance Data (internal):</u></p> <ul style="list-style-type: none"> • Average score is 89% • Majority of scores (36) above 90% • 27 scores in the 80's% range • 6 PD scores less than 80% (improved from 10 the prior AY)
<p>GME Charters and Policy Changes</p>	<p><u>Newly developed and implemented policies:</u></p> <ul style="list-style-type: none"> • GME #270 – Risk Management Inquiry <p><u>Review and modification of policies:</u></p> <ul style="list-style-type: none"> • GME #110 – Resident Selection Guidelines • GME #210 – Resident Salary • GME #220 - Leave • GME #230 – Resident Insurance Benefits • GME #260 – Physician Health Support • GME #320 – Moonlighting • GME #360 – Infection Control • GME #430 – Off-Site Rotation (In-State) • GME #431 – Off-Site Rotation (Out of State and International) • GME#530 – Certifications
<p>ACGME Clinical Learning Environment Review (CLER) Site Visits</p>	<p>Last 2 CLER visits: September 19, 2017 (at Methodist University Hospital) and July 31, 2023 (at Regional One Health); attached action plan contains items related to joint ROH and UTHSC priorities</p>
<p>Clinical and Educational Work Hour Data</p>	<p><u>Work hour trends over past 3 academic years:</u></p> <ul style="list-style-type: none"> • Continued downward trend in total violations: 87 in AY '23-'24, 113 in AY '22-'23, 308 in '21-'22 • 24+, short break and day off violations account for 92% of total recorded violations • Continued decline in 80-hour work week violations over the past 3 AYs: 2 total violations for AY '23-'24 • LBCH and ROH (participating sites) account for the majority of work hour violations
<p>Demographic Data</p>	<p><u>GME Office:</u></p> <ul style="list-style-type: none"> • Female 64% • Male 36% • Black 40% • White 57% • Black/White 2% • Hispanic 0% • Asian 2% • <p><u>Residents and Fellows:</u></p> <ul style="list-style-type: none"> • Female 47% (v 48% national average)

	<ul style="list-style-type: none"> • Male 53% (v 52% national average) • White 69% (v 59% national average) • Black 10% (v 8% national average) • Asian 21% (v 33% national average)
<p>Wellness Data and GME Counselor Utilization</p>	<p><u>Wellbeing and burnout as per ACGME survey:</u></p> <p><u>Highest wellbeing scores by residency:</u></p> <ul style="list-style-type: none"> • Family Medicine Jackson • Anesthesiology • Neurosurgery • Orthopedic Surgery • General Surgery Memphis • General Surgery Nashville <p><u>Lowest wellbeing scores by residency:</u></p> <ul style="list-style-type: none"> • Family Medicine St. Francis • Medicine-Pediatrics <p><u>Highest wellbeing scores by fellowship:</u></p> <ul style="list-style-type: none"> • Neonatology • Rheumatology <p><u>Lowest wellbeing scores by fellowship:</u></p> <ul style="list-style-type: none"> • Pediatric Critical Care <p><u>Highest burnout scores by residency:</u></p> <ul style="list-style-type: none"> • Family Medicine St. Francis • Family Medicine Nashville • Medicine-Pediatrics <p><u>Highest burnout scores by fellowships:</u></p> <ul style="list-style-type: none"> • No significant outliers <p><u>GME Counselor Utilization:</u></p> <ul style="list-style-type: none"> • Top program utilizers of counselor services: Pediatrics, Internal Medicine and Psychiatry • 16 programs have residents utilizing GME counseling services • 3-year averages demonstrate highest utilization in July/August, December/January and May/June • Types of appointments in order of frequency: <ul style="list-style-type: none"> ○ Counseling>>>>board preparation • Referral sources in order of frequency: <ul style="list-style-type: none"> ○ Self-referral>Program Director>Orientation>Other
<p>2023-2024 Match Data, UT COM Post-Match Survey and Retention Data</p>	<p>18 unfilled positions across 3 programs after main residency MATCH (6 positions in 2 Family Medicine programs and 12 positions in Pediatrics); all positions subsequently filled in SOAP</p> <p>51% of the incoming class is female; 5/11 General Surgery Memphis interns are female</p> <p>Higher number of incoming residents from TN (75), compared to last 3 years.</p>

