



# THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

EDUCATION, RESEARCH, AND SERVICE COMMITTEE	
June 29, 2023	Library, Mooney Building, UTHSC
2:15 p.m. (CDT)/3:15 p.m. (EDT)	Memphis, TN

## AGENDA

- I. Call to Order and Roll Call
- II. Opening Remarks of the Committee Chair
- III. Requests to Address the Board (if appropriate for this Committee)
- IV. Presentations – Information/Discussion
  - A. Research Spotlight: UTHSC
  - B. [UT System Performance Compared to Peers](#)..... Tab 1.2
  - C. UT System Enrollment Analysis
  - D. UT/Gallup Climate Survey
- V. [Proposed ERS Committee Charter Changes](#) – Action..... Tab 2
- VI. [Proposed ERS Committee Workplan Update](#) – Discussion..... Tab 3
- VII. Proposed New Academic Programs – Action
  - A. [Master of Science in Management, UTC](#)..... Tab 4.1
  - B. [Joint Bachelor of Science in Nursing, UTHSC and UTS](#)..... Tab 4.2
  - C. [Master of Science in Business Cybersecurity, UTK](#)..... Tab 4.3
  - D. [Master of Music in Music Education, UTM](#)..... Tab 4.4
- VIII. Proposed Faculty Handbook Revisions – Action
  - A. [UTHSC](#)..... Tab 5.1
  - B. [UTK](#)..... Tab 5.2
- IX. [Consent Agenda](#) – Action..... Tab 6
  - A. [Minutes of the Last Meeting](#)..... Tab 6.1
  - B. [2023 Institutional Mission Profile Statements](#)..... Tab 6.2
  - C. [Authorization for Conferral of Degrees, 2023-24 Academic Year](#) ..... Tab 6.3
  - D. [Proposed Academic Program Modification: Ph.D. in Evaluation, Statistics, and Methodology, UTK](#) ..... Tab 6.4
  - E. [Tenure Recommendations Requiring Board Approval](#) ..... Tab 6.5
    - 1) [Grant of Tenure upon Initial Appointment](#) ..... Tab 6.5.1
    - 2) [Grant of Tenure upon Early Consideration](#) ..... Tab 6.5.2



# THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

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F. Proposed Honorary Degrees

- 1) [UTK](#) ..... Tab 6.6.1
- 2) [UTM](#) ..... Tab 6.6.2
- 3) [UTS](#) ..... Tab 6.6.3

X. Other Business

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

XI. Closing Remarks

XII. Adjournment

**Information Items**

- A. [Certification of Degrees Conferred](#) ..... Tab 7.1
- B. [2023 Tenure & Promotions](#) ..... Tab 7.2

**Appendix – Supplemental Materials**

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



ACADEMIC AFFAIRS, RESEARCH  
AND STUDENT SUCCESS  
Institutional Effectiveness

# UT System Performance Compared to Peers

*Board of Trustees — June 29-30, 2023*

*Institutional Effectiveness*



*ie.tennessee.edu*

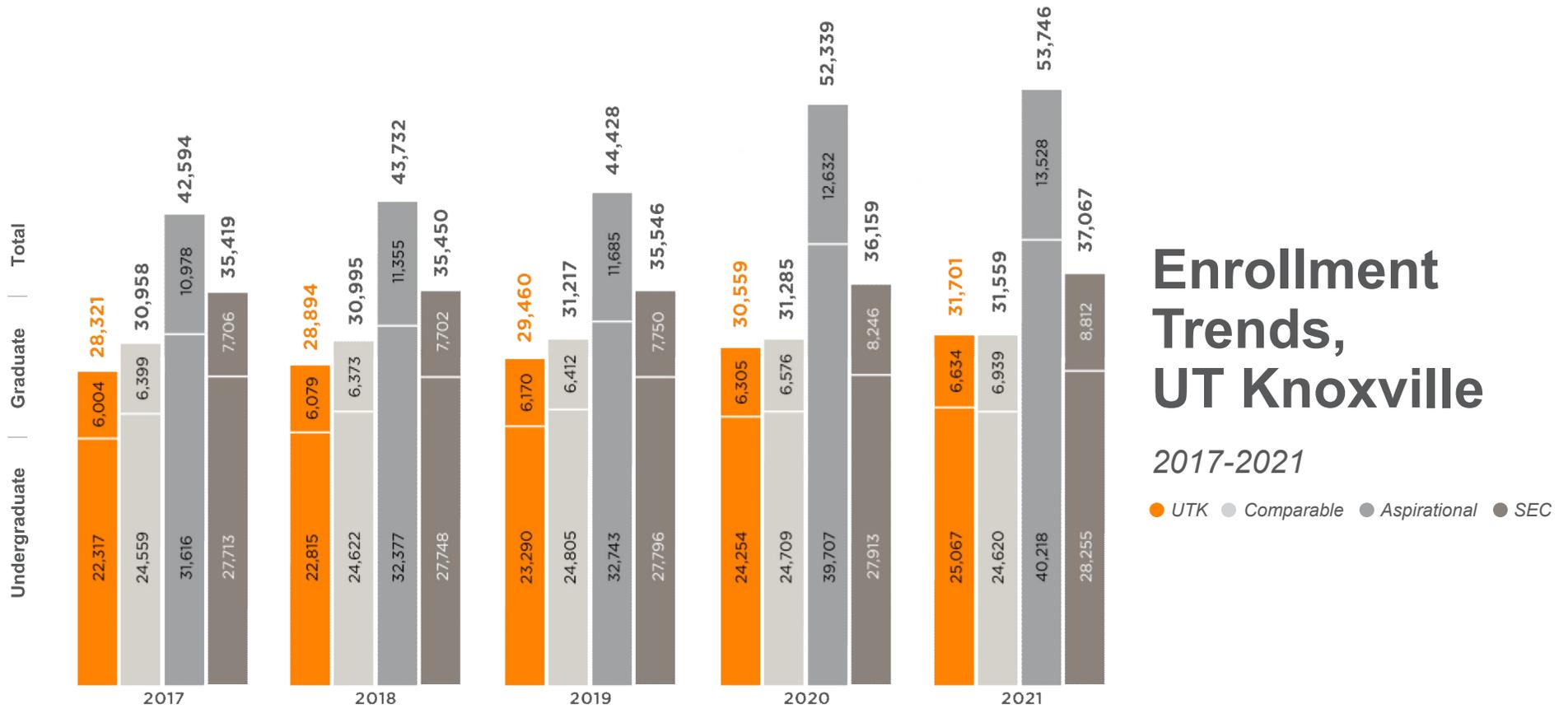
*University of  
Tennessee,*  
**KNOXVILLE**

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*UT System Performance  
Compared to Peers*



Institutional Effectiveness



# Enrollment Trends, UT Knoxville

2017-2021

● UTK ● Comparable ● Aspirational ● SEC

*Institutional Effectiveness*

# Enrollment Peer Rankings, UT Knoxville

2017-2021



Institutional Effectiveness



## % Enrollment of Racial/Ethnic Minorities, UT Knoxville

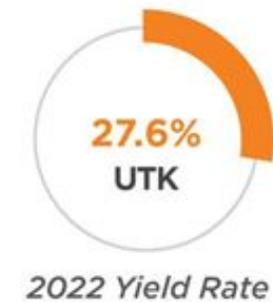
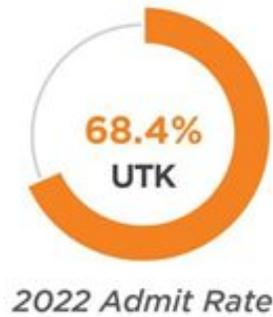
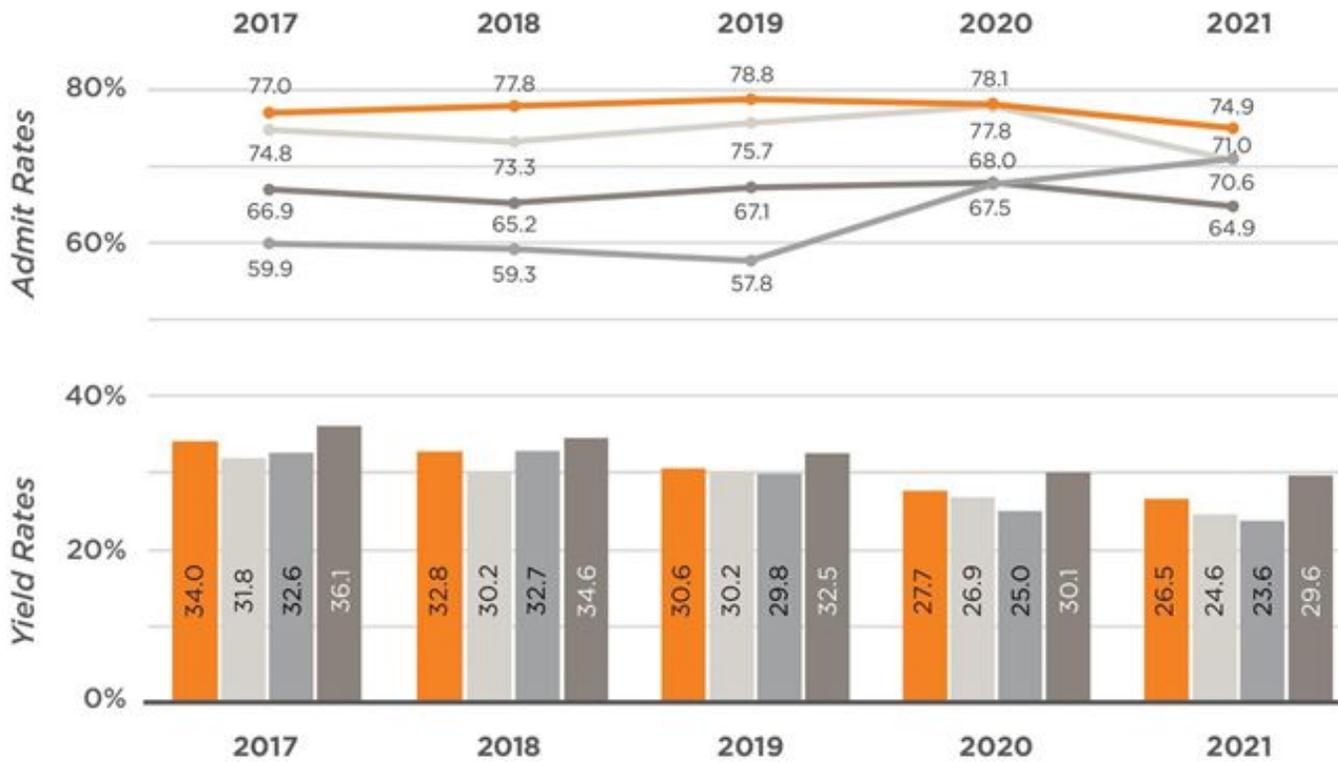


Institutional Effectiveness



# Admit & Yield Rates, UT Knoxville

● UTK ● Comparable ● Aspirational ● SEC

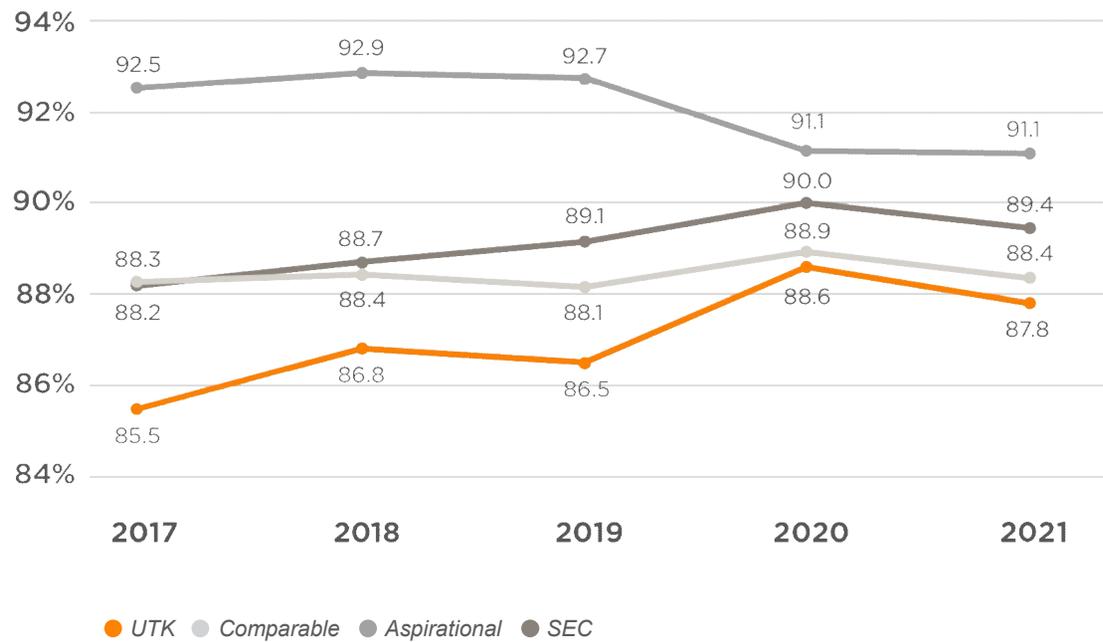


Institutional Effectiveness



# First-Year Retention, UT Knoxville

2017-2021

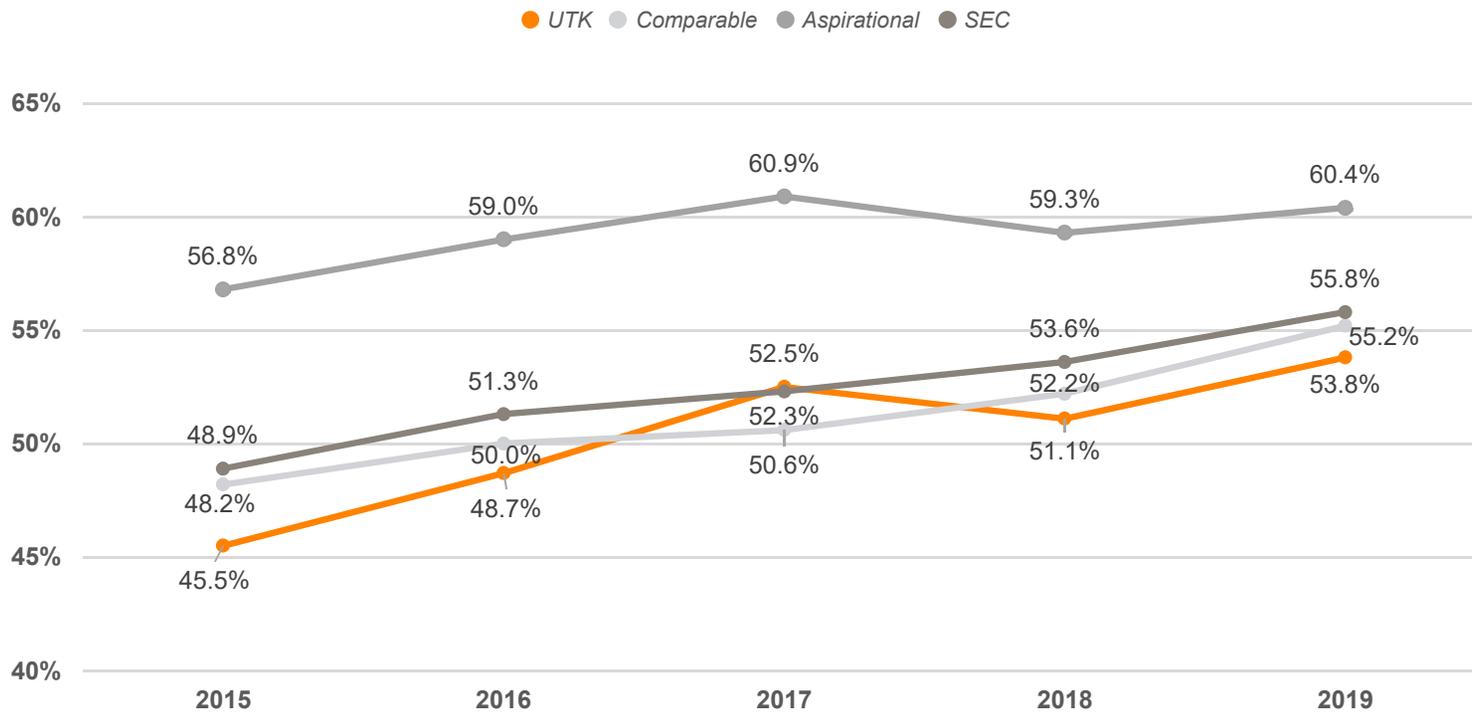


2022 Retention  
(Fall 2021 Cohort)

Institutional Effectiveness



# 4-Year Graduation Rates, UT Knoxville

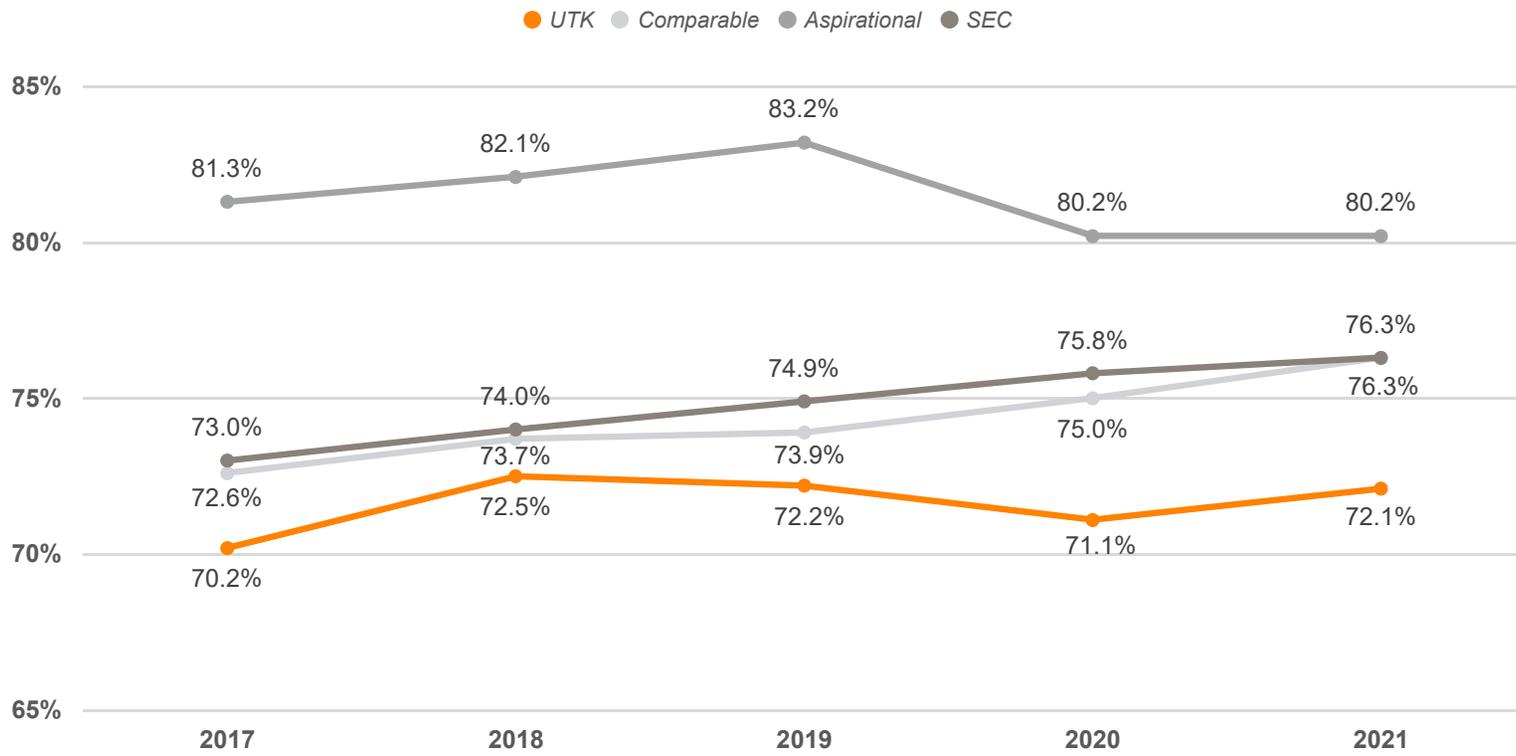


Note: 2015 through 2019 represent the most current 4-year graduation rate data available in IPEDS for peer comparisons.

Institutional Effectiveness



# 6-Year Graduation Rates, UT Knoxville



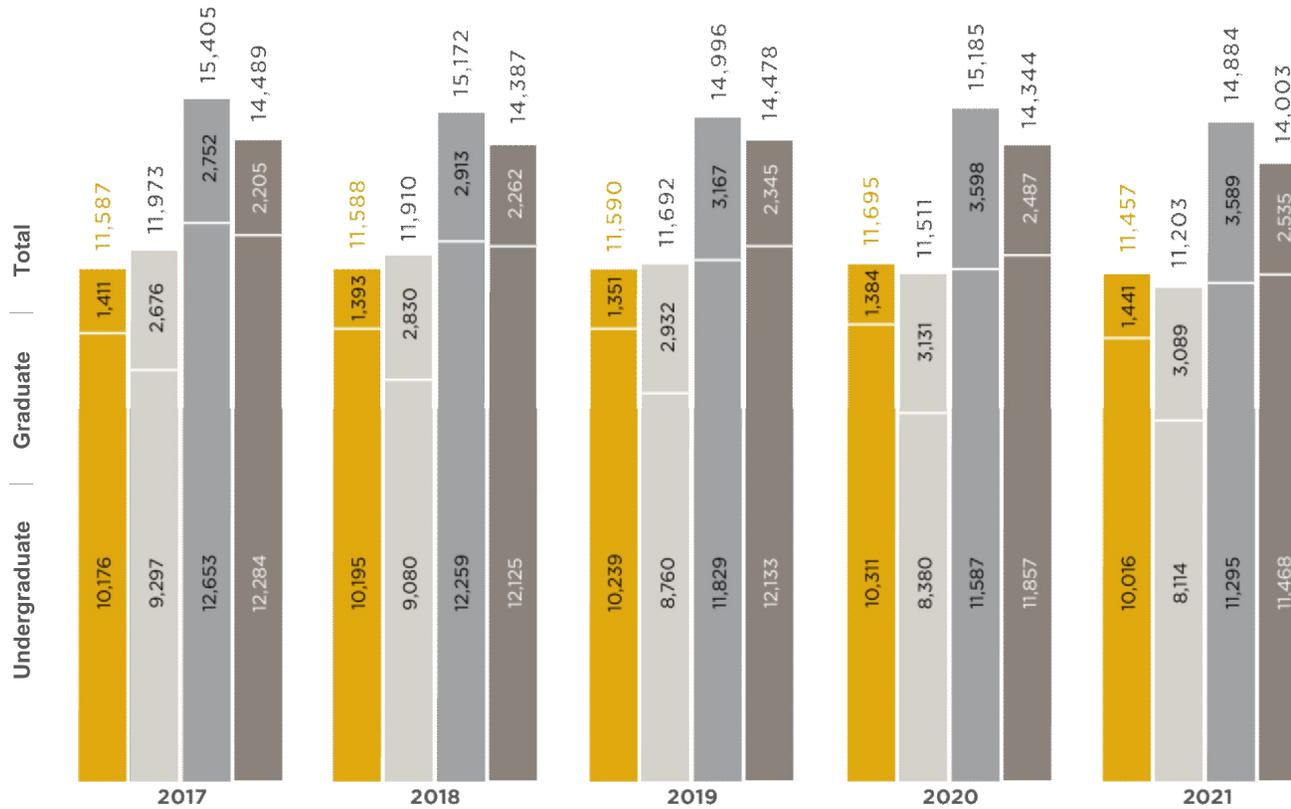


*University of  
Tennessee at*  
**CHATTANOOGA**

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*UT System Performance  
Compared to Peers*