	<p><u>UT student matches within our state:</u></p> <ul style="list-style-type: none"> • 66 (38%) UT students matched to TN programs • 54 (31%) UT students matched to UT residencies statewide • 41 (24%) UT students matched to UT programs in Memphis, Nashville and Jackson <p><u>Selection of specialties by UT students:</u></p> <ul style="list-style-type: none"> • 45% UT students went into primary care • 20% UT students went into surgical subspecialties • 34% UT students went into non-primary care specialties <p><u>Top 5 Factors for Rank Position by UT students:</u></p> <ol style="list-style-type: none"> 1. Geographical Location 2. Overall Reputation of Program 3. Personality/Culture of Program 4. Interaction with Faculty 5. Interaction with Residents <p><u>UT Student Post Match Analysis:</u></p> <ul style="list-style-type: none"> • UT COM rank is higher than last AY (8.91 average) • Number of programs ranked per student is relatively stable (around 15 average) • Number of residency interviews is a bit lower than last AY (14 average) <p><u>Residency Graduate Data:</u></p> <ul style="list-style-type: none"> • Overall, 45% of trainees graduating from UT programs remain in TN to practice or remain in TN for fellowship training (upward trend over 4 years) <ul style="list-style-type: none"> ○ 22% fellowship in TN ○ 23% practice in TN
<p style="text-align: center;">UTHSC Continuing Medical Education (CME) Statewide Program Summary (for reporting year end 2023) – Chattanooga, Knoxville, Memphis</p>	<p>Total statewide CME Activities in 2023 = 203 (Includes Enduring Materials (SVMIC), Live Activities, and Regularly Scheduled Series – RSS)</p> <p>Total statewide Learners by Profession in 2023 = 64,664 18,540 Allied Health Professionals 46,124 Physicians (MD & DO)</p> <p>UTHSC is the joint provider of CME for all live activities and enduring material (online) educational courses offered by SVMIC to physicians in the state of Tennessee and the surrounding states.</p> <p>Total statewide Learners by Profession in 2023 = 1,843* 337 Allied Health Professionals 1,506 Physicians (MD & DO)</p> <p>*This amount is included in the total statewide by profession in 2023.</p>

UTHSC GME/GMEC Action Plan for AY '24-'25

Area for Improvement	Status (new, continued, resolved)	Data Source and Performance Monitoring Parameters	Goals, Mechanisms and Responsible Party (if applicable)	Timeframe
<p><u>Resident satisfaction with safety and health conditions at clinical learning environments</u></p> <p>IR III.B.7.d) 5. The Sponsoring Institution must ensure a healthy and safe clinical and educational environment that provides for: safety and security measures appropriate to the clinical learning environment site (Core)</p> <p>CPR I.B.3. The program must monitor the clinical learning and working environment at all participating sites. (Core)</p>	Continued	<p>ACGME resident/fellow survey</p> <p>GME Global Retreat Agenda</p> <p>GMEC meeting minutes</p>	<p>Increased awareness by trainees and GMEC of hospital safety initiatives and security contacts at each participating site via the following mechanisms:</p> <ul style="list-style-type: none"> (a) annual reporting of hospital safety stats and initiatives by participating sites to GMEC (b) annual update of hospital safety initiatives to trainees via GME Global Retreat 	Ongoing initiatives through September 2025
<p><u>Transitions of Care – IR III.B.3.b)</u></p> <p>The SI must in partnership with its ACGME-accredited programs, ensure and monitor effective, structured patient hand-over processes to facilitate continuity of care and patient safety at participating sites.</p>	Resolved	<p>Spot check of residency program compliance with handoff policies at Regional One Health (Cheri Lowe)</p>	<p>Completion of GME observed handoff for Internal Medicine, OB-GYN, ED, General Surgery, Orthopedic Surgery, Neurology at Regional One Health via standardized check list and feedback to Program Director (Cheri Lowe)</p>	Completion by July 2024 - accomplished

6.3

UTHSC GME/GMEC Action Plan for AY '24-'25

Area for Improvement	Status (new, continued, resolved)	Data Source and Performance Monitoring Parameters	Goals, Mechanisms and Responsible Party (if applicable)	Timeframe
<p><u>Clinical and Educational Work Hours</u></p> <p><u>(1) 80 Hour Work Week - CPR VI.F.1.</u></p> <p>Clinical and educational work hours must be limited to no more than 80 hours per week, averaged over a four-week period, inclusive of all in-house clinical and educational activities, clinical work done from home, and all moonlighting.</p>	Continued	<p>NI Duty Hour Logging</p> <p>Quarterly monitoring of programs via the GMEC CEWH subcommittee</p> <p>ACGME Resident/Fellow Survey</p>	<p>100% compliance with the 80-hour work week on New Innovations logging</p> <p>100% compliance on 80-hour work week question on ACGME resident/fellow survey</p>	<p>Quarterly monitoring via the GMEC CEWH Subcommittee - ongoing</p> <p>Re-assessment in Spring 2025 on release of ACGME survey results</p>
<p><u>(2) 4 or more days free in a 28-day period – CPRVI.F.2.c)</u></p> <p>Residents must be scheduled for a minimum of one day in seven free of clinical work and required education (when averaged over four weeks). At-home call cannot be assigned on these free days. (Core)</p>	New		<p>Gain understanding of factors influencing non-compliance for this duty hour standard and engage in Program education efforts targeted at those identified factors; goal is increased compliance on ACGME resident survey results (CEWB subcommittee)</p>	

6.3

UTHSC GME/GMEC Action Plan for AY '24-'25

Area for Improvement	Status (new, continued, resolved)	Data Source and Performance Monitoring Parameters	Goals, Mechanisms and Responsible Party (if applicable)	Timeframe
<p><u>Supervision – IR III.B.4.a).(1) and IV.J.2.</u> The SI must oversee supervision of residents/fellows c/w institutional and program-specific policies.</p> <p>The SI must ensure that each of its ACGME-accredited programs establishes a written program-specific supervision policy c/w the institutional policy and the respective ACGME Common and specialty-specific Program Requirements.</p>	<p>Resolved</p>	<p>Program Handbooks (GME/GMEC review of all programs in conjunction with APE review)</p> <p>PD Report Card (added element)</p>	<p>100% of programs have program-specific supervision policies that adhere to GME and ACGME requirements (Program Directors, GME Office and GMEC)</p>	<p>GMEC review of finalized program supervision policies October 2023 in conjunction with APE review - accomplished</p>