Institutional Effectiveness



# Enrollment Trends, UT Chattanooga

2017-2021

● UTC ● Comparable ● Aspirational ● LGI

Institutional Effectiveness



# Enrollment Peer Rankings, UT Chattanooga

2017-2021



Peer Rankings on 5-Year  
Percent Change

## Total Enrollment

Comp	Asp	LGI
<b>3</b> /11	<b>4</b> /7	<b>2</b> /7

## Undergraduate

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

## Graduate

Comp	Asp	LGI
<b>7</b> /11	<b>3</b> /7	<b>5</b> /7

Institutional Effectiveness



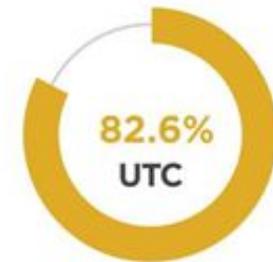
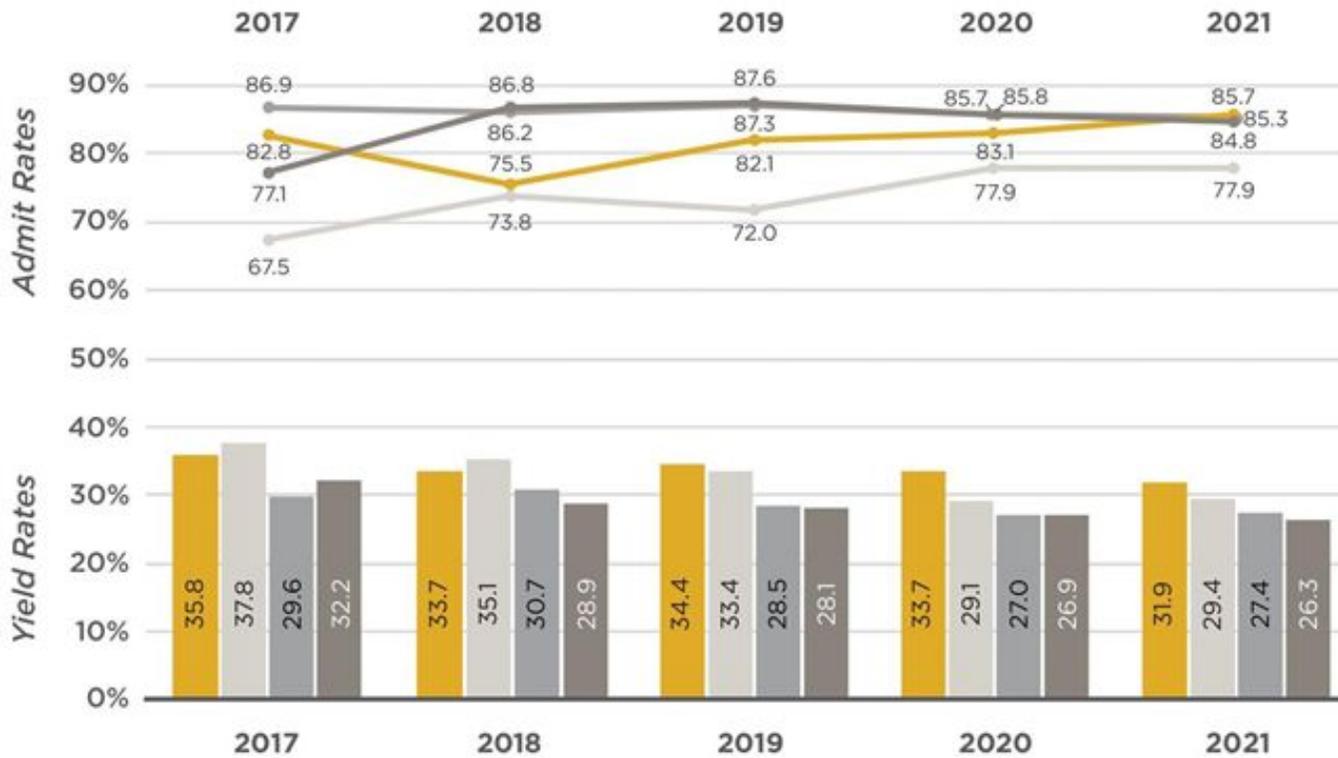
## % Enrollment of Racial/Ethnic Minorities, UT Chattanooga



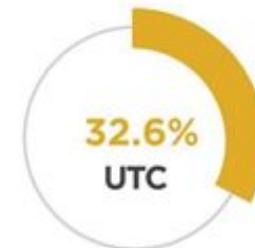


# Admit & Yield Rates, UT Chattanooga

● UTC ● Comparable ● Aspirational ● LGI



2022 Admit Rate



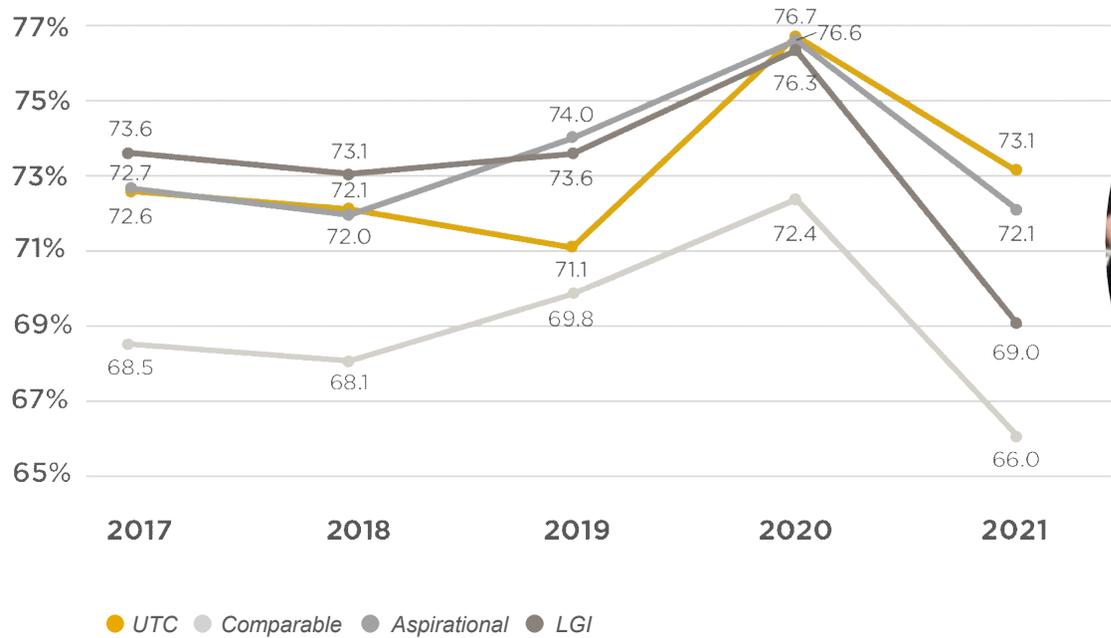
2022 Yield Rate

Institutional Effectiveness



# First-Year Retention, UT Chattanooga

2017-2021



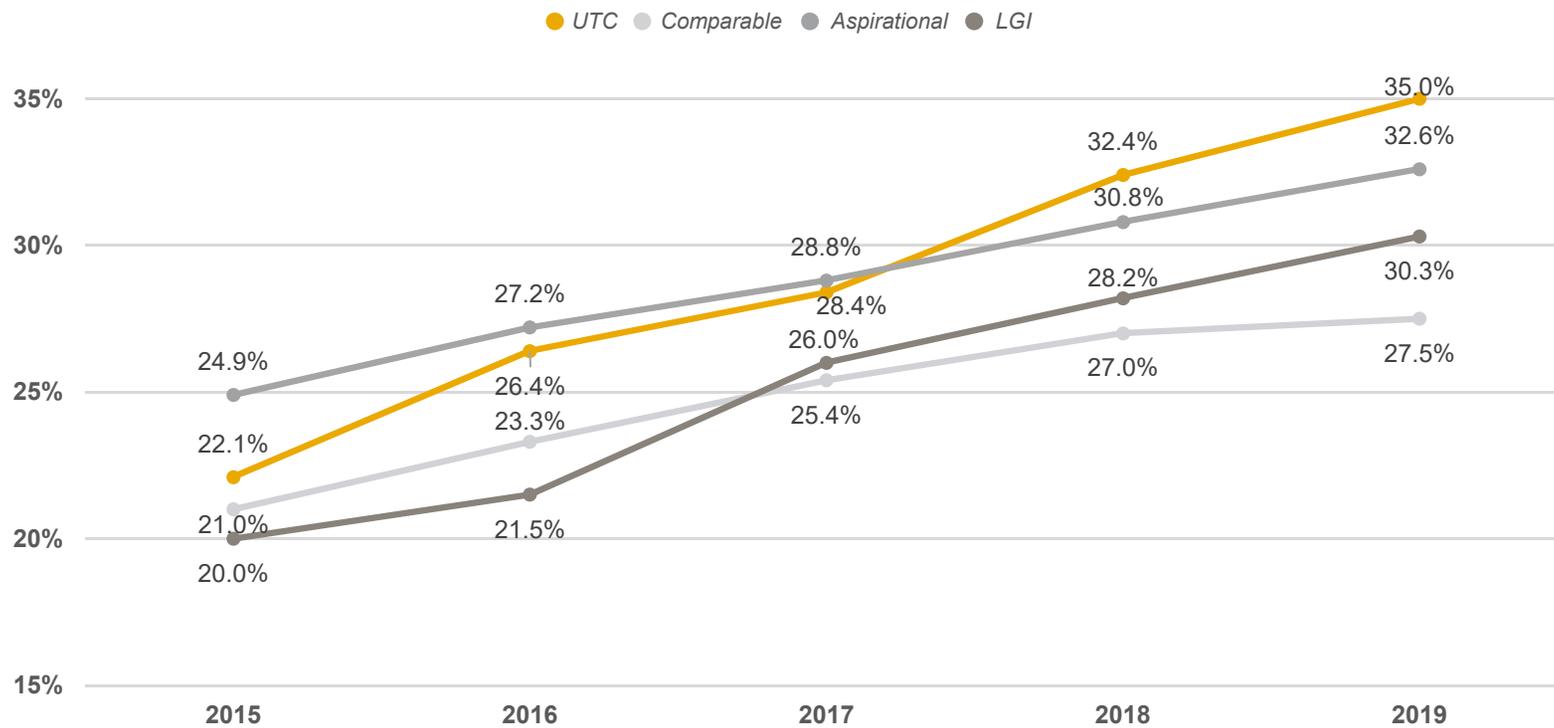
**72.5%  
UTC**

2022 Retention  
(Fall 2021 Cohort)

Institutional Effectiveness



# 4-Year Graduation Rates, UT Chattanooga

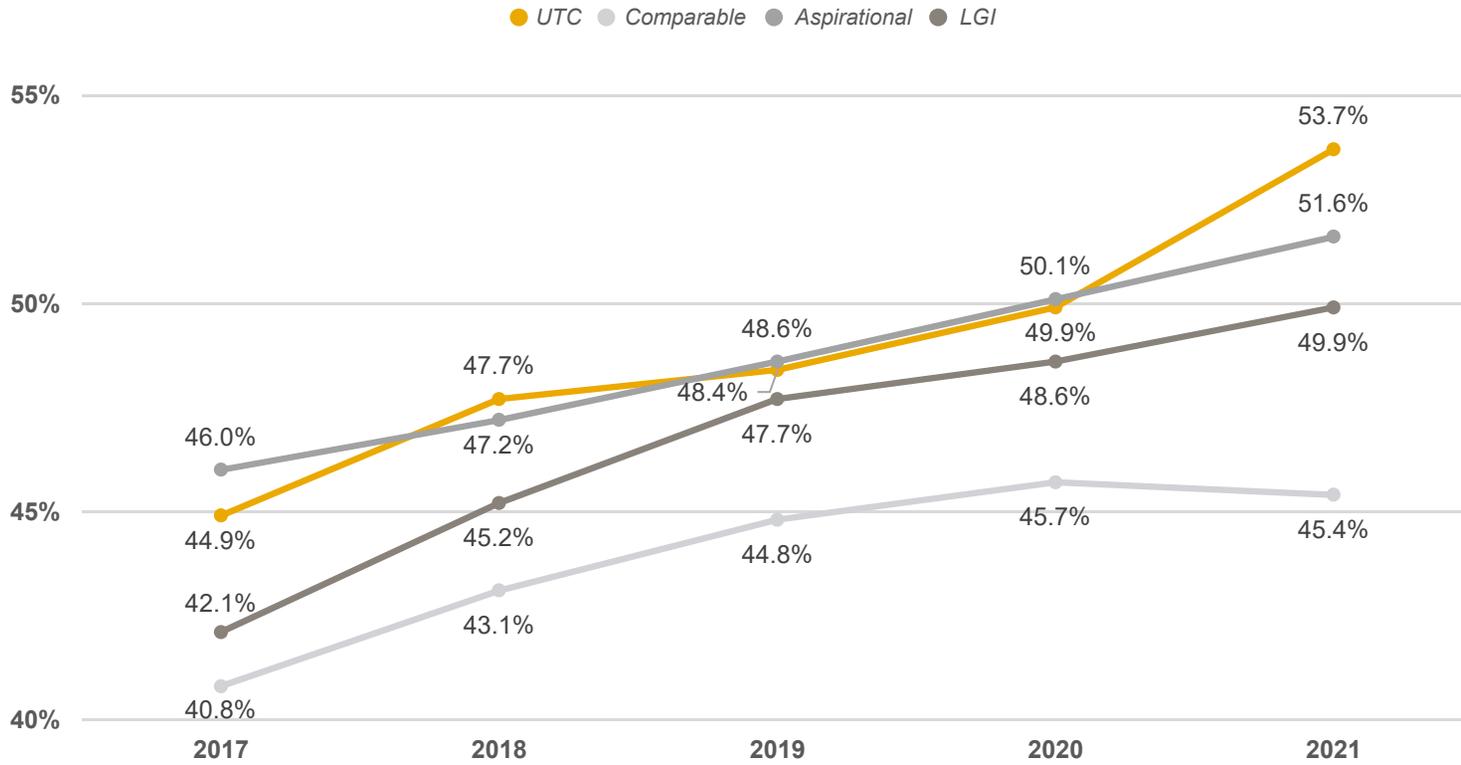


Note: 2015 through 2019 represent the most current 4-year graduation rate data available in IPEDS for peer comparisons.

Institutional Effectiveness



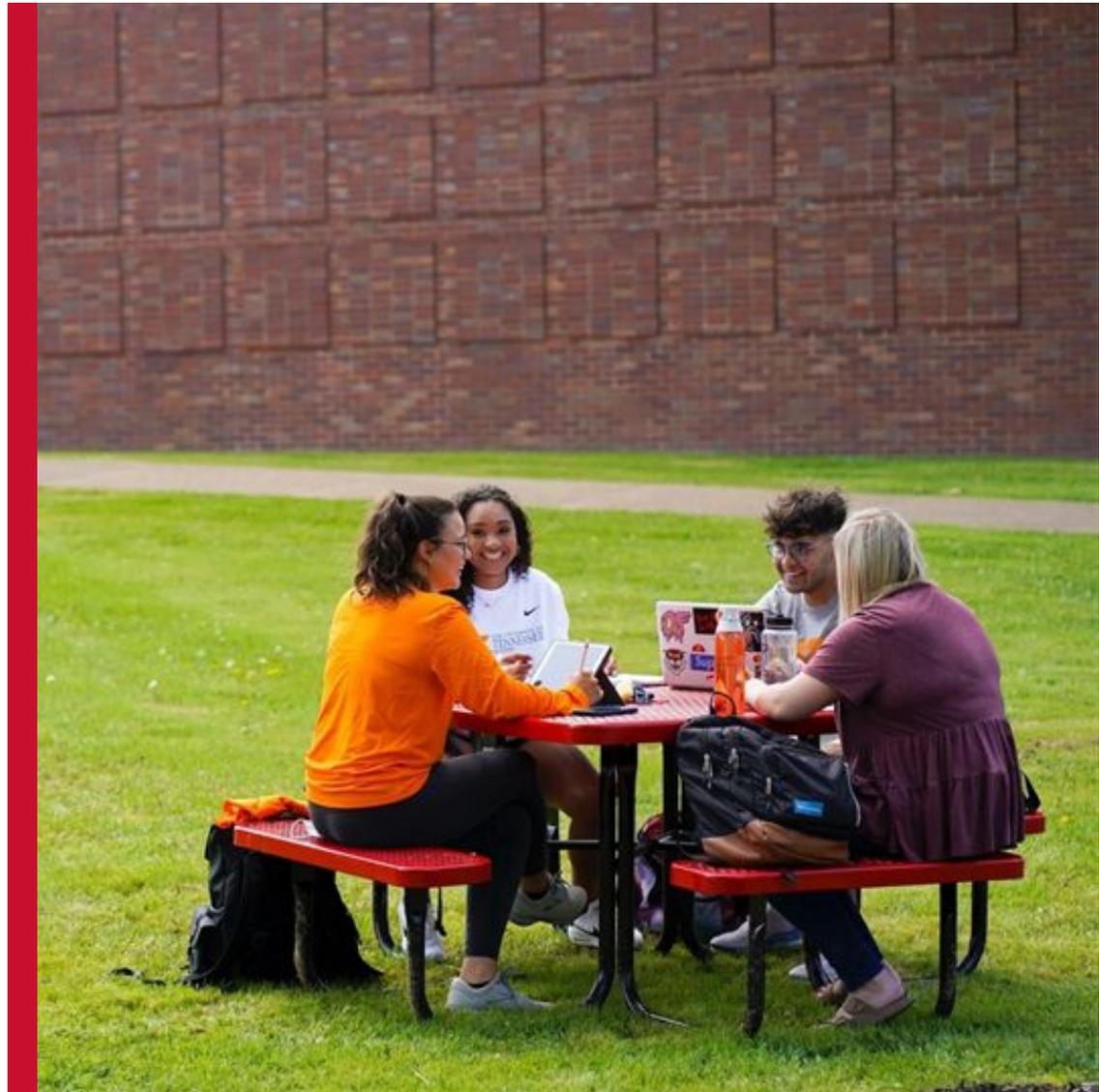
# 6-Year Graduation Rates, UT Chattanooga



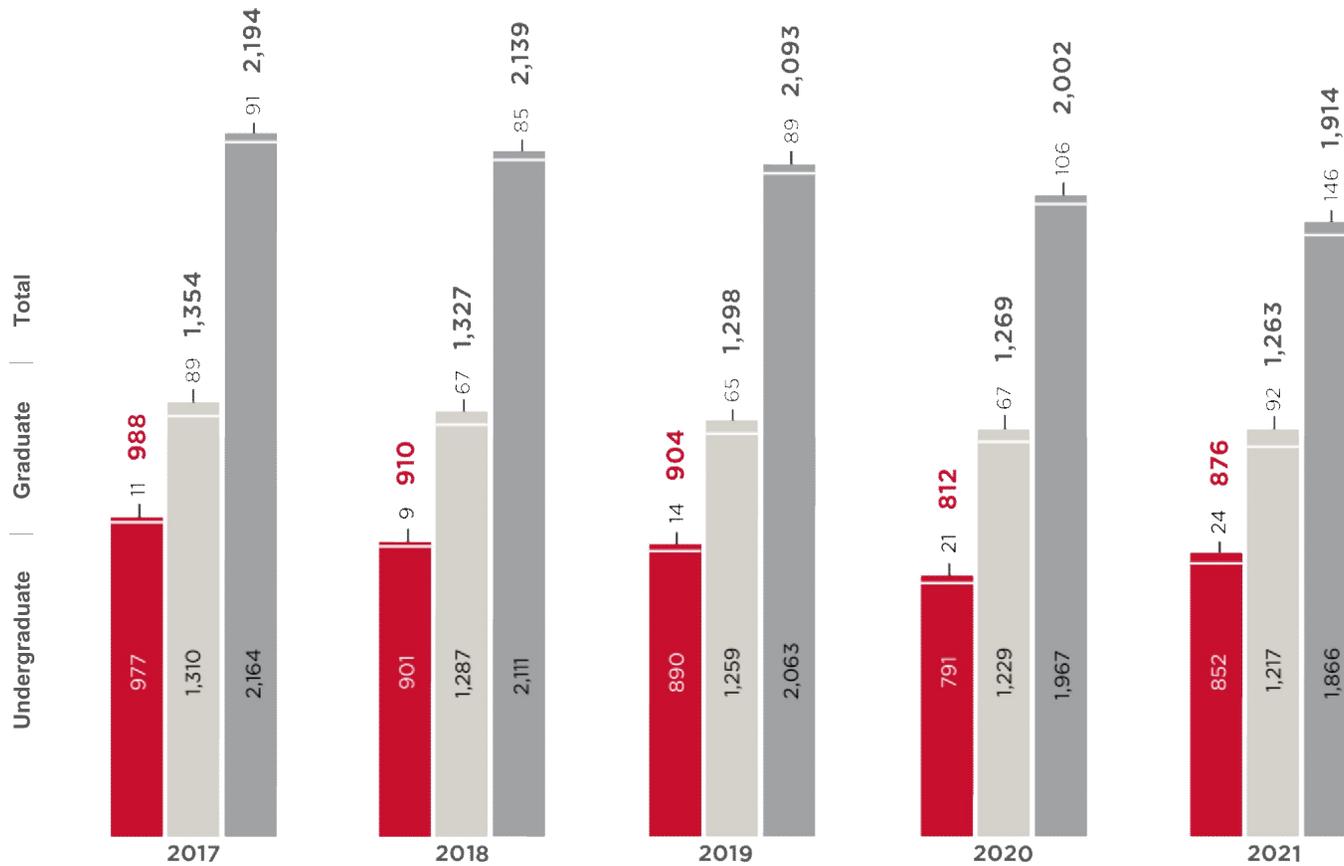
*University of  
Tennessee*  
**SOUTHERN**

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*UT System Performance  
Compared to Peers*



Institutional Effectiveness



# Enrollment Trends, UT Southern

2017-2021

● UTS ● Comparable ● Aspirational

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

Institutional Effectiveness



# Enrollment Peer Rankings, UT Southern

2017-2021

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

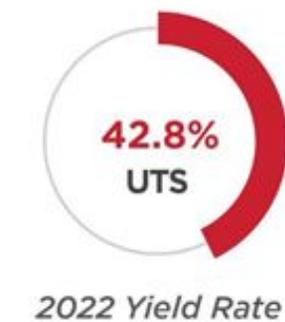
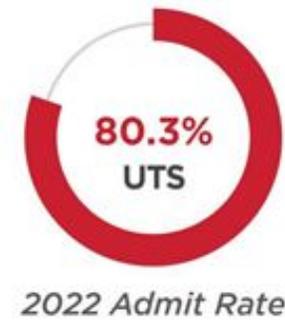
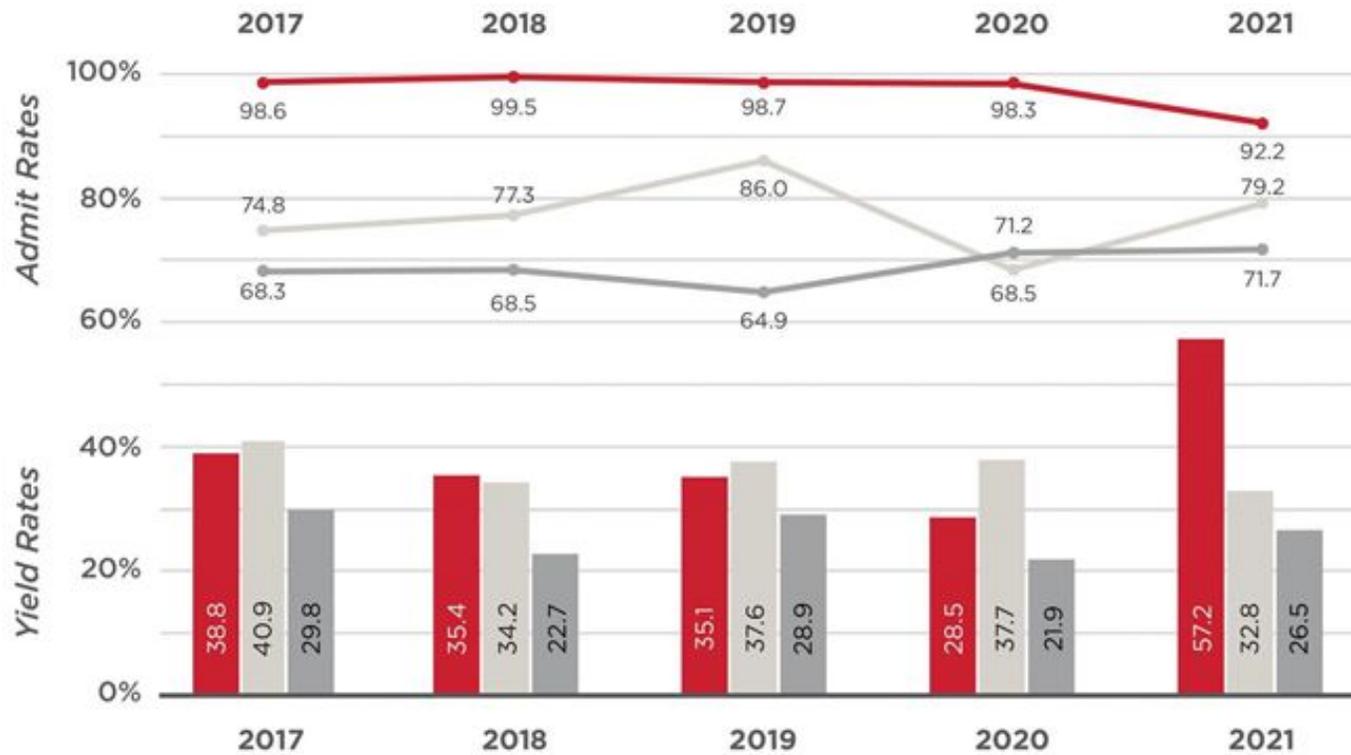