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Area for Improvement	Status	Data Source and Performance Monitoring Parameters	Goals, Mechanisms and Responsible Party	Timeframe
<p>Faculty Development</p> <p>Transitions of Care: The Sponsoring Institution must facilitate professional development for core faculty members and residents/fellows regarding effective transitions of care (III.B.3.a).</p> <p>Fatigue Mitigation: The Sponsoring Institution must oversee an educational program for residents/fellows and faculty members in fatigue mitigation (III.B.5.a.3).</p> <p>Professionalism: The Sponsoring Institution, in partnership with its ACGME-accredited programs, must educate residents/fellows and faculty members, concerning the professional responsibilities of physicians, including their obligation to be appropriately rested and fit to provide the care required by their patients (III.B.6.b).</p> <p>Professionalism: The Sponsoring Institution, in partnership with its ACGME-accredited programs, must have a process for education of residents/fellows and faculty members regarding unprofessional behavior, and a confidential process for reporting, investigating, monitoring and addressing such concerns in a timely manner (III.B.6.d.1).</p> <p>Well Being: The Sponsoring Institution, in partnership with its ACGME-accredited programs, must educate faculty members and residents/fellows in identification of the symptoms of burnout, depression, and substance abuse, including means to assist those who experience these conditions. The responsibility includes educating residents/fellows and faculty members in how to recognize those symptoms in themselves, and how to seek appropriate care (III.B.7.b).</p> <p>Feedback: 12 programs non-compliant on ACGME resident/fellow survey and lowest scoring item on the ACGME faculty survey</p>	Continued	<p>PD Reporting on Annual Program Evaluation</p> <p>ACGME Resident/Fellow</p> <p>ACGME Faculty Survey</p>	<p>Target audience = any program faculty listed in Web ADS</p> <p>Take inventory of Department education efforts in the listed faculty development areas (GME Office)</p> <p>Engage Faculty Affairs in a faculty development strategy and potential tracking mechanism (Associate Dean for Faculty Affairs and GME leadership)</p> <p>Engage Chairs in a faculty development strategy and unified process for evaluation of faculty as educators during the annual faculty evaluation period (Dean's office and GME)</p> <p>Greater level of detail on APE reporting for each listed faculty development item (GME Office and Program Directors)</p>	<p>Anticipated 24-48 months timeline</p> <p>Starting October 2022 - ongoing</p> <p>Starting October 2022 - ongoing</p> <p>Starting October 2022 - ongoing</p> <p>October 2023 - completed</p>

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Area for Improvement	Status (new, continued, resolved)	Data Source and Performance Monitoring Parameters	Goals, Mechanisms and Responsible Party	Timeframe
<p>Resident/Fellow Appointments – IR IV.B.1. The SI must have written policies and procedures for resident recruitment, selection, eligibility, and appointment c/w ACGME Institutional and Common Program Requirements and must monitor each of its ACGME-accredited programs for compliance.</p>	<p>Continued with revised goal</p>	<p>GME Policy #110 – Resident Selection Guidelines Program Annual Performance Evaluations</p>	<p>Template driven update of program-specific selection policies and subsequent GME review prior to implementation</p>	<p>Fellowship submission for GME review by 1/31/25 Residency submission for GME review by 3/31/24</p>
<p>Non-Standard Program Management</p>	<p>Resolved</p>	<p>New Policy Development and Implementation</p>	<p>Develop GME Non-Standard Program Policy via GMEC Non-Standard Program Work Group (GME Office and GMEC)</p>	<p>Starting October 2022 with anticipated 18-24 months timeline - completed</p>

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Area for Improvement	Status (new, continued, resolved)	Data Source and Performance Monitoring Parameters	Goals, Mechanisms and Responsible Party (if applicable)	Timeframe
<p><u>PD responsibilities – Annual Program Evaluation (APE) and Action Plan</u></p> <p><u>Institutional Req:</u> I.B.4. Responsibilities: GMEC responsibilities must include: I.B.4.a) Oversight of: I.B.4.a).(4) the ACGME-accredited program(s)' annual program evaluation(s) and Self-Study(ies); (Core)</p> <p><u>Common Program Req:</u> V.C.1.c) The Program Evaluation Committee should consider the outcomes from prior Annual Program Evaluation(s), aggregate resident and faculty written evaluations of the program, and other relevant data in its assessment of the program. (Core)</p>	<p>New</p>	<p>Quality of APE Action Plans as defined by number of Action Plans that need to be returned to the program for revision, following GMEC APE review</p>	<p>Development and distribution of a PD responsibilities document to be signed by a new PD and/or a new Chair (GME Office)</p> <p>Development and distribution of an APE Action Plan instructional document (GME Office)</p> <p>GME program APE Action Plan pre-population of elements that are expected to be addressed by GMEC and ACGME (GME accreditation team)</p>	<p>Spring 2025</p> <p>February 2025</p> <p>May 31, 2025</p>

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