Institutional Effectiveness



# Admit & Yield Rates, UT Southern

● UTS ● Comparable ● Aspirational



Institutional Effectiveness



## % Enrollment of Racial/Ethnic Minorities, UT Southern

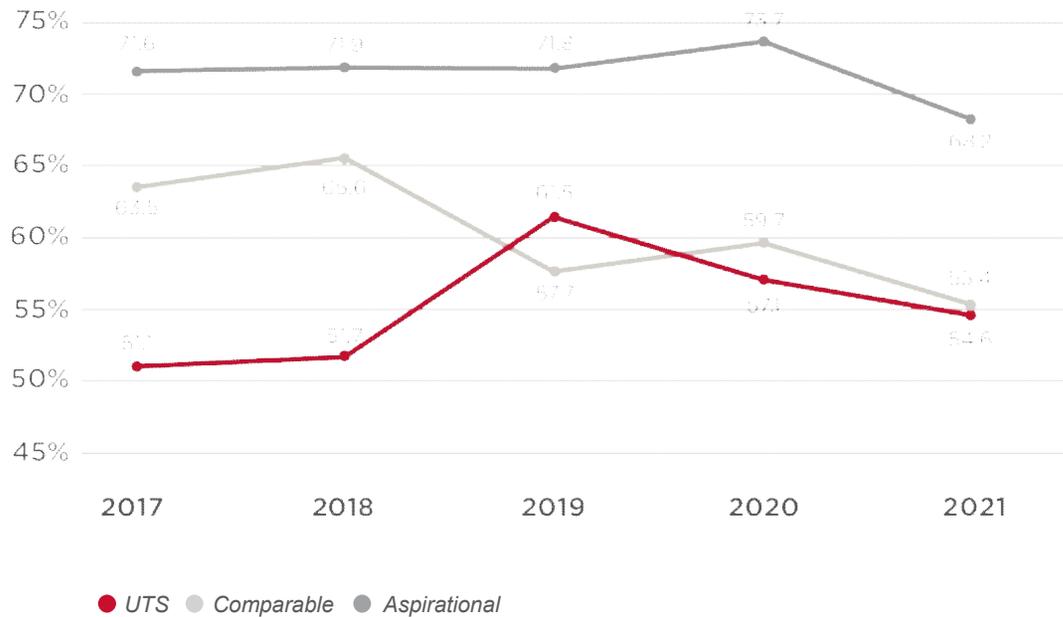


Institutional Effectiveness



# First-Year Retention, UT Southern

2017-2021

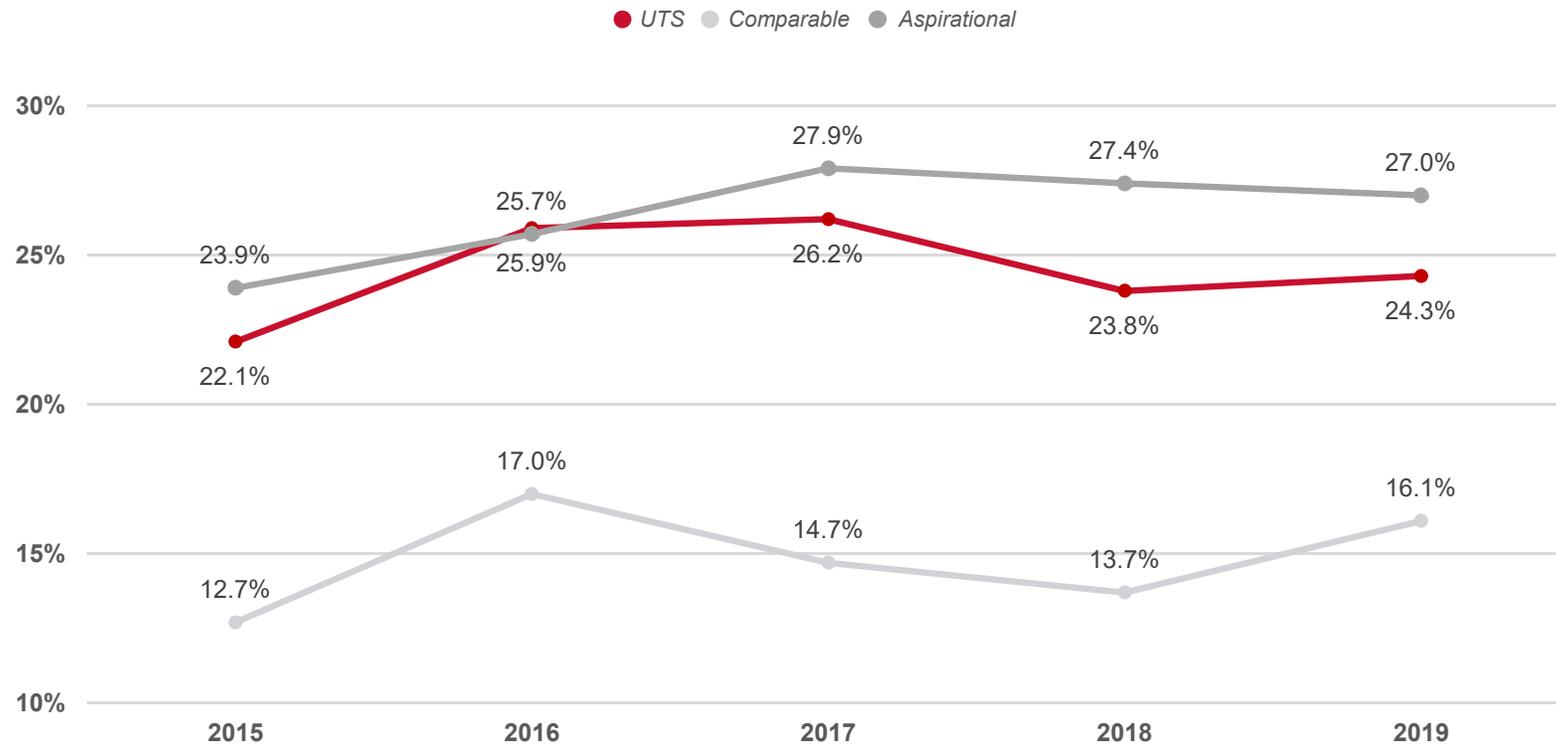


2022 Retention  
(Fall 2021 Cohort)

Institutional Effectiveness



## 4-Year Graduation Rates, UT Southern

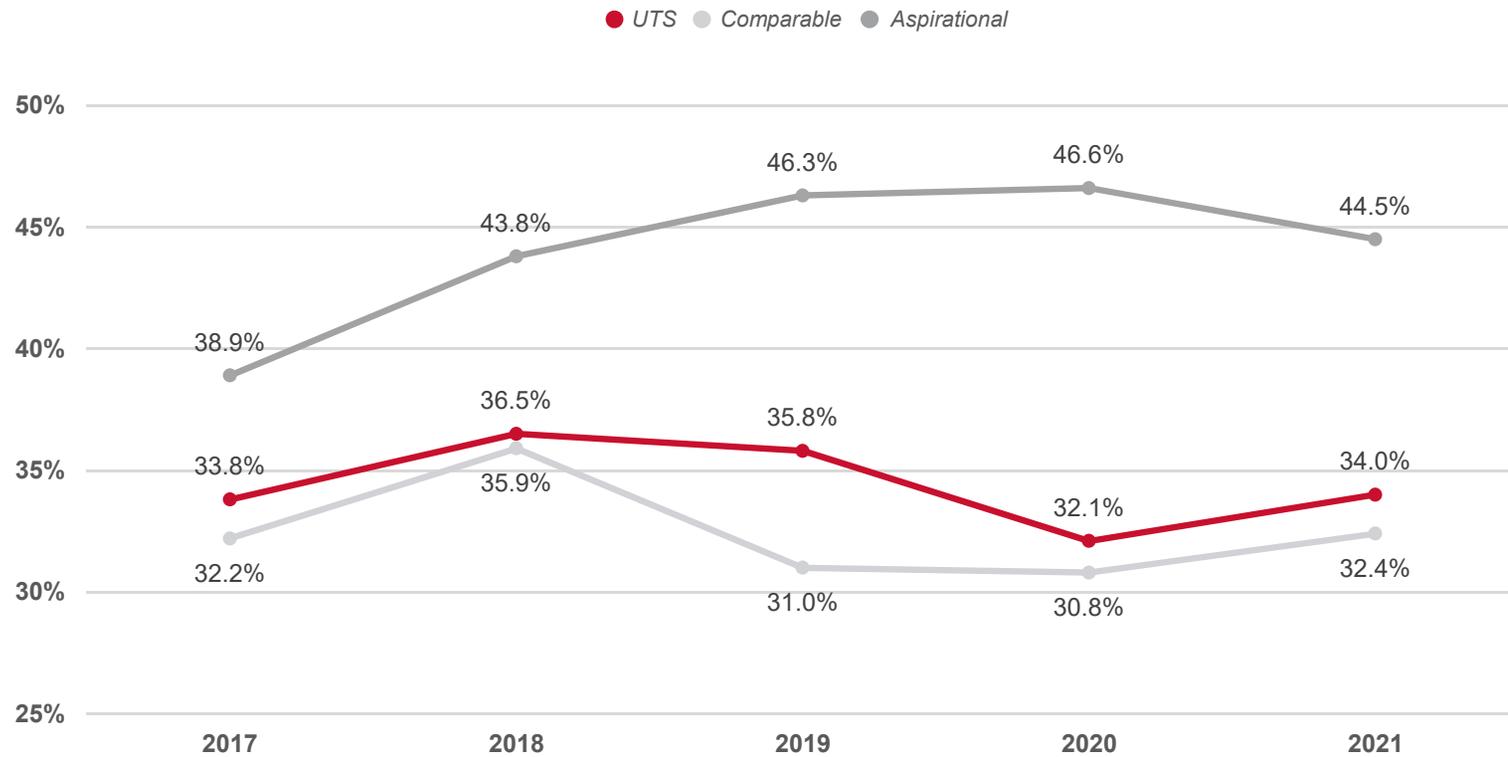


Note: 2015 through 2019 represent the most current 4-year graduation rate data available in IPEDS for peer comparisons.

Institutional Effectiveness



# 6-Year Graduation Rates, UT Southern





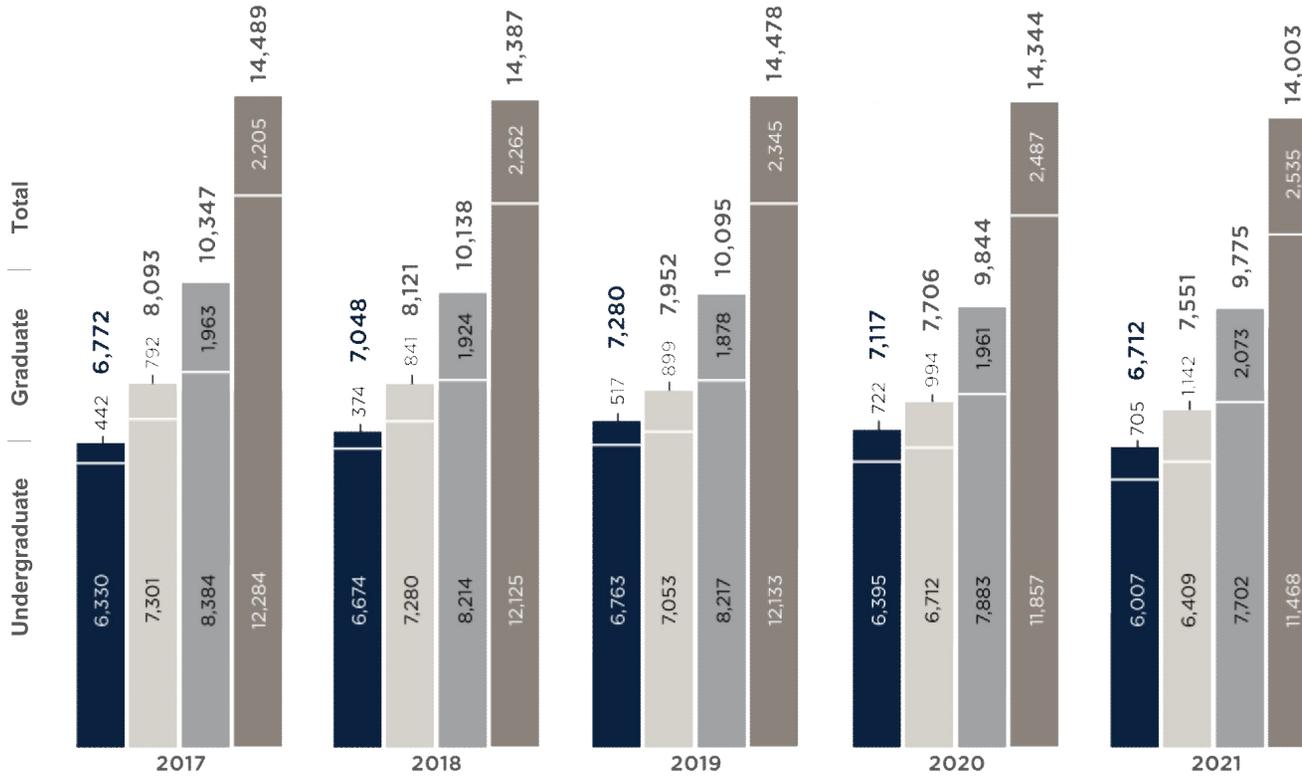
*University of  
Tennessee at*

**MARTIN**

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*UT System Performance  
Compared to Peers*

Institutional Effectiveness



# Enrollment Trends, UT Martin

2017-2021

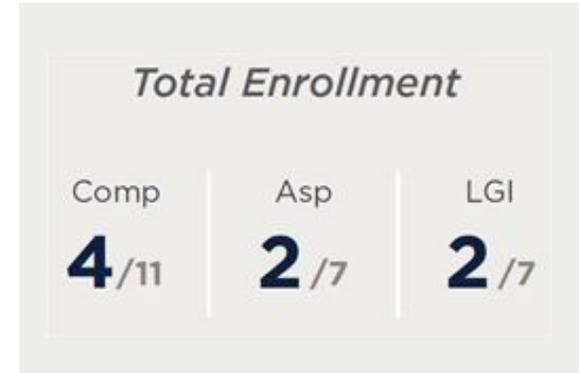
● UTM ● Comparable ● Aspirational ● LGI

Institutional Effectiveness



# Enrollment Peer Rankings, UT Martin

2017-2021



Institutional Effectiveness



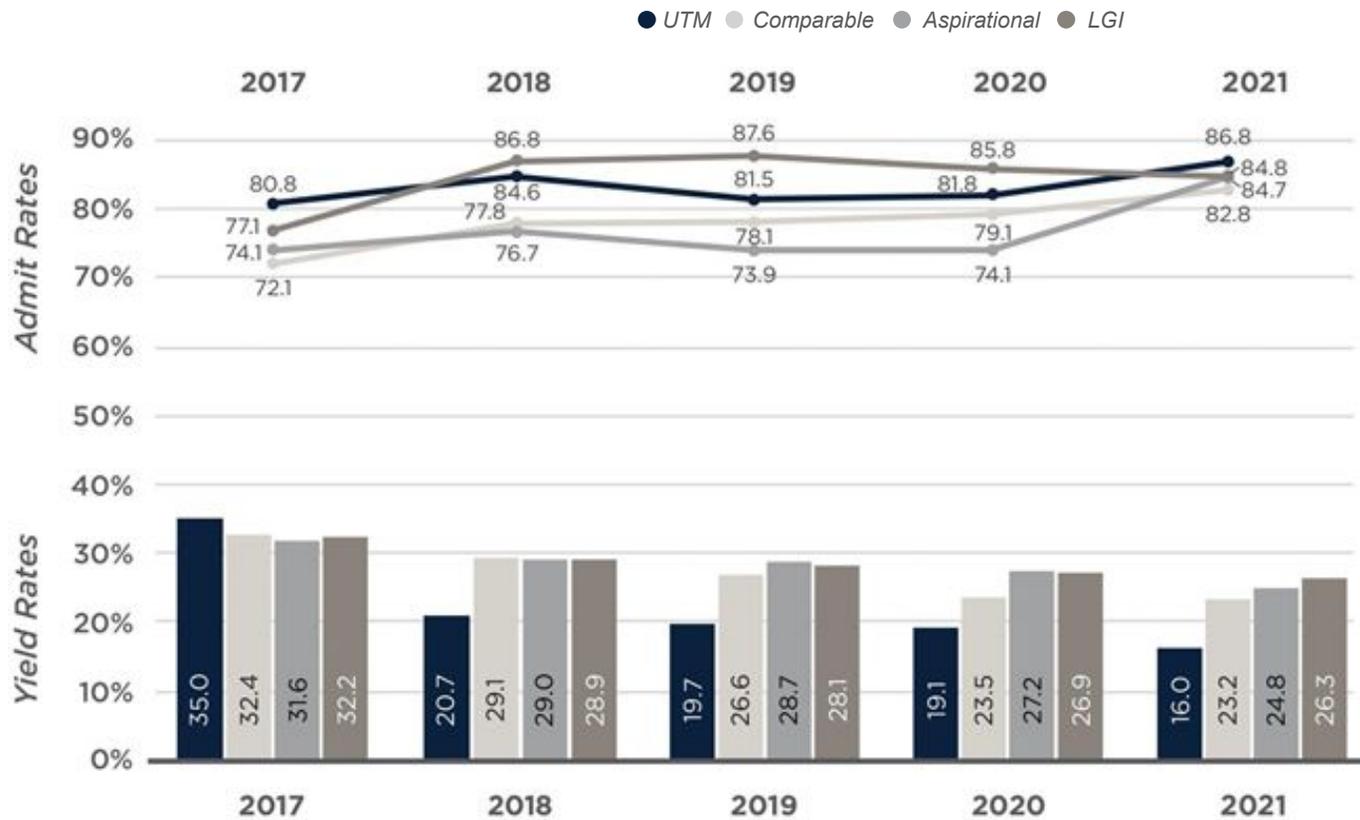
## % Enrollment of Racial/Ethnic Minorities, UT Martin



Institutional Effectiveness



# Admit & Yield Rates, UT Martin



2022 Admit Rate



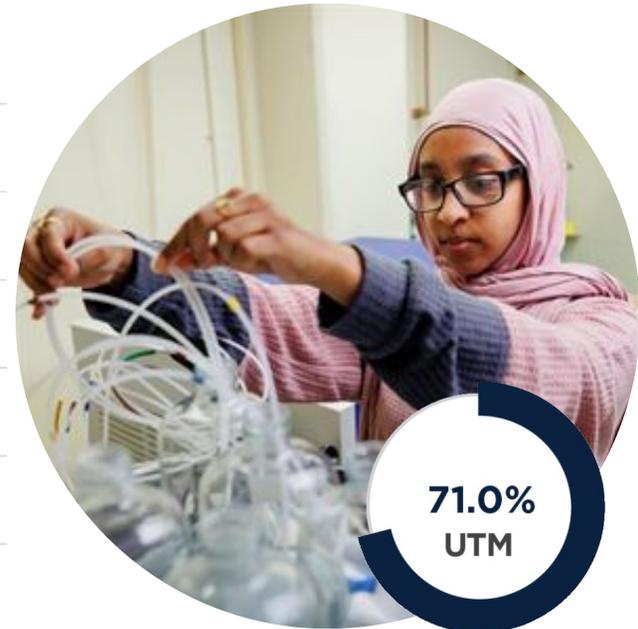
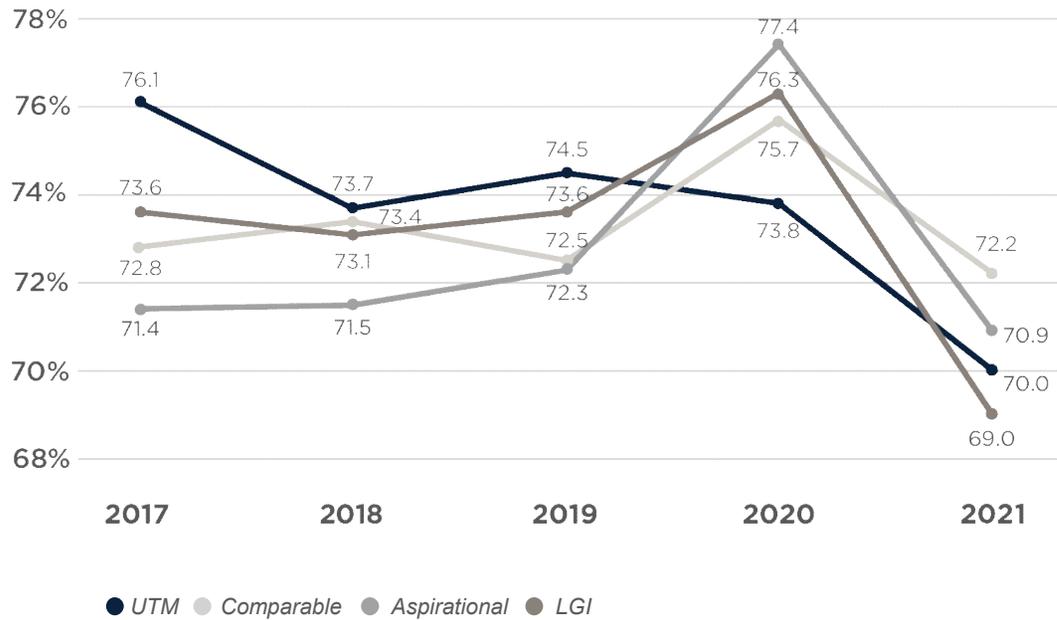
2022 Yield Rate

Institutional Effectiveness



# First-Year Retention, UT Martin

2017-2021

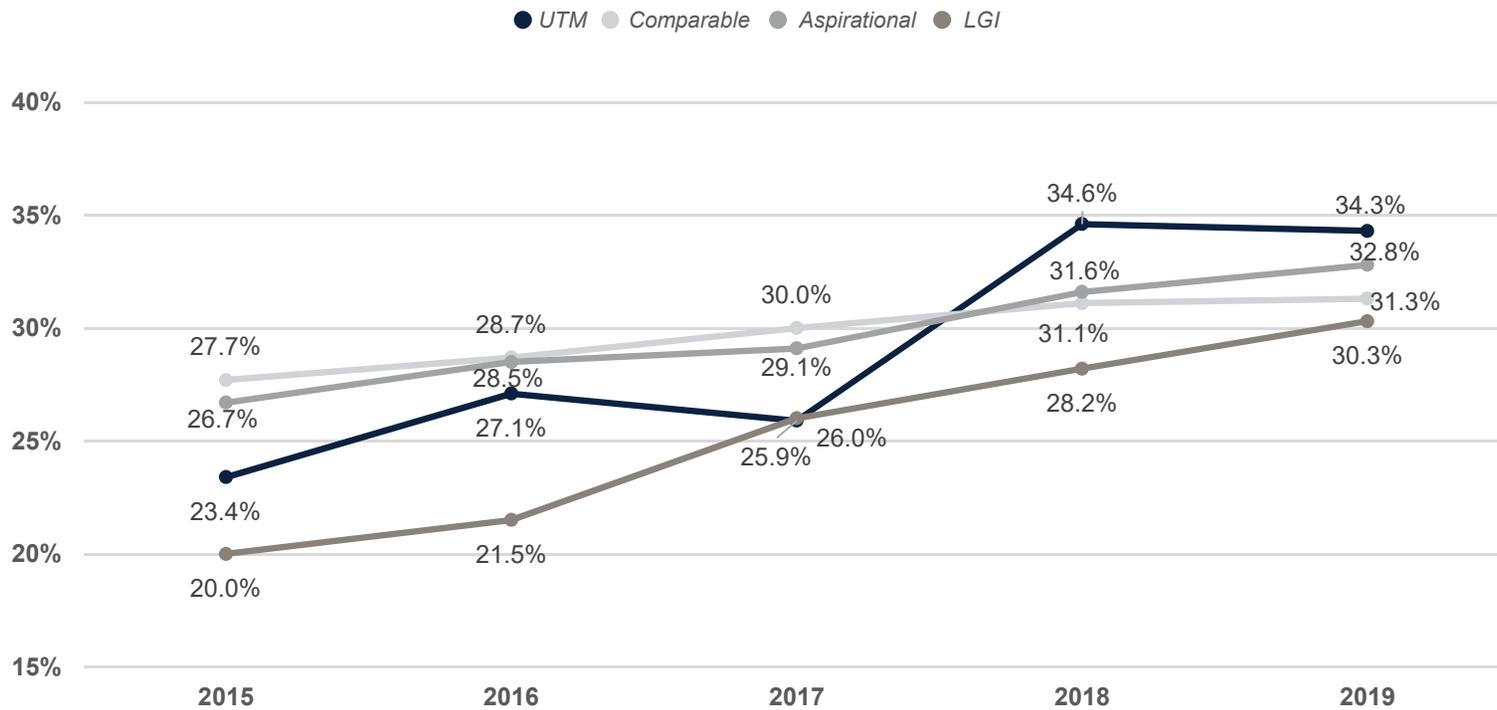


**2022 Retention**  
(Fall 2021 Cohort)

Institutional Effectiveness



# 4-Year Graduation Rates, UT Martin

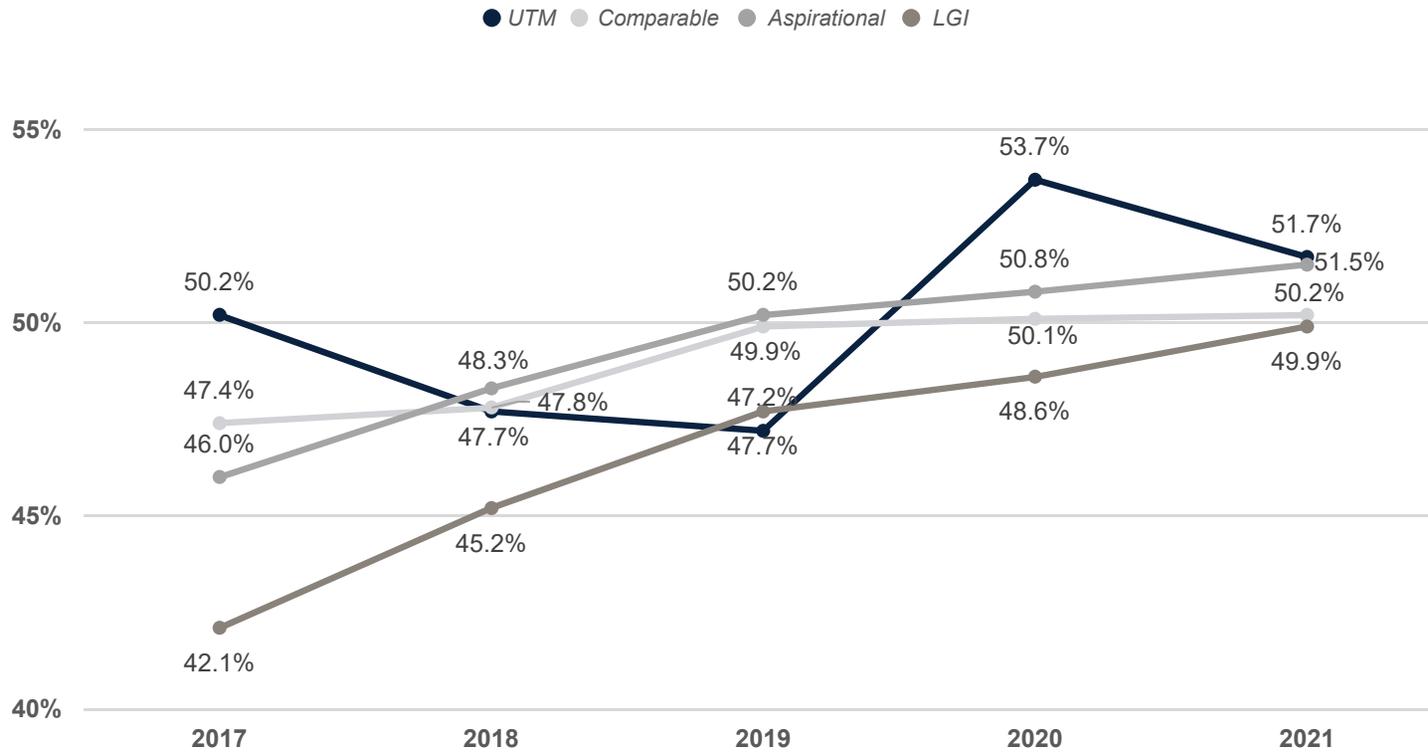


Note: 2015 through 2019 represent the most current 4-year graduation rate data available in IPEDS for peer comparisons.

Institutional Effectiveness



# 6-Year Graduation Rates, UT Martin



*University of  
Tennessee*

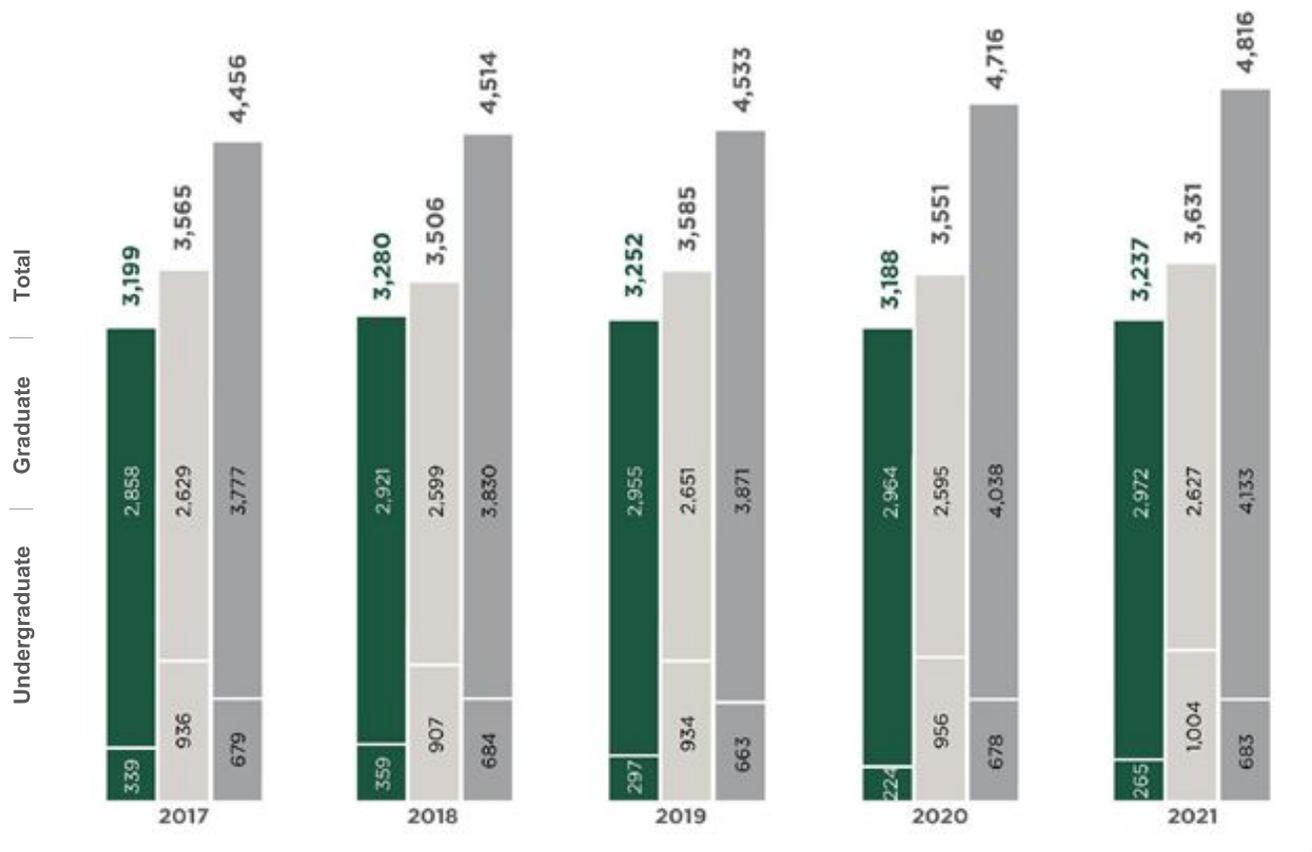
# HEALTH SCIENCE CENTER

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*UT System Performance  
Compared to Peers*



Institutional Effectiveness



# Enrollment Trends, UT Health Science Center

2017-2021

● UTHSC ● Comparable ● Aspirational

*Institutional Effectiveness*



# Enrollment Peer Rankings, UT Health Science Center

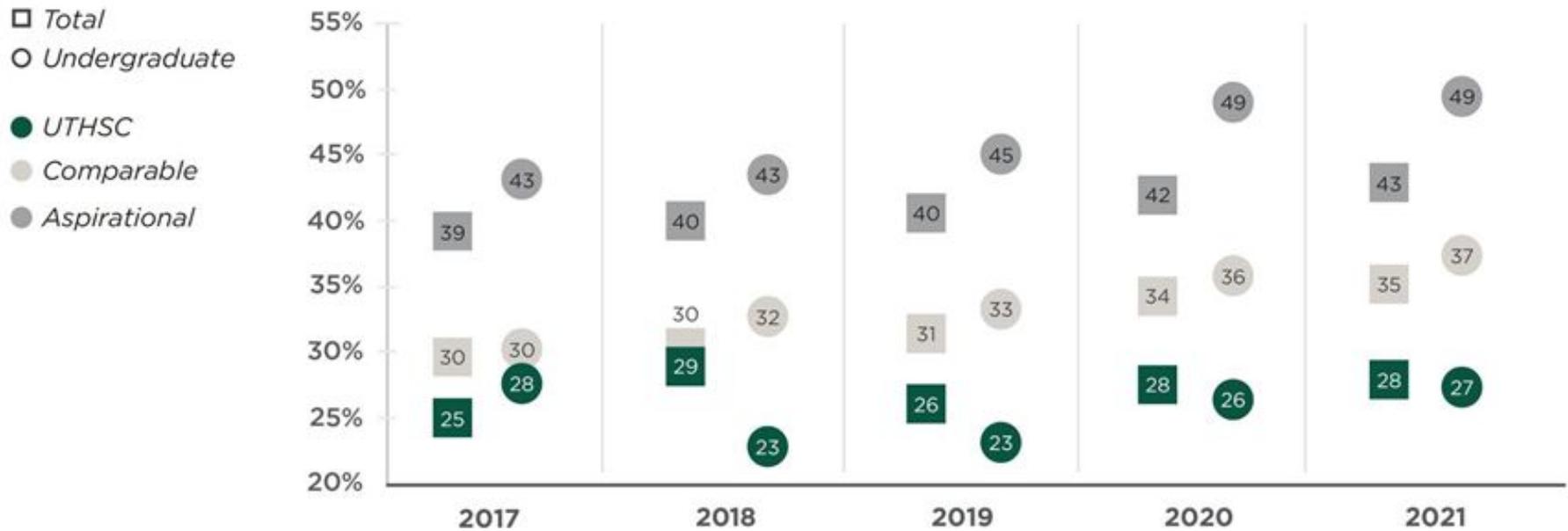
2017-2021



Institutional Effectiveness



## % Enrollment of Racial/Ethnic Minorities, UT Health Science Center





ACADEMIC AFFAIRS, RESEARCH  
AND STUDENT SUCCESS  
Institutional Effectiveness

# Questions?

*Institutional Effectiveness*



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ACADEMIC AFFAIRS, RESEARCH  
AND STUDENT SUCCESS  
Institutional Effectiveness

# UT System Performance Compared to Peers

*Board of Trustees — June 29-30, 2023*





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*University of Tennessee,*

# KNOXVILLE



## *UT Knoxville Peer Comparisons | June 2023*

### **Comparable Peers**

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

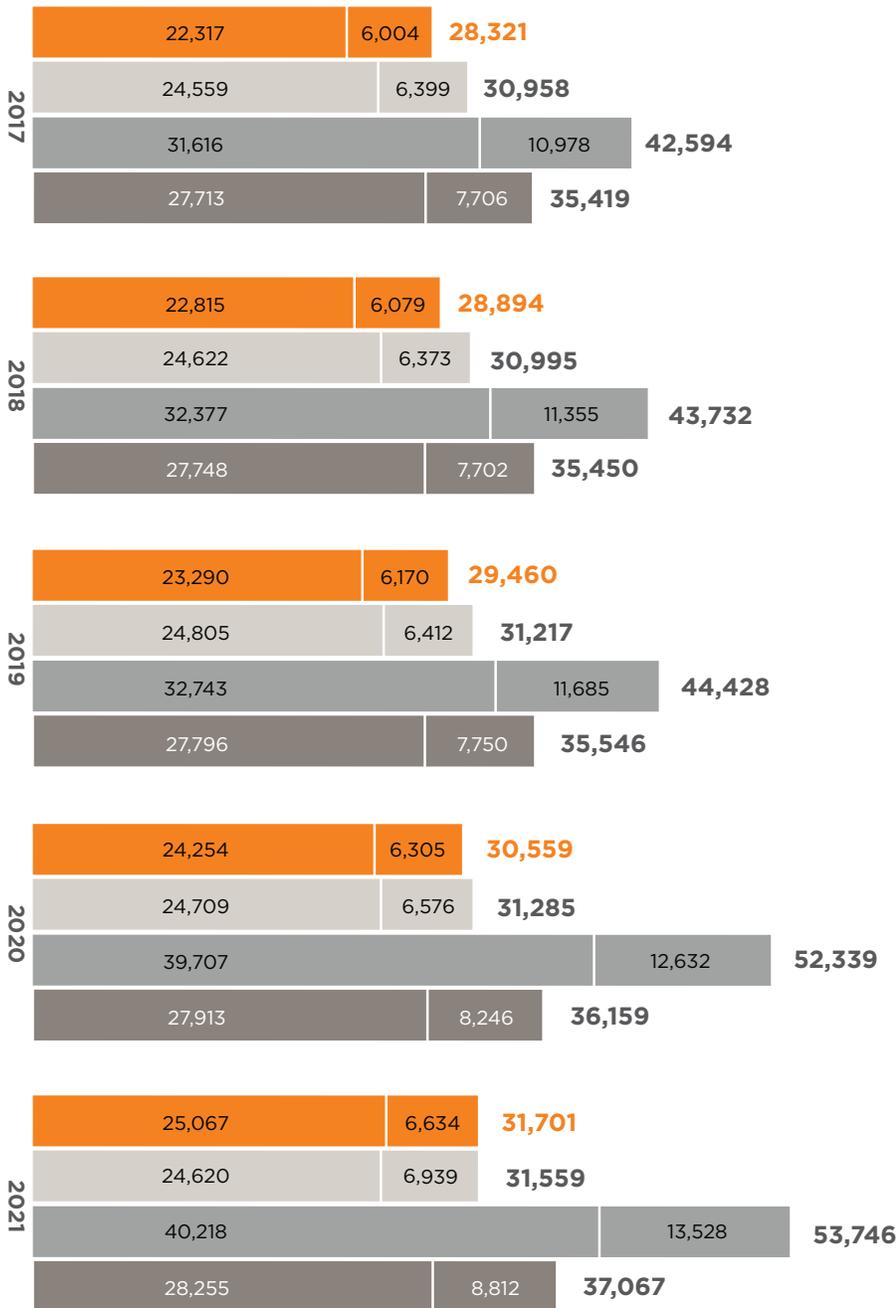
### **Aspirational Peers**

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

## ENROLLMENT 2017-2021

● UTK ● Comparable ● Aspirational ● SEC

### Undergraduate | Graduate | Total Enrollment





### Peer Rankings on 5-Year Percent Change

Total Enrollment		
Comp	Asp	SEC
2/11	3/7	2/14

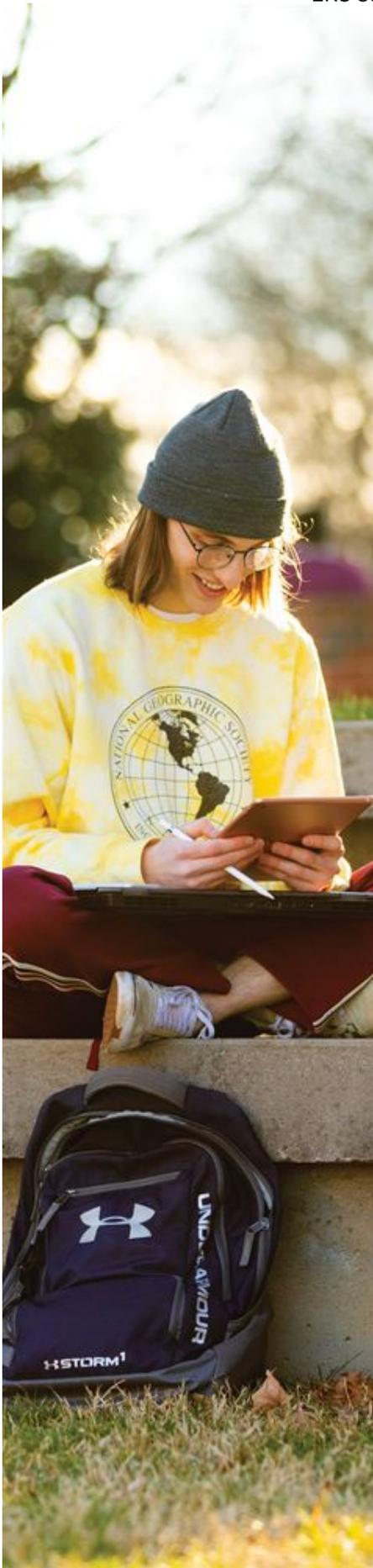
Undergraduate		
Comp	Asp	SEC
1/11	2/7	2/14

Graduate		
Comp	Asp	SEC
5/11	4/7	10/14

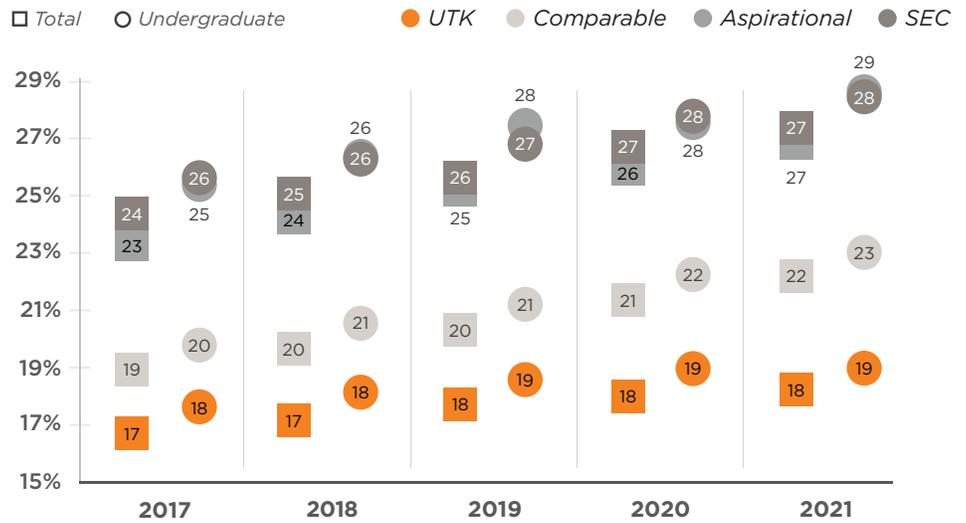
## 2022 UTK Enrollment Snapshot





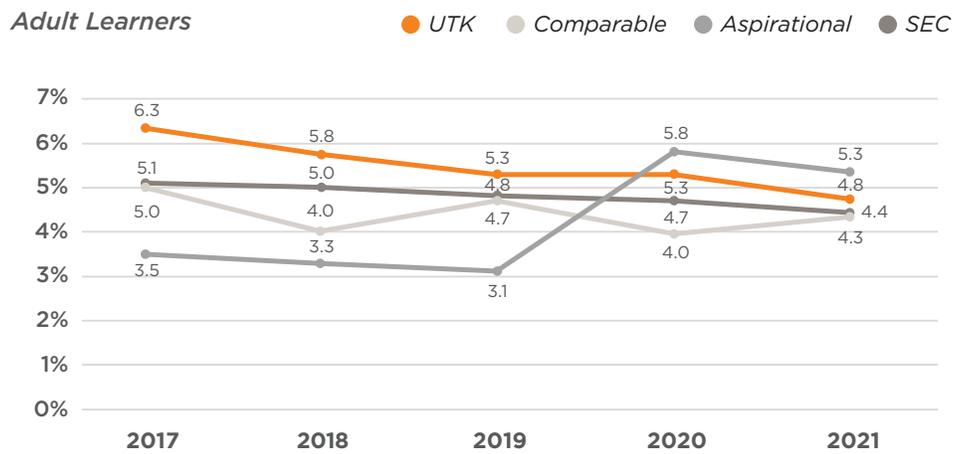
UT Knoxville

### % Enrollment of Racial/Ethnic Minorities

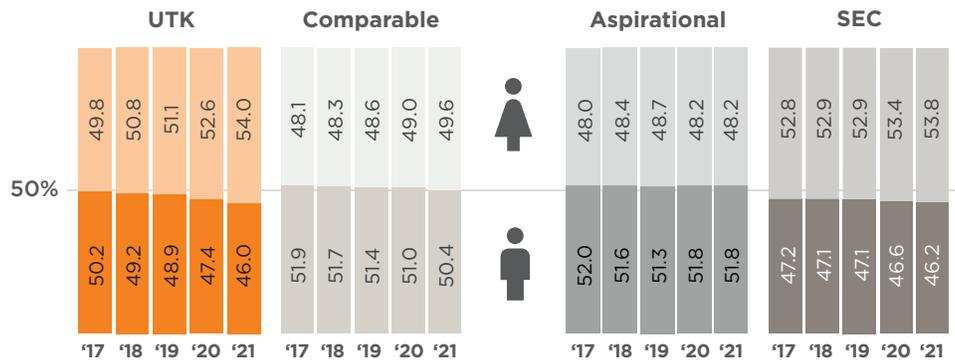


### Undergraduate Enrollment

#### Adult Learners



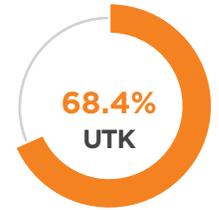
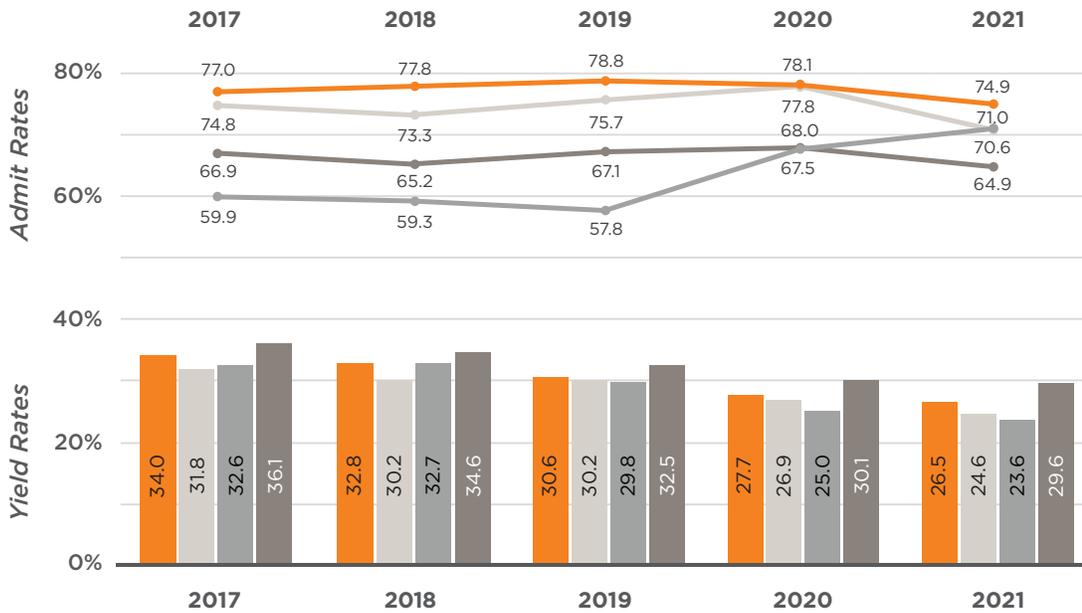
### Gender



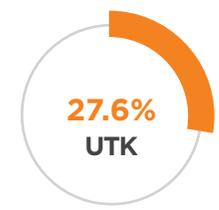
# ADMISSIONS 2017-2021

● UTK ● Comparable ● Aspirational ● SEC

## Admit & Yield Rates

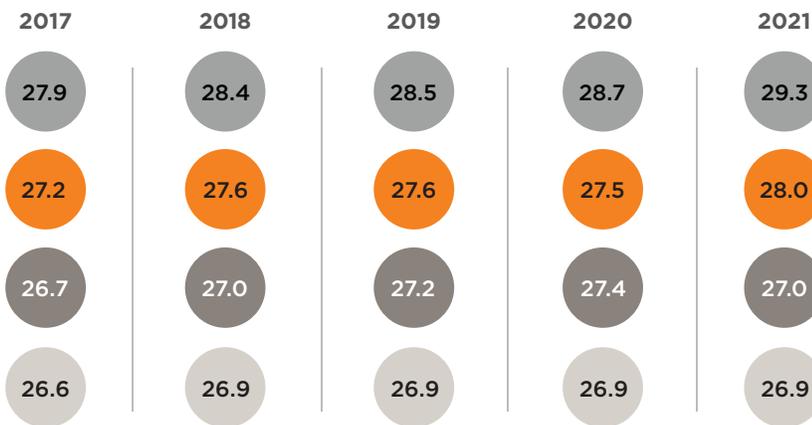


2022 Admit Rate



2022 Yield Rate

## Freshman Average ACT Scores



**27.7**

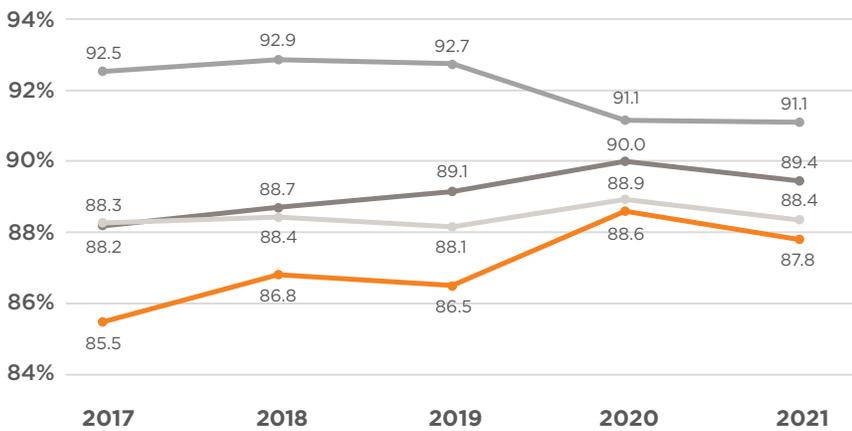
2022 UTK Freshman ACT Scores



## RETENTION 2017-2021

● UTK ● Comparable ● Aspirational ● SEC

### First-Year Retention

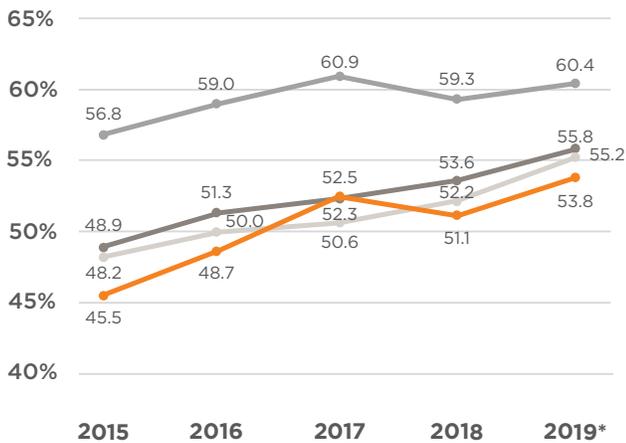


2022 Retention  
(Fall 2021 Cohort)

## GRADUATION RATES

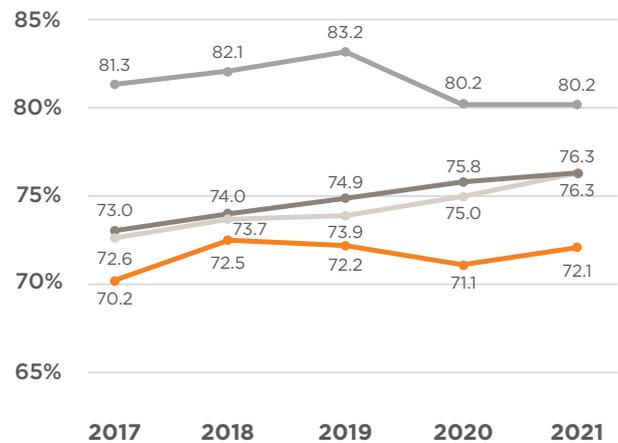
● UTK ● Comparable ● Aspirational ● SEC

### 4-Year (%)



\*2015 through 2019 represent the most current 4-year graduation rate data available in IPEDS for peer comparisons.

### 6-Year (%)



## 2022 UTK Graduation Rates Snapshot

4-Year  
**56.7%**  
6-Year  
**72.6%**

6-Year Racial/Ethnic  
Minorities  
**66.4%**

6-Year  
Pell-Eligible  
**60.1%**

6-Year Gender  
**75.7%** **69.3%**  
FEMALE MALE

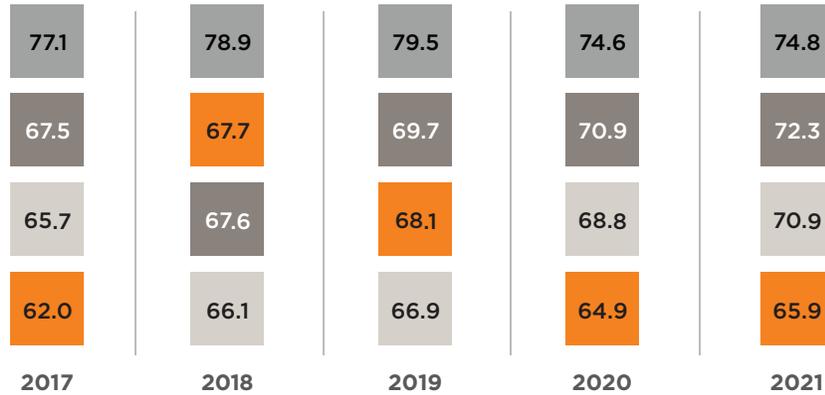


UT Knoxville

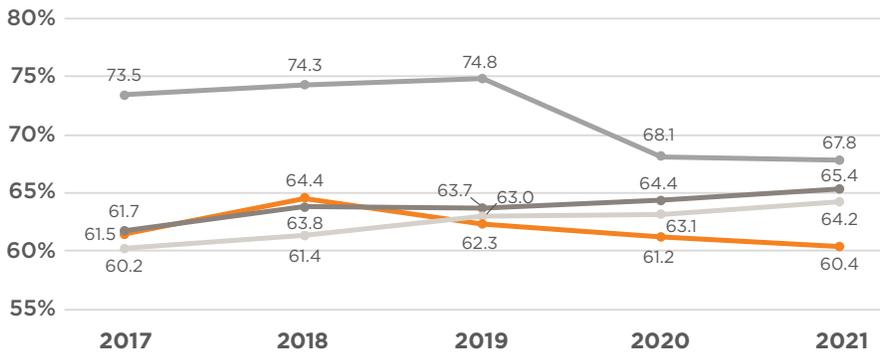
6-Year Graduation Rates

● UTK ● Comparable ● Aspirational ● SEC

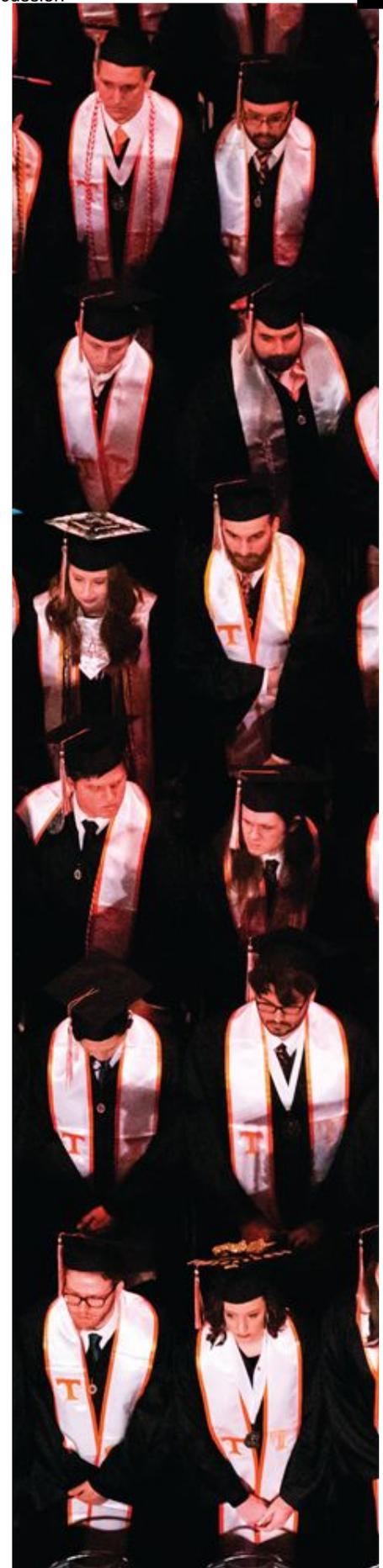
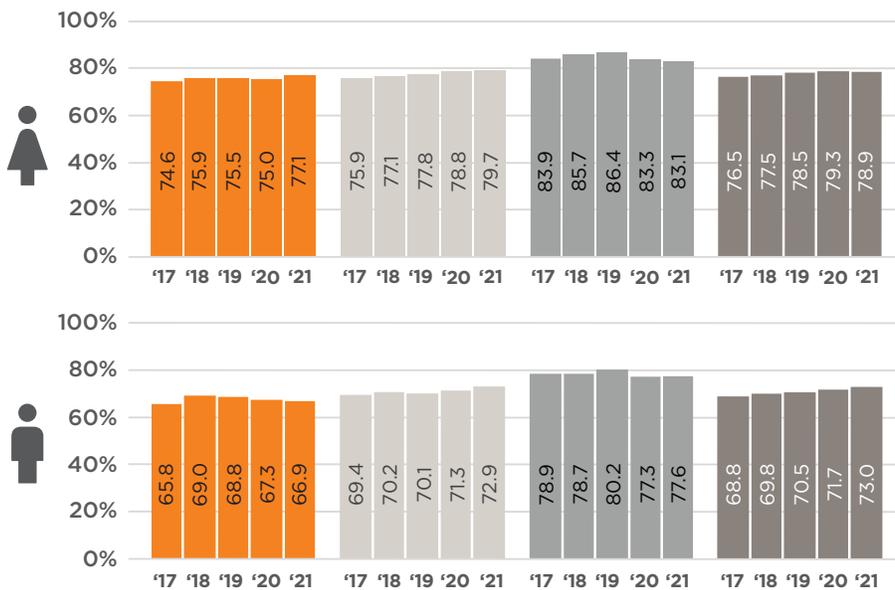
Racial/Ethnic Minorities (%)



Pell-Eligible



Gender



*University of Tennessee at*

# CHATTANOOGA



## *UT Chattanooga Peer Comparisons | June 2023*

### **Comparable Peers**

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

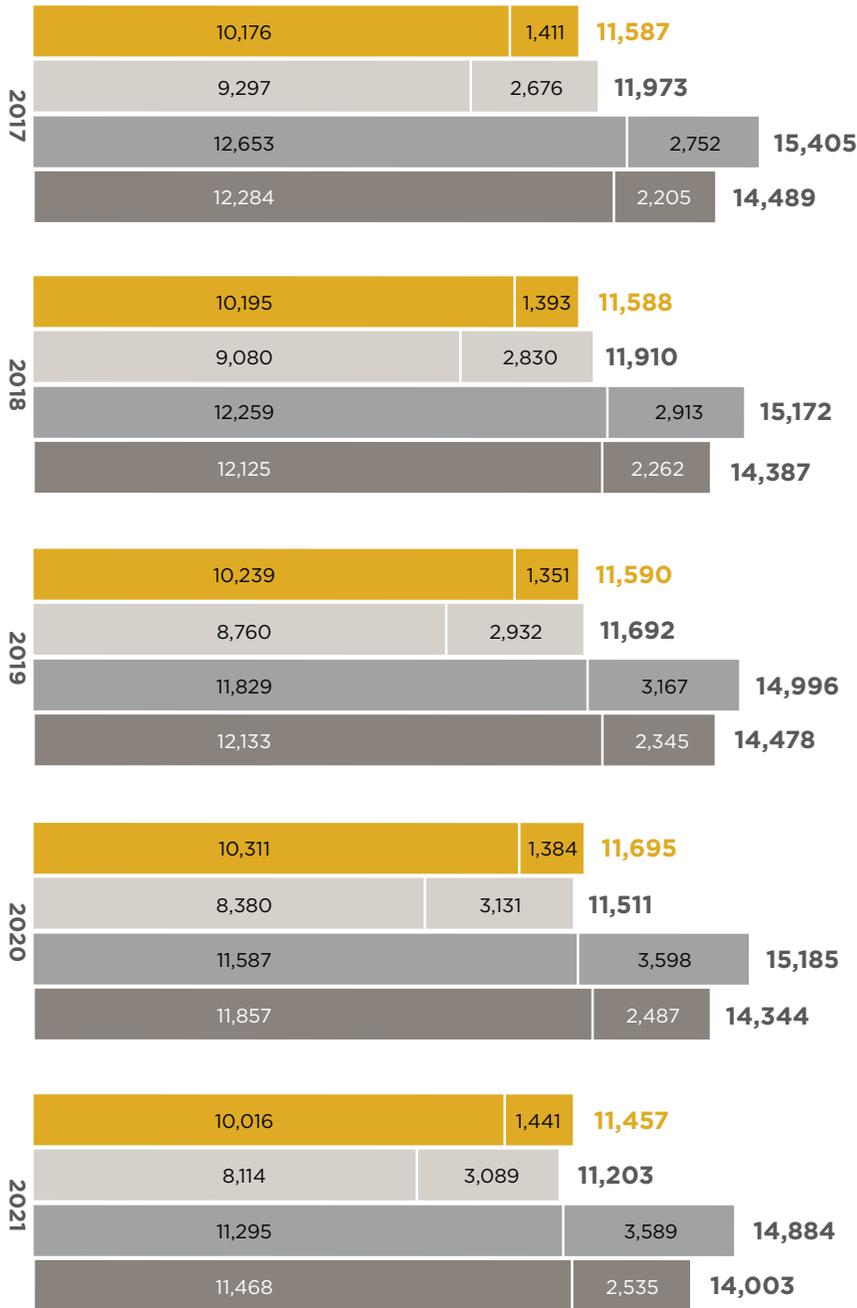
### **Aspirational Peers**

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

## ENROLLMENT 2017-2021

● UTC ● Comparable ● Aspirational ● LGI

### Undergraduate | Graduate | Total Enrollment



### Peer Rankings on 5-Year Percent Change

#### Total Enrollment

Comp	Asp	LGI
3/11	4/7	2/7

#### Undergraduate

Comp	Asp	LGI
2/11	2/7	1/7

#### Graduate

Comp	Asp	LGI
7/11	3/7	5/7

## 2022 UTC Enrollment Snapshot

**11,283**

Total Enrollment

**9,884** **1,399**  
UNDERGRAD GRAD

Racial/Ethnic Minorities

**21.7%** **22.3%**  
TOTAL UNDERGRAD

Adult Learners

**10.1%**  
UNDERGRAD

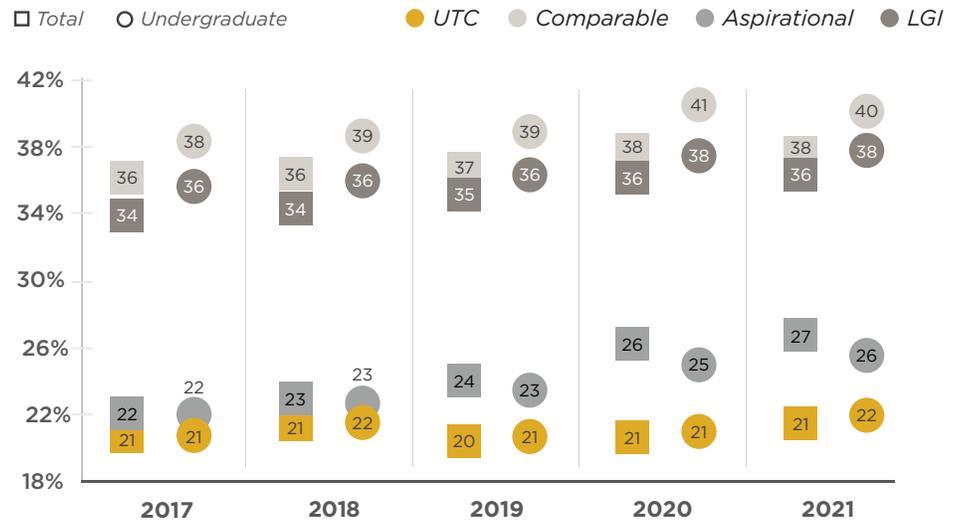
Undergraduate Gender

**57.8%** **42.2%**  
FEMALE MALE

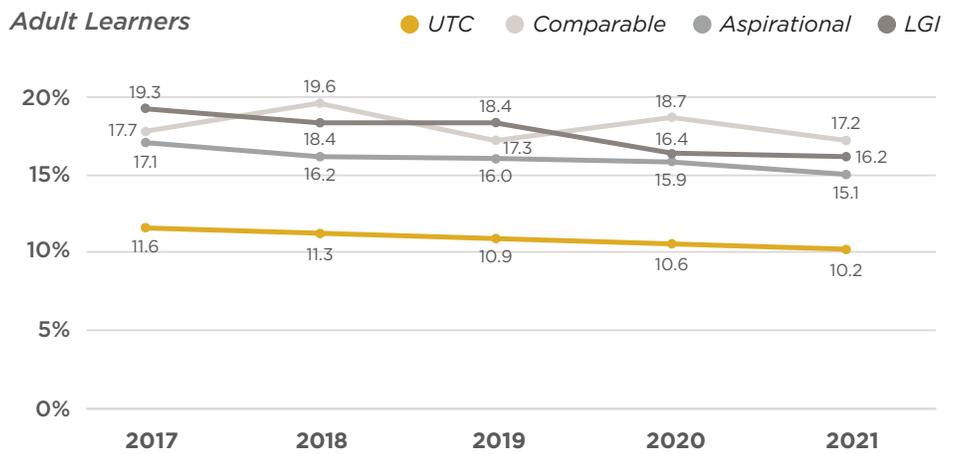


UT Chattanooga

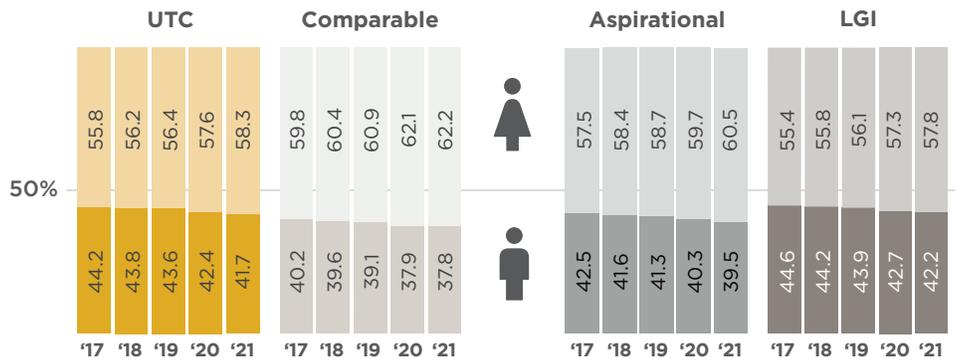
**% Enrollment of Racial/Ethnic Minorities**



**Undergraduate Enrollment**



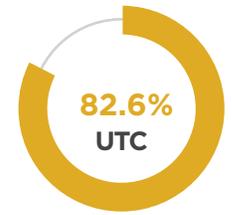
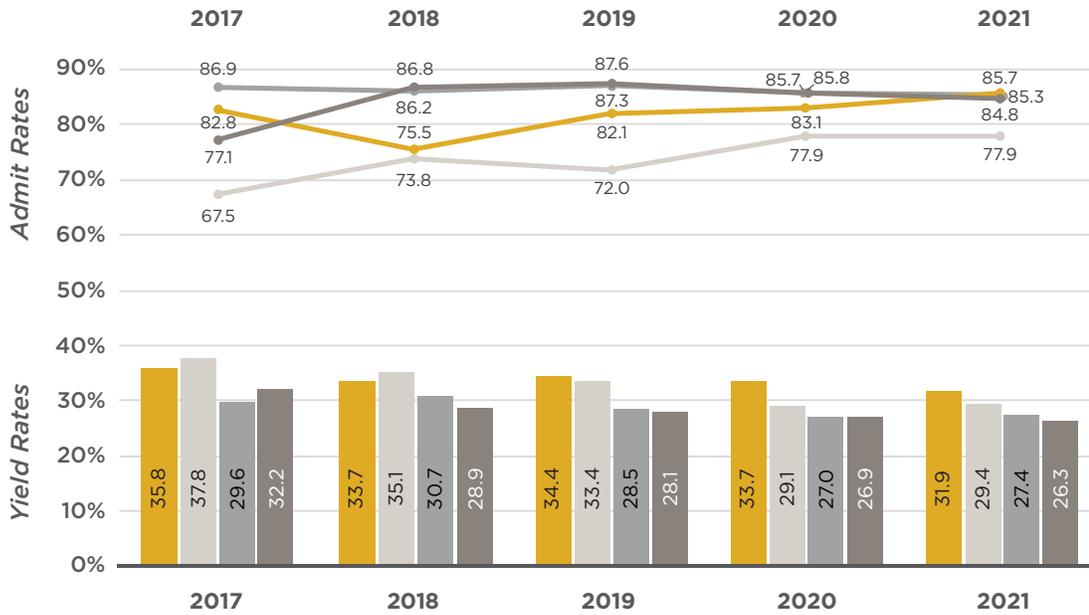
**Gender**



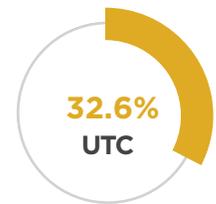
**ADMISSIONS 2017-2021**

● UTC ● Comparable ● Aspirational ● LGI

**Admit & Yield Rates**

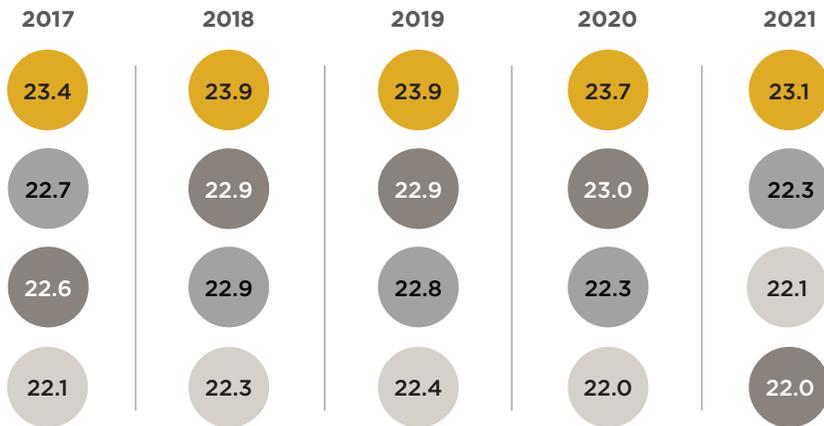


2022 Admit Rate



2022 Yield Rate

**Freshman Average ACT Scores**



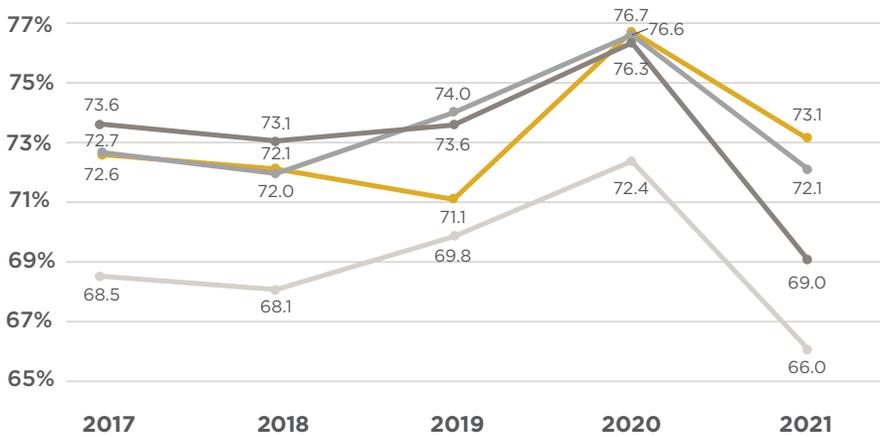
**23.0**  
2022 UTC Freshman ACT Scores



## RETENTION 2017-2021

● UTC ● Comparable ● Aspirational ● LGI

### First-Year Retention

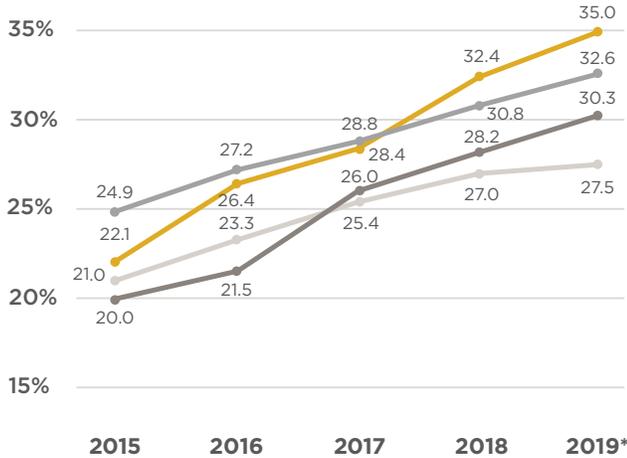


2022 Retention  
(Fall 2021 Cohort)

## GRADUATION RATES

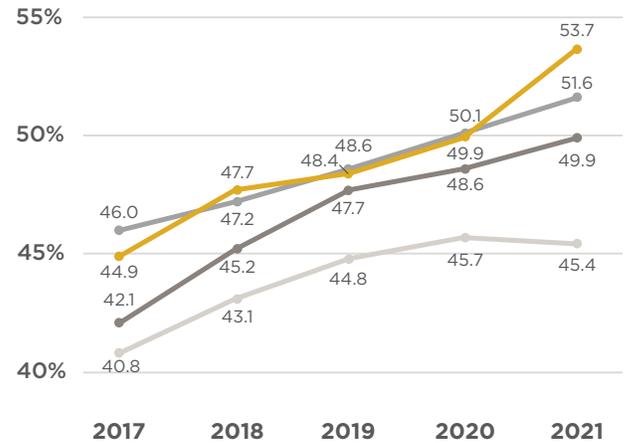
● UTC ● Comparable ● Aspirational ● LGI

### 4-Year (%)



\*2015 through 2019 represent the most current 4-year graduation rate data available in IPEDS for peer comparisons.

### 6-Year (%)



## 2022 UTC Graduation Rates Snapshot

4-Year  
**35.2%**

6-Year  
**52.3%**

6-Year Racial/Ethnic  
Minorities

**47.9%**

6-Year  
Pell-Eligible

**42.7%**

6-Year Gender

**55.7%** **47.3%**  
FEMALE MALE

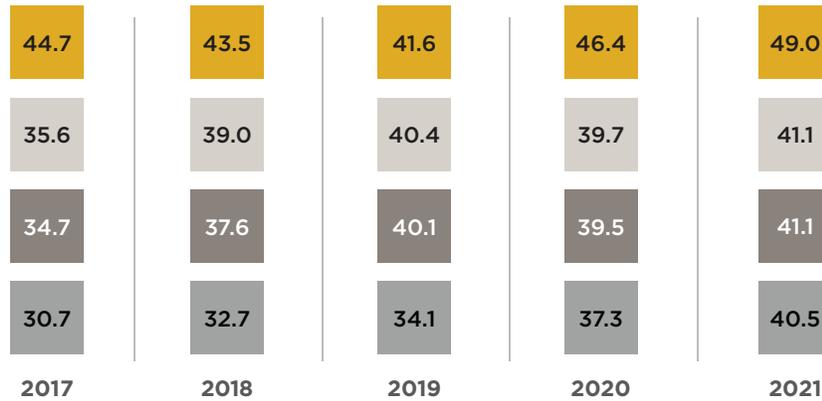


UT Chattanooga

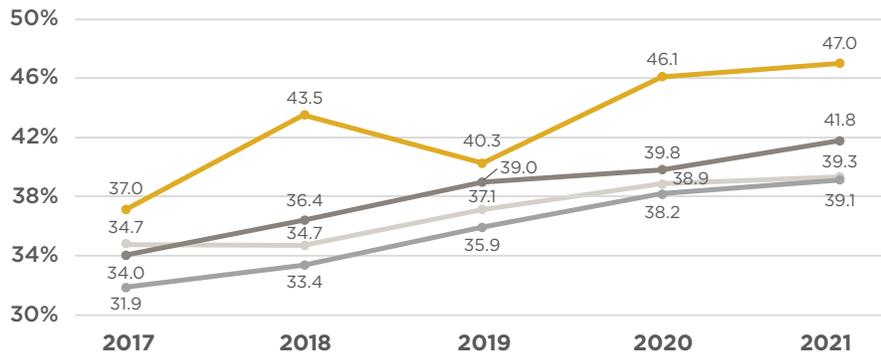
6-Year Graduation Rates

● UTC ● Comparable ● Aspirational ● LGI

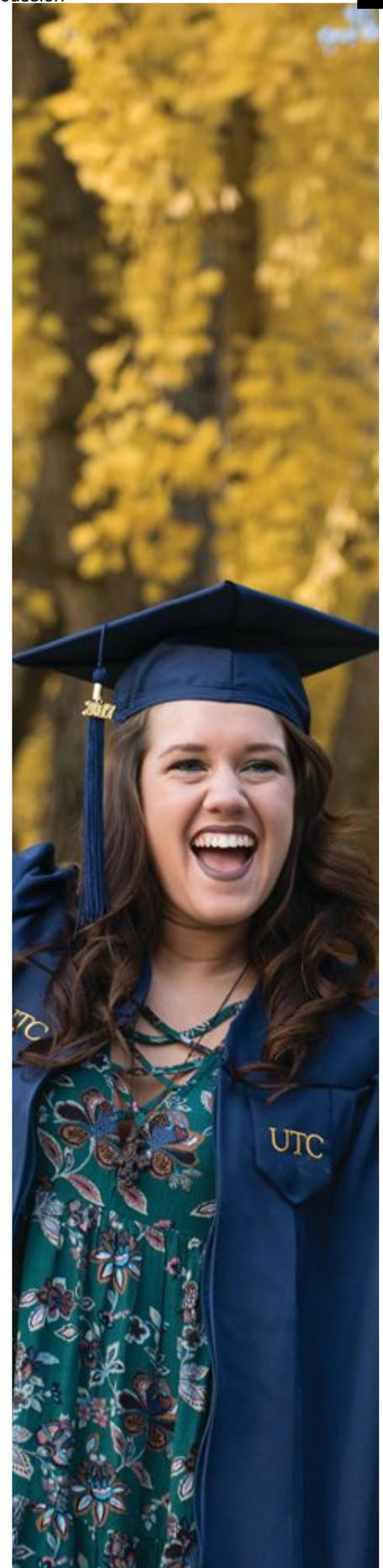
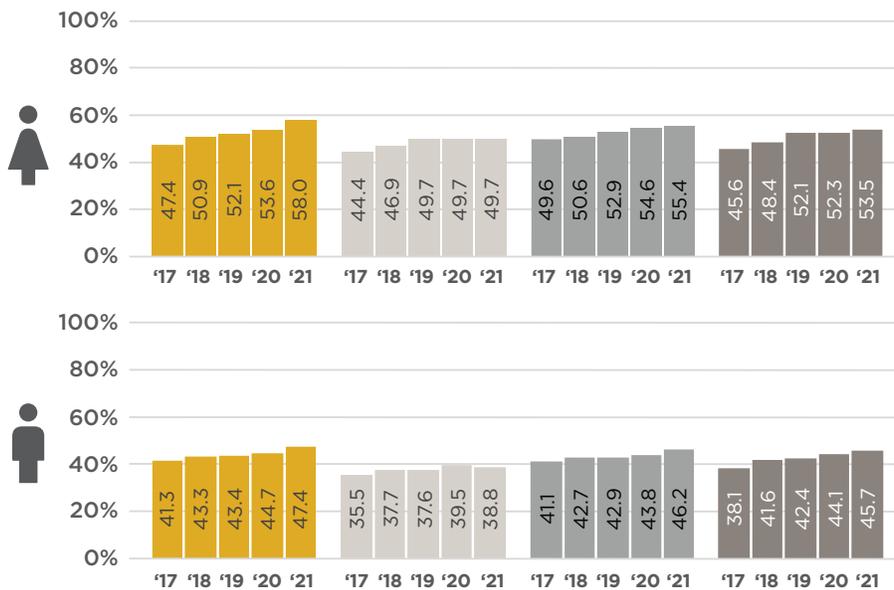
Racial/Ethnic Minorities (%)



Pell-Eligible



Gender



*University of Tennessee*

# SOUTHERN



## *UT Southern Peer Comparisons / June 2023*

### Comparable Peers

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

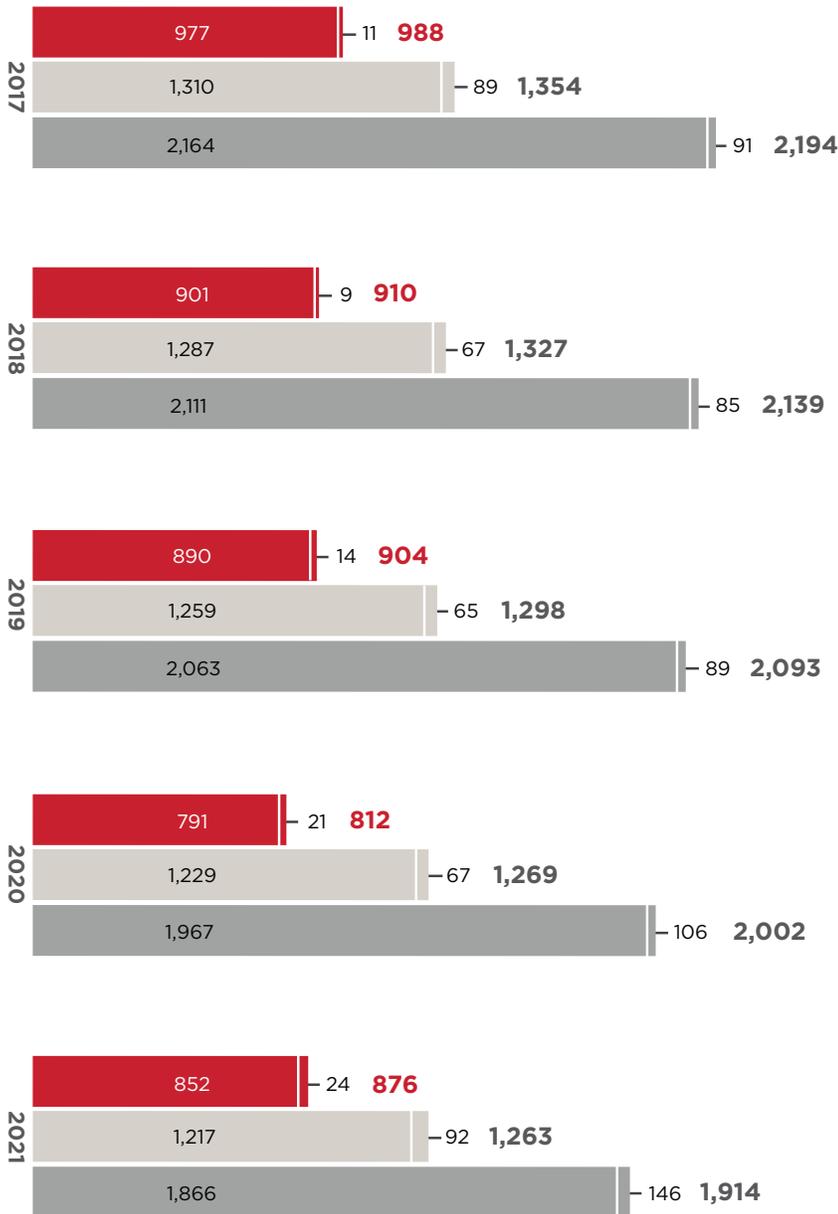
### Aspirational Peers

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

## ENROLLMENT 2017-2021

● UTS ● Comparable ● Aspirational

### Undergraduate | Graduate | Total Enrollment





**SOUTHERN**

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

Category	Comp	Asp
Total Enrollment	6 / 11	4 / 7
Undergraduate	8 / 11	4 / 7
Graduate*	1 / 6	2 / 3

\*The denominator includes only campuses with graduate enrollment.

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

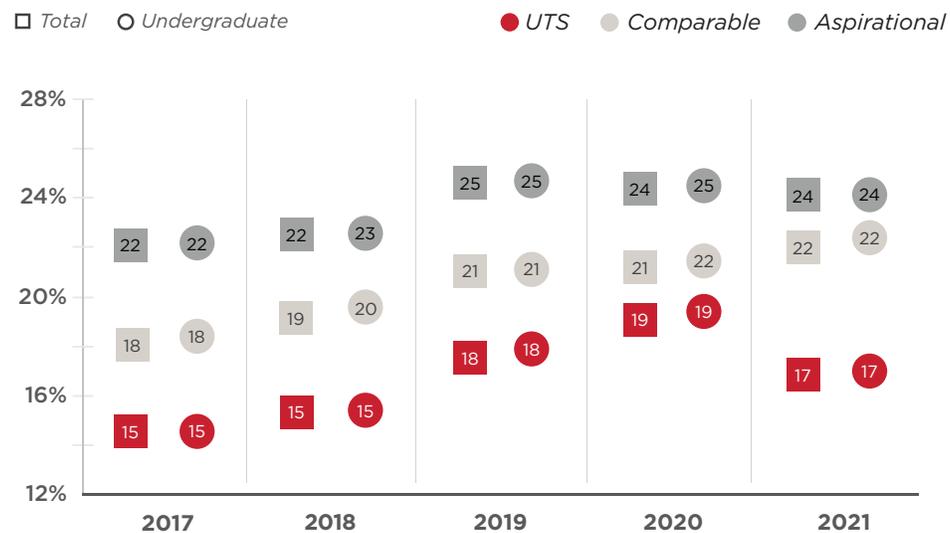
## 2022 UTS Enrollment Snapshot

<p><b>934</b></p> <p>Total Enrollment</p> <p><b>896</b>    <b>38</b></p> <p>UNDERGRAD    GRAD</p>	<p>Racial/Ethnic Minorities</p> <p><b>14.3%</b>    <b>14.7%</b></p> <p>TOTAL    UNDERGRAD</p>	<p>Adult Learners</p> <p><b>5.2%</b></p> <p>UNDERGRAD</p>	<p>Undergraduate Gender</p> <p><b>59.5%</b>    <b>40.5%</b></p> <p>FEMALE    MALE</p>
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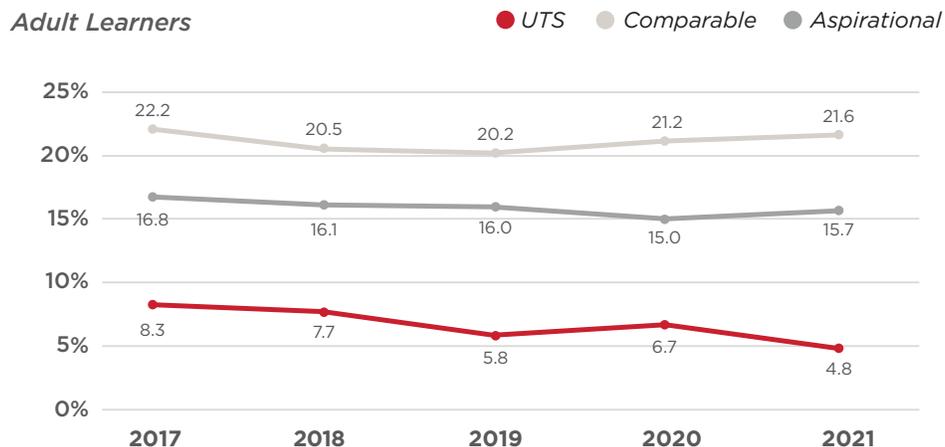


UT Southern

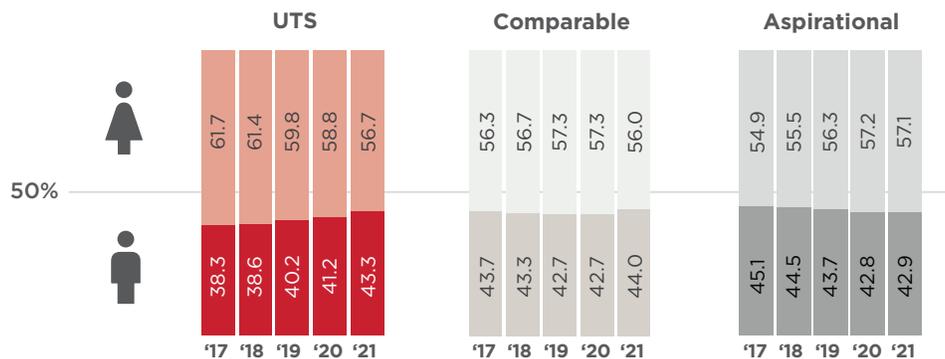
### % Enrollment of Racial/Ethnic Minorities



### Undergraduate Enrollment



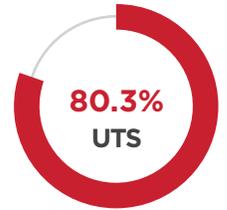
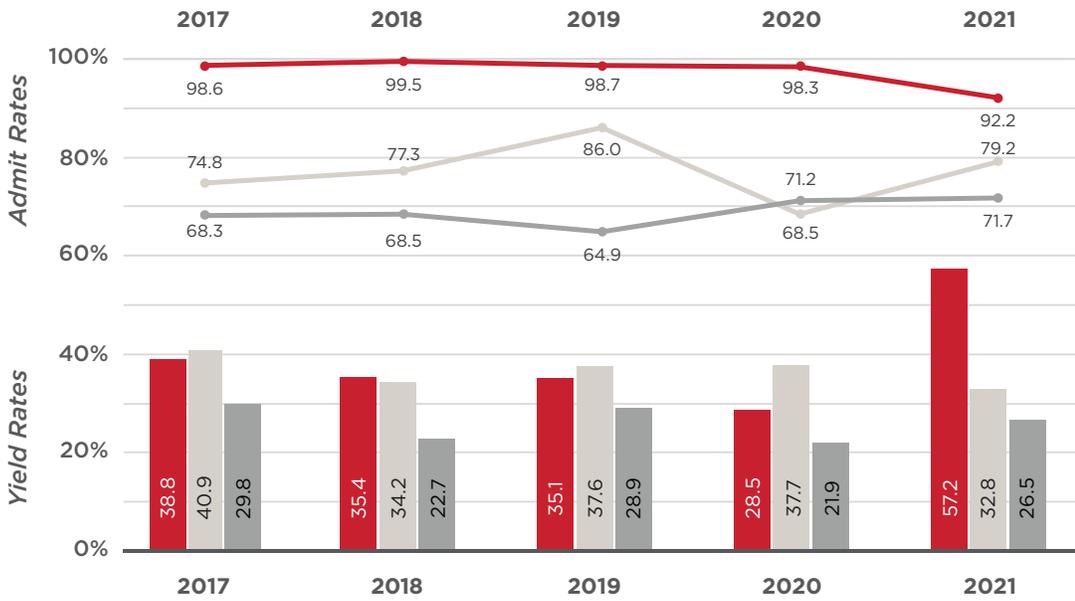
### Gender



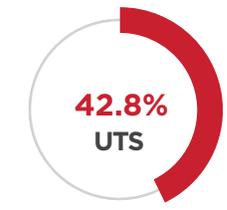
# ADMISSIONS 2017-2021

● UTS ● Comparable ● Aspirational

## Admit & Yield Rates

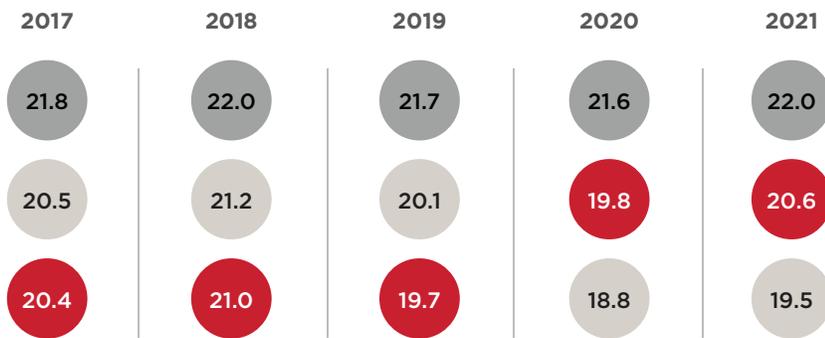


2022 Admit Rate



2022 Yield Rate

## Freshman Average ACT Scores



**21.3**

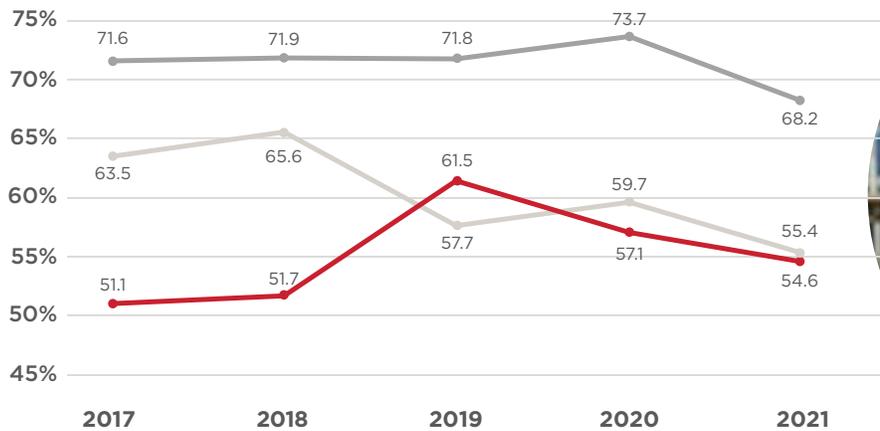
2022 UTS Freshman ACT Scores



## RETENTION 2017-2021

● UTS ● Comparable ● Aspirational

### First-Year Retention

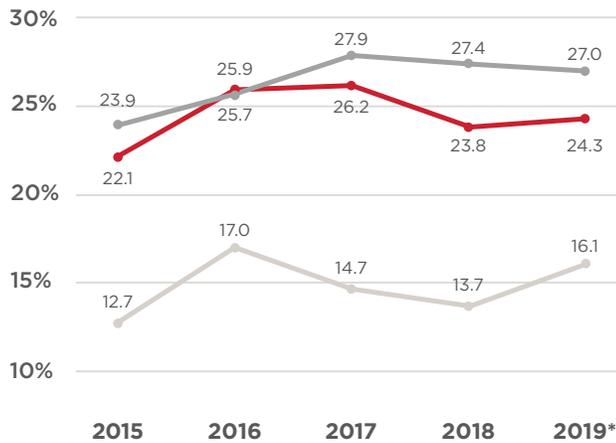


**2022 Retention**  
(Fall 2021 Cohort)

## GRADUATION RATES

● UTS ● Comparable ● Aspirational

### 4-Year (%)



### 6-Year (%)



\*2015 through 2019 represent the most current 4-year graduation rate data available in IPEDS for peer comparisons.

## 2022 UTS Graduation Rates Snapshot

4-Year

**27.6%**

6-Year

**30.2%**

6-Year Racial/Ethnic  
Minorities

**19.0%**

6-Year Pell-Eligible

**21.8%**

6-Year Gender

**36.5%** **19.4%**

FEMALE

MALE



UT Southern

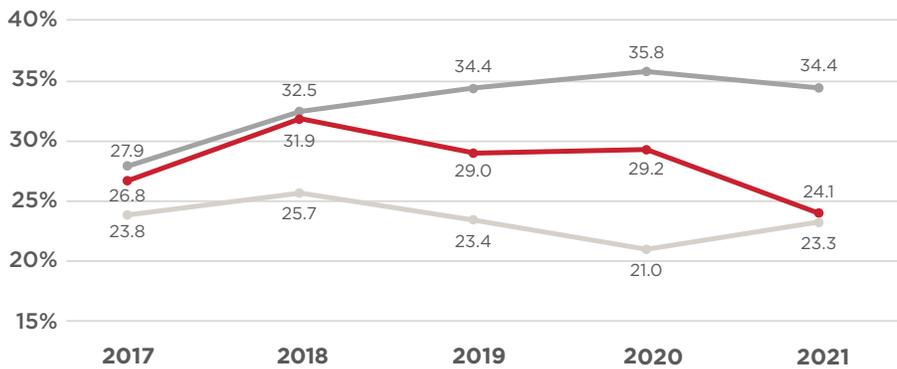
6-Year Graduation Rates

● UTS ● Comparable ● Aspirational

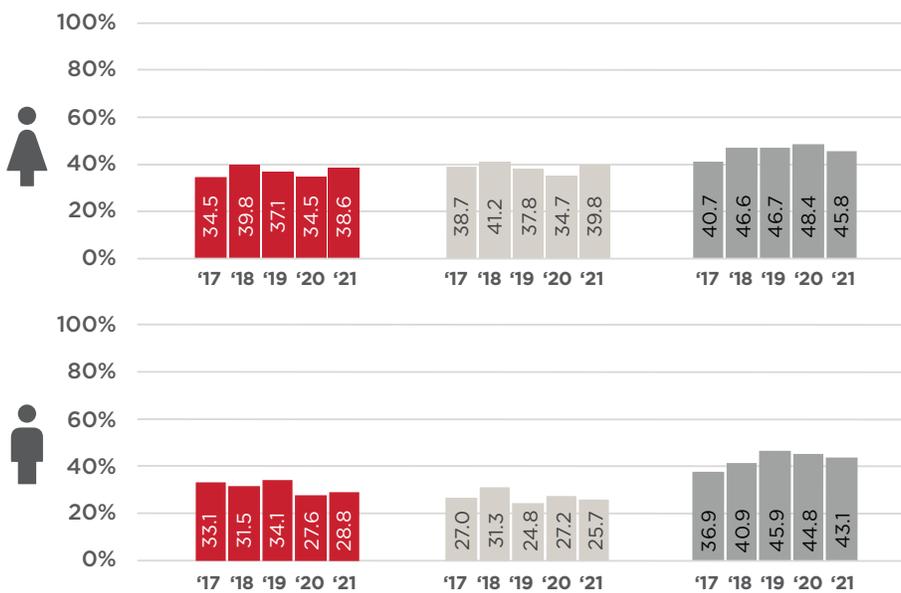
Racial/Ethnic Minorities (%)



Pell-Eligible



Gender



# University of Tennessee at **MARTIN**



## *UT Martin Peer Comparisons | June 2023*

### Comparable Peers

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

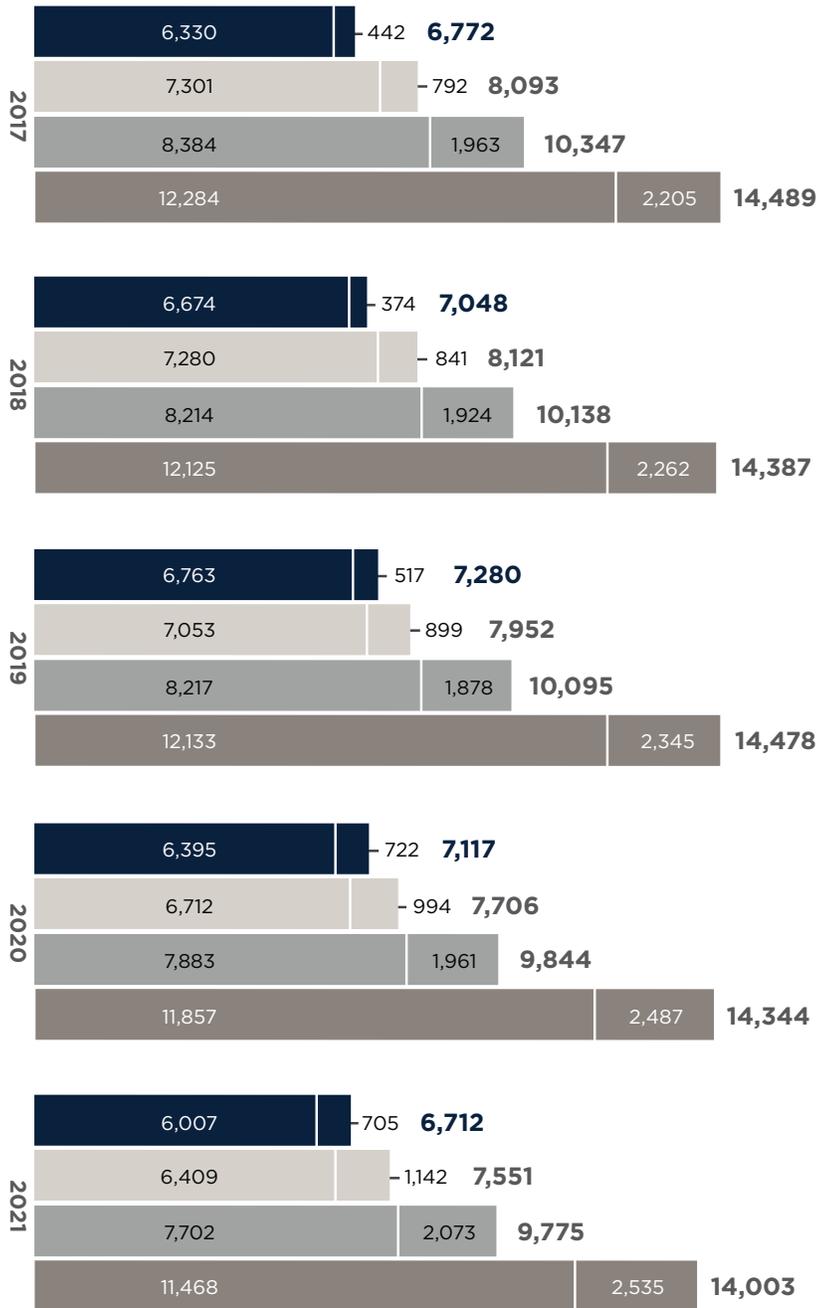
### Aspirational Peers

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

## ENROLLMENT 2017-2021

● UTM ● Comparable ● Aspirational ● LGI

### Undergraduate | Graduate | Total Enrollment



### Peer Rankings on 5-Year Percent Change

#### Total Enrollment

Comp	Asp	LGI
4/11	2/7	2/7

#### Undergraduate

Comp	Asp	LGI
4/11	3/7	4/7

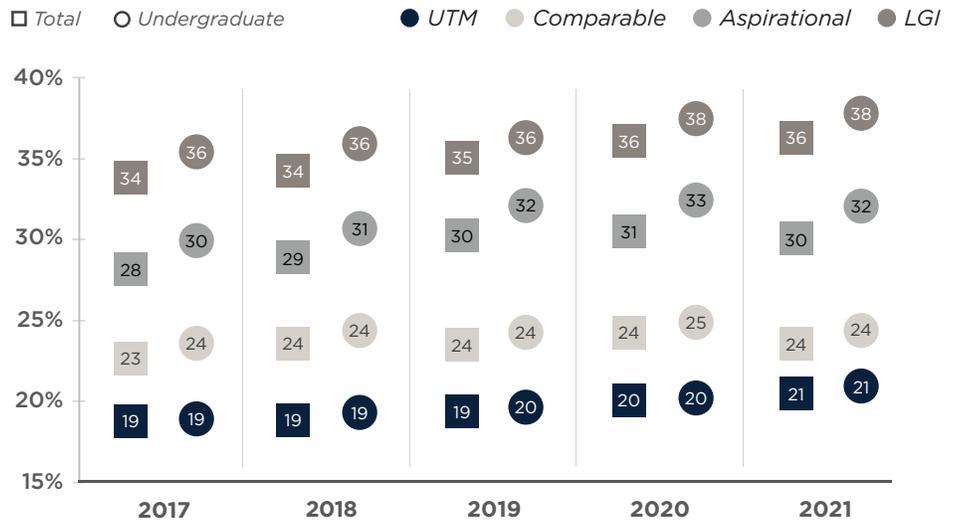
#### Graduate

Comp	Asp	LGI
4/11	1/7	1/7

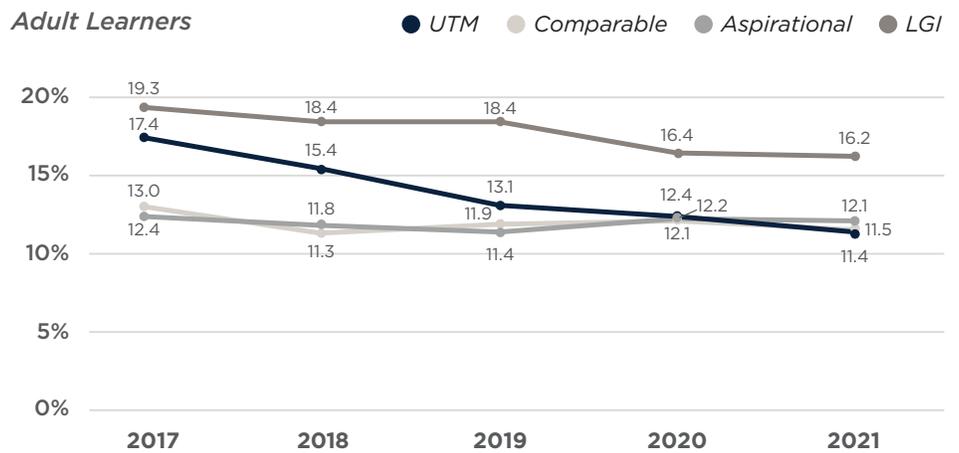
## 2022 UTM Enrollment Snapshot



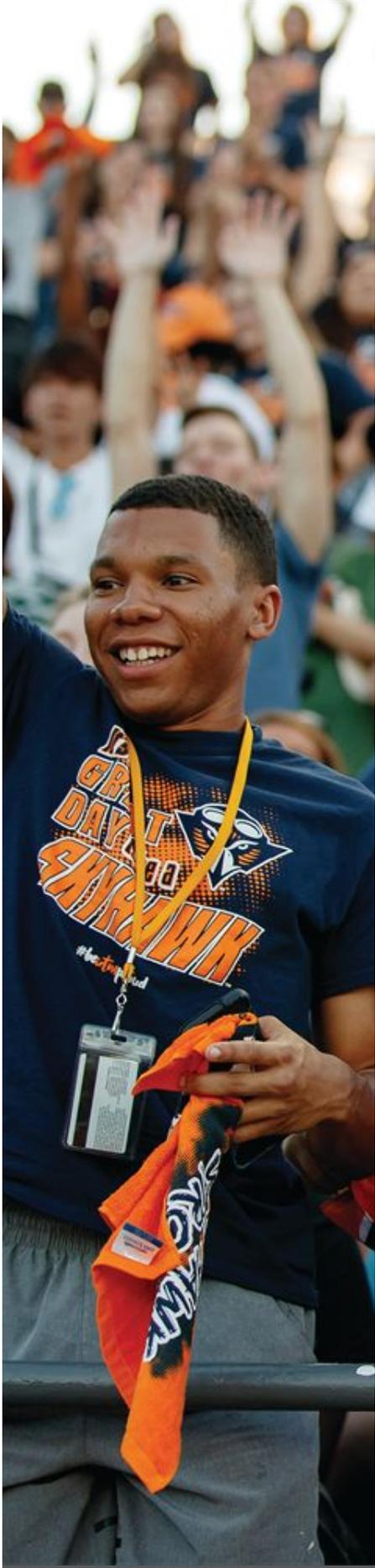
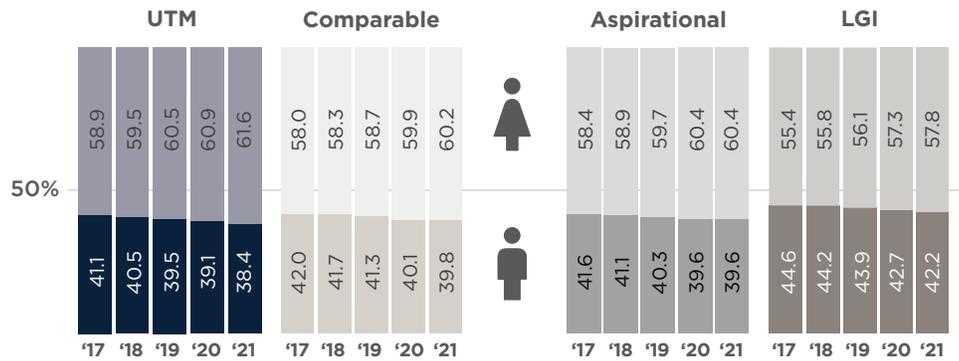
### % Enrollment of Racial/Ethnic Minorities



### Undergraduate Enrollment



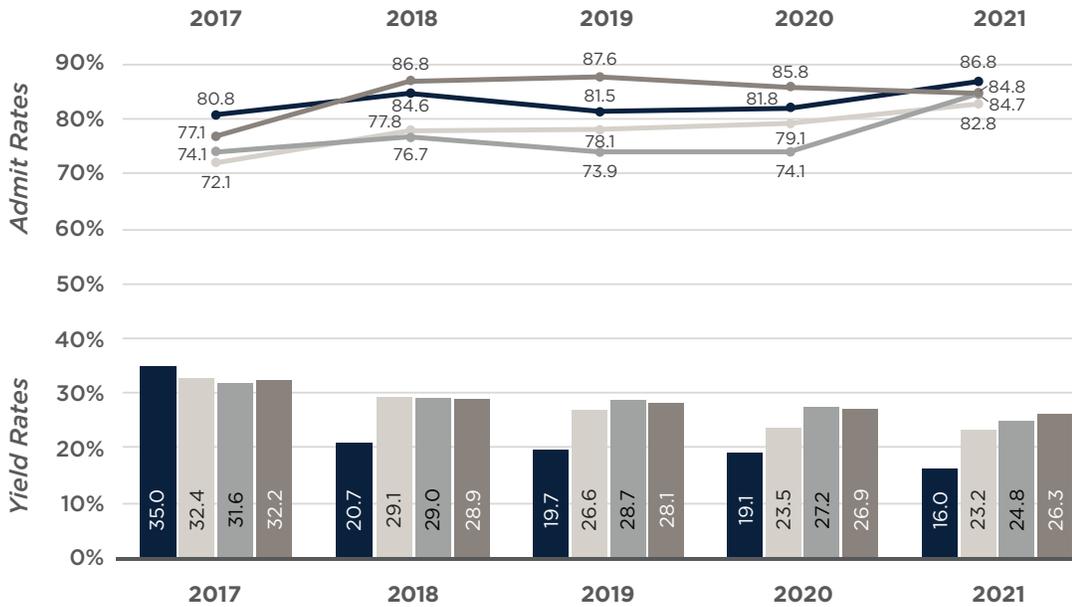
### Gender



# ADMISSIONS 2017-2021

● UTM ● Comparable ● Aspirational ● LGI

## Admit & Yield Rates

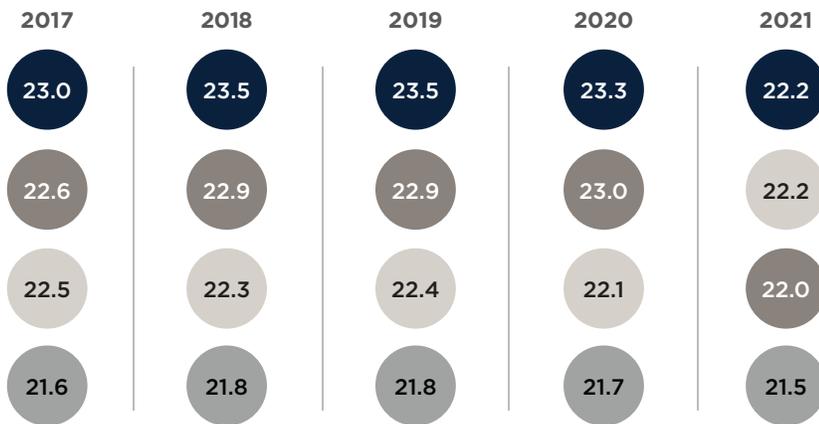


2022 Admit Rate



2022 Yield Rate

## Freshman Average ACT Scores



**22.1**

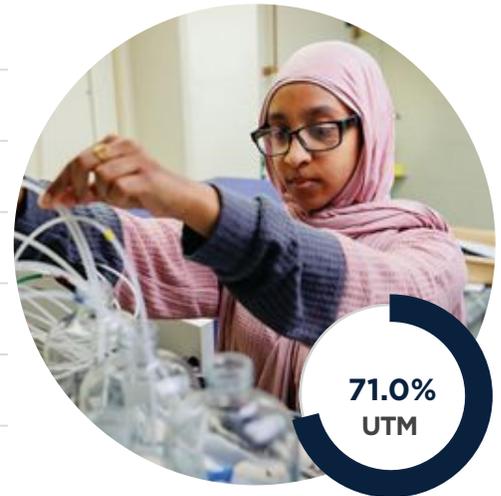
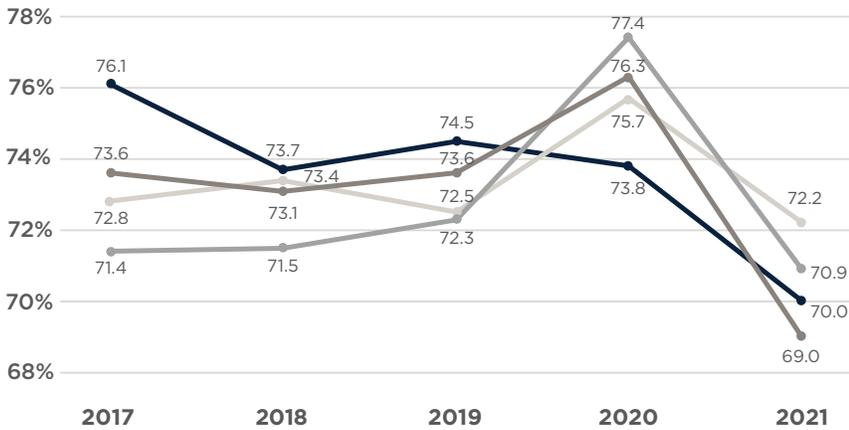
2022 UTM Freshman ACT Scores



## RETENTION 2017-2021

● UTM ● Comparable ● Aspirational ● LGI

### First-Year Retention

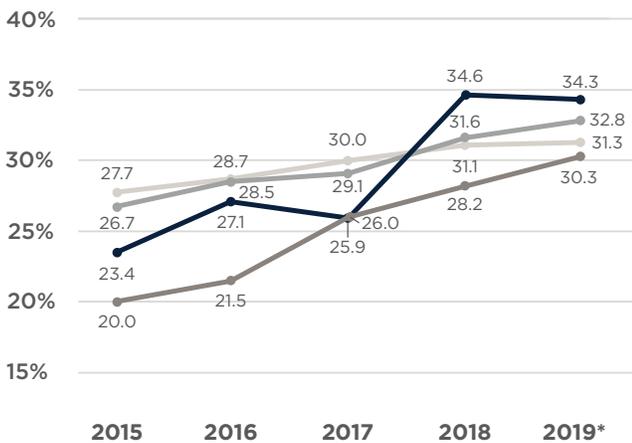


2022 Retention  
(Fall 2021 Cohort)

## GRADUATION RATES

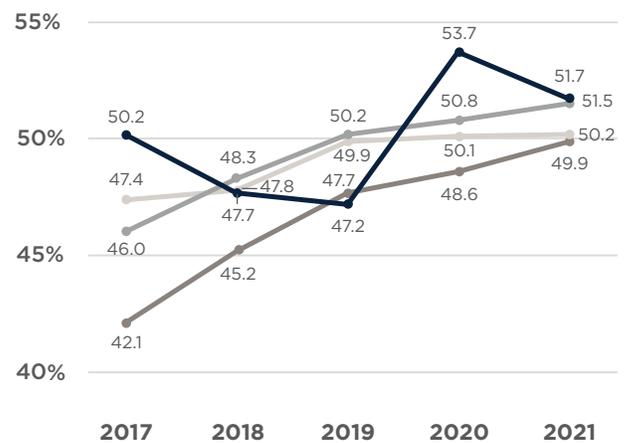
● UTM ● Comparable ● Aspirational ● LGI

### 4-Year (%)



\*2015 through 2019 represent the most current 4-year graduation rate data available in IPEDS for peer comparisons.

### 6-Year (%)



## 2022 UTM Graduation Rates Snapshot

4-Year  
**36.5%**  
6-Year  
**52.6%**

6-Year Racial/Ethnic  
Minorities  
**42.9%**

6-Year  
Pell-Eligible  
**44.3%**

6-Year Gender  
**53.6%** **51.2%**  
FEMALE MALE



UT Martin

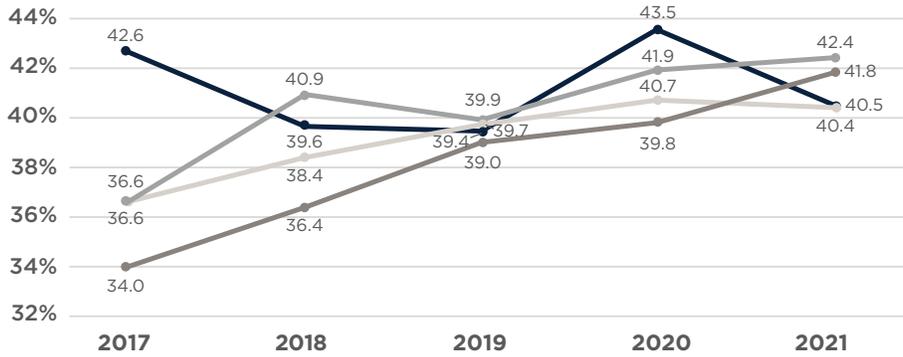
6-Year Graduation Rates

● UTM ● Comparable ● Aspirational ● LGI

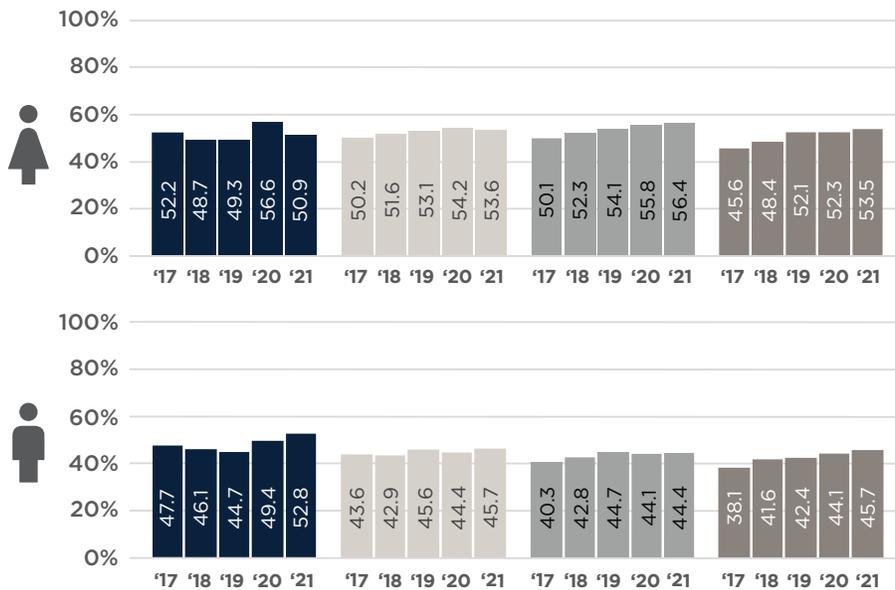
Racial/Ethnic Minorities (%)



Pell-Eligible



Gender



*University of Tennessee*

# HEALTH SCIENCE CENTER



## *UT Health Science Center Peer Comparisons / June 2023*

### Comparable Peers

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

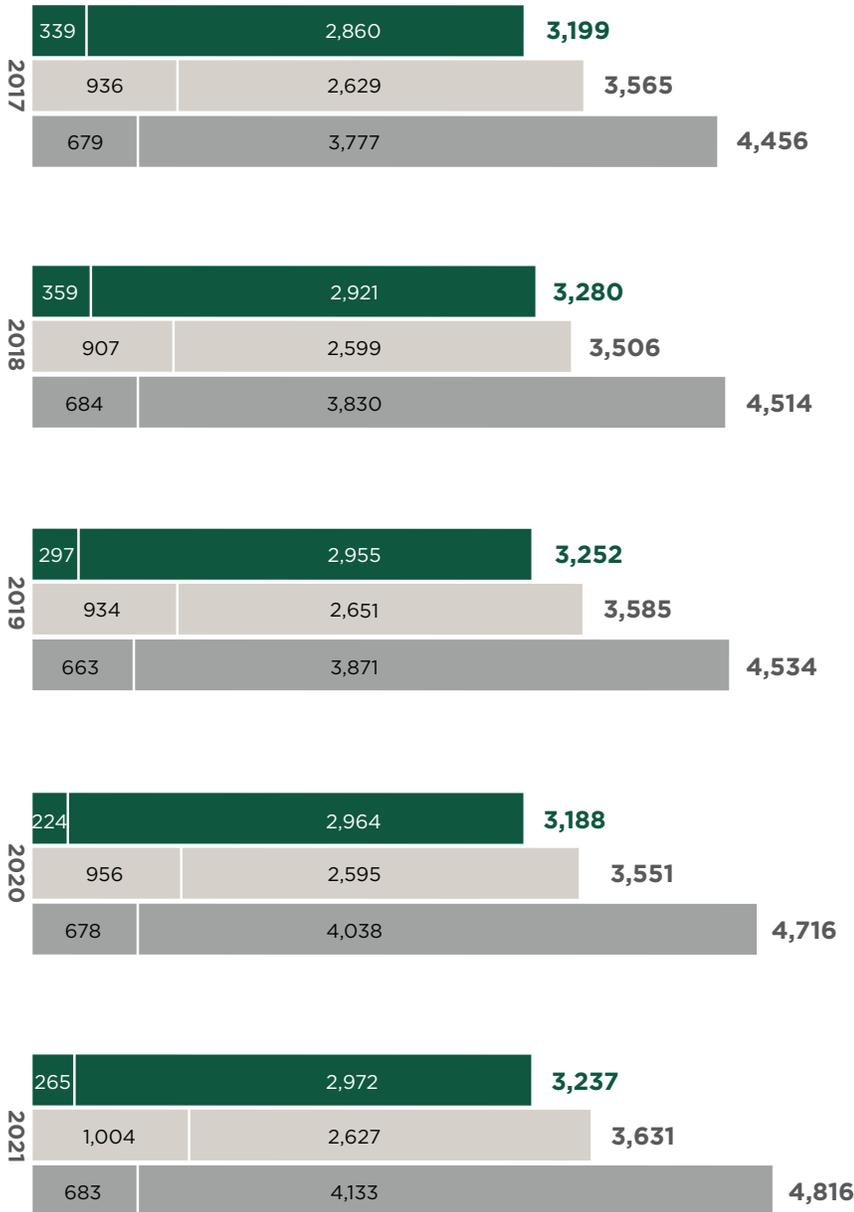
### Aspirational Peers

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

## ENROLLMENT 2017-2021

● UTHSC ● Comparable ● Aspirational

### Undergraduate | Graduate | Total Enrollment





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

Total Enrollment	
Comp	Asp
<b>5 / 7</b>	<b>5 / 5</b>

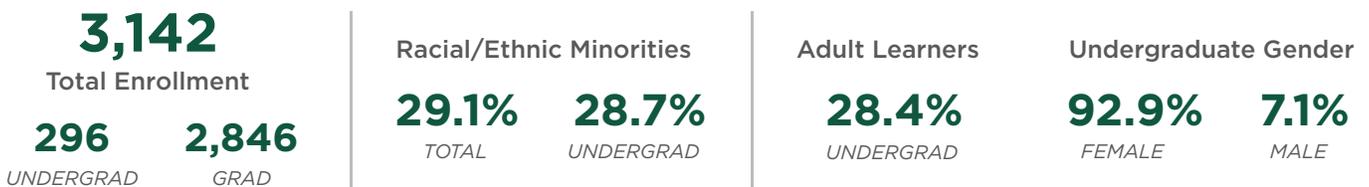
  

Undergraduate	
Comp	Asp
<b>7 / 7</b>	<b>5 / 5</b>

Graduate	
Comp	Asp
<b>3 / 7</b>	<b>4 / 5</b>

## 2022 UTHSC Enrollment Snapshot

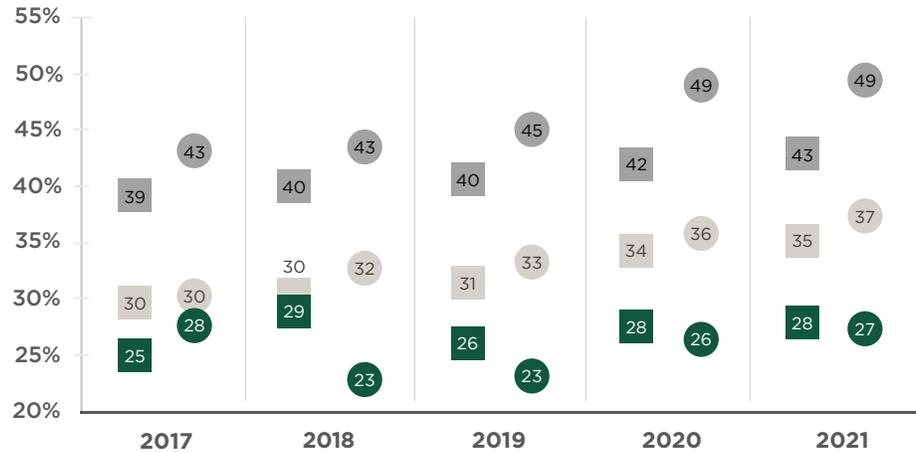




UT Health Science Center

**% Enrollment of Racial/Ethnic Minorities**

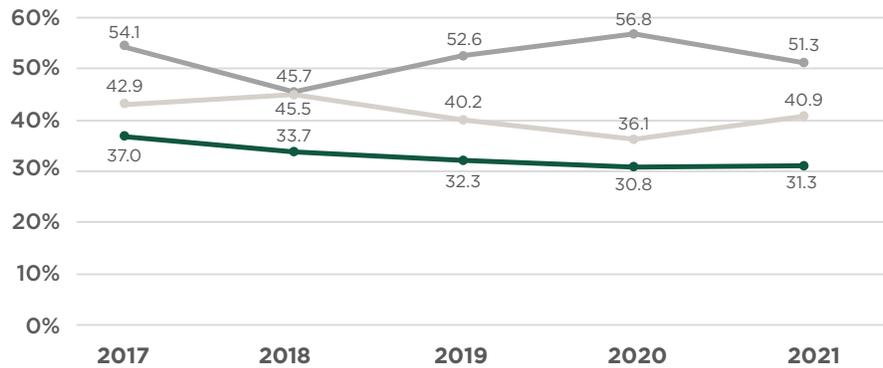
□ Total ○ Undergraduate ● UTHSC ● Comparable ● Aspirational



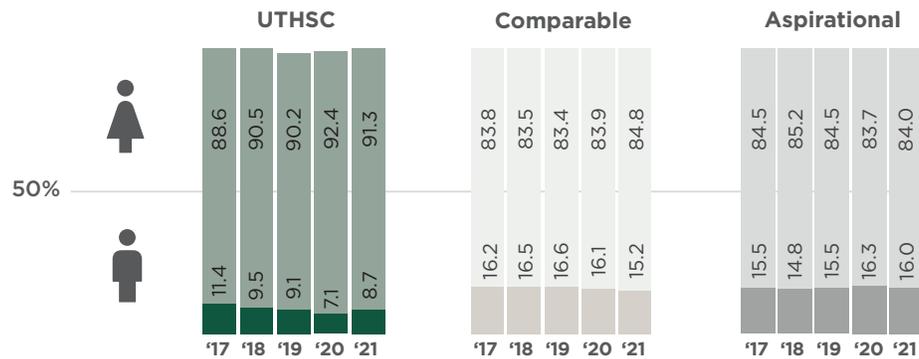
**Undergraduate Enrollment**

Adult Learners

● UTHSC ● Comparable ● Aspirational



Gender





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ACADEMIC AFFAIRS, RESEARCH  
AND STUDENT SUCCESS  
Institutional Effectiveness

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# THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

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## AGENDA ITEM SUMMARY

Meeting Date:	June 29, 2023
Committee:	Education, Research, and Service
Item:	<b><u>Proposed Changes to ERS Committee Charter</u></b>
Type:	Action
Presenter:	Dr. Bernie Savarese, Acting Vice President for Academic Affairs, Research, and Student Success

### **Background**

In accordance with the Education, Research, and Service Committee's charter, a review has been conducted to determine whether the committee is carrying out its responsibilities effectively and whether any revisions to the charter should be submitted to the Committee for recommendation to the Board.

The following updates to the charter are being presented to the Committee for its consideration.

### ***Annual Reporting of the Academic Program Inventory***

Among other things, the Committee's charter identifies the following areas of responsibility and oversight concerning academic programs and units:

- i. *Scope of the educational opportunities to be offered by the University, including approval of new academic programs and, if required by the Tennessee Higher Education Commission, approval of the modification of existing programs, provided that the planning and development of curricula shall be the function of the faculties;*
- ii. *Establishment of a new campus, institute, college, school, or academic department;*
- iii. *Termination of academic programs when termination of tenured or tenure-track faculty members is involved;*
- iv. *Annual ratification of administrative action to terminate academic programs when termination of tenured or tenure-track faculty members is not involved;*
- v. *Annual approval of a comprehensive inventory of all academic programs;*

In this regard, the ERS committee currently approves: (a) all new academic units, new academic programs, and academic program modifications on a rolling basis; (b) an annual report of all program terminations/closures and inactivations/ending enrollments at the fall meeting of the board; and (c) a comprehensive listing of every approved program that exists at the annual meeting of the board in the form of a 30- to 40-page spreadsheet.

To improve efficiency and limit redundancy, it is proposed that item (v), the requirement for “annual approval of a comprehensive inventory of all academic programs,” be eliminated. Multiple publicly available academic program inventories exist at the campus level and with the Tennessee Higher Education Commission (THEC), which are updated throughout the year, as shown in Table 1.

**Table 1: Links to Program Inventories**

UTK	Campus Maintained Inventories: <a href="https://admissions.utk.edu/study/programs-and-majors/">https://admissions.utk.edu/study/programs-and-majors/</a> <a href="https://gradschool.utk.edu/graduate-majors-degrees-and-certificates-programs/">https://gradschool.utk.edu/graduate-majors-degrees-and-certificates-programs/</a> THEC Academic Program Inventory for UTK: <a href="https://www.tn.gov/content/dam/tn/the/bureau/aa/api/UTK_API%20Active%20Programs%20Comprehensive%20Report.pdf">https://www.tn.gov/content/dam/tn/the/bureau/aa/api/UTK_API%20Active%20Programs%20Comprehensive%20Report.pdf</a>
UTC	Campus Maintained Inventory: <a href="https://www.utc.edu/about/academics-and-majors">https://www.utc.edu/about/academics-and-majors</a> THEC Academic Program Inventory for UTC: <a href="https://www.tn.gov/content/dam/tn/the/bureau/aa/api/UTC_API%20Active%20Programs%20Comprehensive%20Report.pdf">https://www.tn.gov/content/dam/tn/the/bureau/aa/api/UTC_API%20Active%20Programs%20Comprehensive%20Report.pdf</a>
UTS	Campus Maintained Inventory: <a href="https://utsouthern.edu/academics/degree-programs/">https://utsouthern.edu/academics/degree-programs/</a> THEC Academic Program Inventory for UTS: <a href="https://www.tn.gov/content/dam/tn/the/bureau/aa/api/UTS_API%20Active%20Programs%20Comprehensive%20Report.pdf">https://www.tn.gov/content/dam/tn/the/bureau/aa/api/UTS_API%20Active%20Programs%20Comprehensive%20Report.pdf</a>
UTM	Campus Maintained Inventory: <a href="https://www.utm.edu/academics/majors-and-programs/">https://www.utm.edu/academics/majors-and-programs/</a> THEC Academic Program Inventory for UTM: <a href="https://www.tn.gov/content/dam/tn/the/bureau/aa/api/UTM_API%20Active%20Programs%20Comprehensive%20Report.pdf">https://www.tn.gov/content/dam/tn/the/bureau/aa/api/UTM_API%20Active%20Programs%20Comprehensive%20Report.pdf</a>
UTHSC	Campus Maintained Inventory: <a href="https://catalog.uthsc.edu/content.php?catoid=44&amp;navoid=4642">https://catalog.uthsc.edu/content.php?catoid=44&amp;navoid=4642</a> THEC Academic Program Inventory for UTHSC: <a href="https://www.tn.gov/content/dam/tn/the/bureau/aa/api/UTHSC_API%20Active%20Programs%20Comprehensive%20Report.pdf">https://www.tn.gov/content/dam/tn/the/bureau/aa/api/UTHSC_API%20Active%20Programs%20Comprehensive%20Report.pdf</a>

Link to THEC searchable program inventory:

<https://theb.ppr.tn.gov/THECSIS/Research/Research.aspx?TabID=API%20Search>

### ***Committee Membership***

Currently, the charter does not reflect the recent addition of UT Southern. This section should be amended to (i) recognize all five campuses and (ii) include UT Southern in the

rotation of the selection and appointment of both the student and faculty member of the Committee.

### *Quorum*

The current version of the charter includes an incorrect reference to the President serving as an ex officio, voting member of the Committee. This reference has been removed so that the Committee charter is consistent with the University's Bylaws.

### *Action of Committee*

In reviewing the Committee's charter against the charters of the other standing committees of the Board, there is a section that is missing from the Committee's charter pertaining to voting action of the Committee that appears in the other charters. A new section has been added to the Committee charter to improve the consistency among the charters.

A copy of the charter with the proposed changes highlighted is attached to this summary.

### Committee Action

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

**Resolved:**

**The Board of Trustees hereby approves the proposed revisions to the charter for the Education, Research, and Service Committee, as presented in the meeting materials. The updated charter shall be effective immediately and a copy shall be attached to this resolution.**




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**THE UNIVERSITY OF TENNESSEE  
BOARD OF TRUSTEES**

**EDUCATION, RESEARCH, AND SERVICE  
COMMITTEE CHARTER**

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**PURPOSE**

The Education, Research, and Service Committee shall assist the Board in overseeing the University's educational mission of teaching, research, and service, including matters related to academic programs, the faculty, student success, student conduct, research, service, and outreach. The committee shall have the specific responsibilities included in this committee charter approved by the Board.

**RESPONSIBILITIES**

**Responsibility for Recommendations to the Board**

The Education, Research, and Service Committee shall recommend to the Board of Trustees, or to the Executive Committee, when necessary, between meetings of the Board, the following and similar matters within the scope of the committee's purpose<sup>1</sup>:

1. Mission statement for the University of Tennessee System and each campus and institute;
2. Scope of the educational opportunities to be offered by the University, including approval of new academic programs and, if required by the Tennessee Higher Education Commission, approval of the modification of existing programs; provided that the planning and development of curricula shall be the function of the faculties;
3. Establishment of a new campus, institute, college, school, or academic department;

<sup>1</sup> *Under the Bylaws of the Board, the Chair of the Board may designate any of the listed matters for deliberation and action at a meeting of the Board without prior review and recommendation of the committee.*



4. Termination of academic programs when termination of tenured or tenure-track faculty members is involved;
5. Annual ratification of administrative action to terminate academic programs when termination of tenured or tenure-track faculty members is not involved;
- ~~6. Annual approval of a comprehensive inventory of all academic programs;~~
- ~~8.6.~~ General admission, retention, and graduation requirements for each campus;
- ~~9.7.~~ Policies and procedures, including campus faculty handbook provisions, governing (1) academic freedom; (2) appointment, retention, promotion, tenure, evaluation, and termination of faculty members; (3) faculty workload; (4) intellectual property rights; and (5) compensated outside services by faculty members;
- ~~10.8.~~ Granting tenure, upon the President's positive recommendation, to (1) an officer of the University (as defined in the Bylaws of the Board) who simultaneously holds a faculty appointment; (2) a faculty member who is to be granted tenure upon initial appointment without serving a probationary period at a University campus; and (3) a faculty member to be granted tenure after serving less than a six-year probationary period at a University campus;
- ~~11.9.~~ Granting honorary degrees in accordance with the Board Policy on Honorary Degrees;
- ~~12.10.~~ Policies and procedures governing student conduct and disciplinary actions;
- ~~13.11.~~ Policies or actions relating to the coordination of research, outreach, and economic development functions and activities among the campuses, institutes, Oak Ridge National Laboratory, the University of Tennessee Research Foundation, and other entities affiliated with the University;
- ~~14.12.~~ Policies or actions to enhance the quality and national prominence of the campuses through the promotion of academic programs of distinction, increasing University research and research opportunities for students, faculty, and staff and through the development of world class faculty and scholars;
- ~~15.13.~~ Policies or actions related to non-academic programs other than athletics, including programs related to diversity, and compliance of non-academic programs with federal and state laws, rules, and regulations; and



~~16.14.~~ Policies concerning the general welfare and success of students, and the adoption of rules, procedures, rights, and responsibilities governing the academic relationships between the University and its students.

### Other Responsibilities

The committee shall assist the Board in carrying out its fiduciary duty to oversee educational quality by reviewing at least annually the following information for each campus and, as applicable, comparable information for peer and aspirational institutions:

1. Enrollment, retention, graduation (completion), and career attainment;
2. Academic program reviews; and
3. Institutional and program accreditation, including student learning goals, how learning is assessed, and learning outcomes data.

The committee shall receive reports at least annually on how the University is fulfilling its education, research, and service missions.

The committee chair, in consultation with committee staff, shall review the committee charter prior to each Annual Meeting of the Board to determine whether the committee is carrying out its responsibilities effectively and whether any revisions to the charter should be submitted to the committee for recommendation to the Board.

### MEMBERSHIP

The Education, Research, and Service Committee shall consist of the following members:

1. At least three (3) voting members of the Board;
2. Chair of the Board as an ex officio, voting member of the committee;
3. Non-voting student member of the Board, who shall be a voting member of the committee; and
4. One (1) full-time faculty member appointed from the ~~four~~five campuses on an annually rotating basis, who shall be a voting member of the committee.

The President shall not serve as a member but shall attend meetings if requested by the Committee Chair.



Committee members (other than the student and faculty members) and the committee chair shall be appointed by the Board of Trustees at the Annual Meeting on the recommendation of the Chair of the Board. The term of appointment shall be two years, beginning July 1 of the first year and ending June 30 of the second year. If a vacancy occurs prior to expiration of the two-year term, the Chair of the Board shall appoint a voting member of the Board to fill the remainder of the term. If appointments or reappointments to the Board of Trustees are pending at the end of the two-year term, the committee and committee chair appointments shall continue beyond the end of the term until all vacancies on the Board have been filled and the Board has made new standing committee and committee chair appointments. The committee chair may not serve more than three (3) consecutive two-year terms as chair except upon an affirmative roll-call vote of a majority of the total voting membership of the Board.

The non-voting student member of the Board shall serve as a voting member of the committee during his or her one-year term on the Board from July 1 through June 30. The Board shall select and appoint the student member of the Board no later than May 31 of each year ~~(except for the initial appointment)~~. The appointment shall rotate among the campuses in the following sequence: University of Tennessee Health Science Center, University of Tennessee, Knoxville, University of Tennessee at Martin, University of Tennessee at Chattanooga, and University of Tennessee ~~at Chattanooga~~ Southern.

The faculty member of the committee shall be selected and appointed by the Board no later than May 31 of each year ~~(except for the initial appointment)~~; shall rotate among the campuses in the following sequence: University of Tennessee, Knoxville, University of Tennessee at Martin, University of Tennessee at Chattanooga, University of Tennessee Southern, and University of Tennessee Health Science Center; and shall serve a one-year term beginning on July 1 and ending on June 30.

The Chair of the Board, in consultation with the President, shall designate one or more members of the senior administrative staff to provide staff support to the committee.

## MEETINGS

### Required Number, Call, and Location

The committee shall meet as often as necessary to carry out its responsibilities but at least once annually. The committee may meet in conjunction with regular meetings of the Board of Trustees, at stated times approved in advance by the committee, or at any other time upon a call by the Chair of the Board, the President, the committee chair, or by the



Secretary of the Board upon the written request of two members of the committee. Committee meetings may be held at any location in the State of Tennessee.

### Notice

At least five (5) days' notice shall be given to all committee members when feasible, but less notice may be given when there is a need for urgent action. Notice may be delivered by postal mail, courier, electronic mail, or facsimile transmission. If written notice is not feasible, by reason of urgency or other exigent circumstance, notice may be given by telephone. As required by Tennessee Code Annotated § 8-44-103(a) and (b), adequate public notice shall be given of committee meetings. All meetings of the committee shall be open to the public unless otherwise provided by the Tennessee Open Meetings Act or a judicially-recognized exception to the Act.

### Agenda

An agenda shall accompany the notice of every meeting of the committee when feasible; but when not feasible, the notice shall state the purpose or purposes for which the meeting is called.

Development of the committee agenda shall be the responsibility of the committee chair, in consultation with the President and committee staff. The agenda shall list in outline form each matter to be considered at the meeting. The committee may use a consent agenda in the manner provided by the Bylaws of the Board. Items not set forth on the agenda or in the meeting notice may be considered only upon an affirmative roll-call vote of a majority of the total voting membership of the committee.

### Quorum

A quorum shall be a majority (more than one-half) of the voting members of the committee. The Chair of the Board ~~and the President~~, who areis an ex officio, voting members of the committee, shall be counted for quorum purposes only when present. In the absence of a quorum, those attending may adjourn the meeting until a quorum is present.

### Action of the Committee

The action of a majority of the quorum of voting committee members present at any meeting shall be the action of the committee, except as otherwise provided in the Bylaws of the Board of Trustees, Board policy, or statute.



**Minutes**

Committee staff shall prepare minutes of all committee meetings, review the minutes with the committee chair, and provide the minutes to all committee members and the Secretary before the next committee meeting.

## EDUCATION, RESEARCH, AND SERVICE COMMITTEE WORK PLAN (2023-2024) AND COMMITTEE CHARTER

### ERS Committee Work Plan (2023-2024)

	W-2023	A-2023	F-2023	W-2024	A-2024	F-2024
<b>REGULAR REPORTS AND UNIVERSITY UPDATES</b>						
❖ Tennessee High School Pipeline Report	X			X		
❖ Admissions & Retention Update (e.g., Application Numbers, Admit and Yield Rates, First-Year Retention Rate, etc.)	X			X		
❖ Student Success Indicators Report (e.g., fall enrollment, retention, graduation, and other key success metrics disaggregated by student populations)				X		X
❖ Student Outcomes Report (e.g., degrees awarded, student debt, career outcomes, etc., disaggregated by student populations)			X			
❖ Peer Institutions Comparison Report (e.g., admissions and enrollment, student success indicators, etc.)		X			X	
❖ Research Activity Update (e.g., UT Research Foundation Report, HERD Survey Update, UT Oak Ridge Innovation Institute Update, campus research spotlights, etc.)	X	X	X	X	X	X
❖ Annual Report on Periodic Post-Tenure Performance Reviews (Processes & Outcomes)			X			X
❖ Constituent Survey Reports (e.g., COACHE faculty survey, UT/Gallup climate survey, student experience survey, etc.)	X	(*)		X	(*)	
❖ Intercollegiate Athletics Program Report			X			X
❖ University Service and Outreach Update	(*)	(*)	(*)	(*)	(*)	(*)
❖ Updates on Strategic Initiatives (e.g., TN Grow Your Own Center, Mental Health, UT Promise, etc.)	(*)	(*)	(*)	(*)	(*)	(*)
❖ Accreditation and Academic Program Quality Indicators		(*)			(*)	
<b>ACTION ITEMS</b>						
❖ Annual Approval of Institutional Mission Profiles		X			X	
❖ Annual Ratification Administratively Terminated Programs			X			X
❖ Authorization - Conferral of Degrees		X			X	
❖ Certification - Conferred Degrees	X	X	X	X	X	X

	W-2023	A-2023	F-2023	W-2024	A-2024	F-2024
<b>ACTION ITEMS CONTINUED</b>						
❖ Mission Statements (UT System/Campuses/Institutes)	(*)	(*)	(*)	(*)	(*)	(*)
❖ Academic Programs (New/Modified)	(*)	(*)	(*)	(*)	(*)	(*)
❖ Termination of Academic Programs (Tenure/Tenure-Track)	(*)	(*)	(*)	(*)	(*)	(*)
❖ Establishment of Campus/Institute/College/School/Department	(*)	(*)	(*)	(*)	(*)	(*)
❖ Policies (Education/Research/Service)	(*)	(*)	(*)	(*)	(*)	(*)
❖ Policies and Procedures (Faculty, Students, Non-Academic)	(*)	(*)	(*)	(*)	(*)	(*)
❖ Tenure (Early)		(*)			(*)	
❖ Tenure (Initial Appointment)	(*)	(*)	(*)	(*)	(*)	(*)
❖ Tenure (Other)	(*)	(*)	(*)	(*)	(*)	(*)
❖ Approval of Honorary Degrees	(*)	(*)	(*)	(*)	(*)	(*)

(\*) = As needed

<b>EDUCATIONAL SESSIONS/INTERSTITIAL MEETING TOPICS FOR CONSIDERATION</b>
❖ Strategic Enrollment Planning
❖ Accreditation
❖ On-line Education
❖ The Tenure Process
❖ Dashboards and Data Resources
❖ Workforce Needs and Trends
❖ Economic Impact of the University
❖ Tennessee Demographic Trends
❖ Affordability, Student Debt, and Financial Aid
❖ Emerging Research in Higher Education
❖ Factors Impacting Student Success/Student Outcomes
❖ Legal Issues in Higher Education

## ERS COMMITTEE CHARTER

### **PURPOSE:**

The Education, Research, and Service Committee (“Committee”) assists the Board in overseeing the University’s educational mission of teaching, research, and service, including matters related to academic programs, the faculty, student success, student conduct, research, service, and outreach. The Committee has specific responsibilities included in the Committee Charter, as approved by the Board, further described below.

### **RESPONSIBILITY FOR RECOMMENDATIONS TO THE BOARD:**

The Committee shall recommend to the Board of Trustees, or to the Executive Committee when necessary between meetings of the Board, the following and similar matters within the scope of the committee’s purpose:

1. Mission statement for the University of Tennessee System and each campus and institute;
2. Scope of the educational opportunities to be offered by the University, including approval of new academic programs and, if required by the Tennessee Higher Education Commission, approval of the modification of existing programs; provided that the planning and development of curricula shall be the function of the faculties;
3. Establishment of a new campus, institute, college, school, or academic department;
4. Termination of academic programs when termination of tenured or tenure-track faculty members is involved;
5. Annual ratification of administrative action to terminate academic programs when termination of tenured or tenure-track faculty members is not involved;
6. General admission, retention, and graduation requirements for each campus;
7. Policies and procedures, including campus faculty handbook provisions, governing: (1) academic freedom; (2) appointment, retention, promotion, tenure, evaluation, and termination of faculty members; (3) faculty workload; (4) intellectual property rights; and (5) compensated outside services by faculty members;

8. Granting tenure, upon the President's positive recommendation, to: (1) an officer of the University (as defined in the Bylaws of the Board) who simultaneously holds a faculty appointment; (2) a faculty member who is to be granted tenure upon initial appointment without serving a probationary period at a University campus; and (3) a faculty member to be granted tenure after serving less than a six-year probationary period at a University campus;
9. Granting honorary degrees in accordance with the Board Policy on Honorary Degrees;
10. Policies and procedures governing student conduct and disciplinary actions;
11. Policies or actions relating to the coordination of research, outreach, and economic development functions and activities among the campuses, institutes, Oak Ridge National Laboratory, the University of Tennessee Research Foundation, and other entities affiliated with the University;
12. Policies or actions to enhance the quality and national prominence of the campuses through the promotion of academic programs of distinction, increasing University research and research opportunities for students, faculty, and staff and through the development of world-class faculty and scholars;
13. Policies or actions related to non-academic programs other than athletics, including programs related to diversity, and compliance of non-academic programs with federal and state laws, rules, and regulations; and
14. Policies concerning the general welfare and success of students, and the adoption of rules, procedures, rights, and responsibilities governing the academic relationships between the University and its students.

#### **OTHER RESPONSIBILITIES:**

The committee shall assist the Board in carrying out its fiduciary duty to oversee educational quality by reviewing at least annually the following information for each campus and, as applicable, comparable information for peer and aspirational institutions:

1. Enrollment, retention, graduation (completion), and other key student success metrics;
2. Academic program reviews; and
3. Institutional and program accreditation.

The committee shall receive reports at least annually on how the University is fulfilling its education, research, and service missions.

The committee chair, in consultation with committee staff, shall review the committee charter prior to each Annual Meeting of the Board to determine whether the committee is carrying out its responsibilities effectively and whether any revisions to the charter should be submitted to the committee for recommendation to the Board.



## THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

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### AGENDA ITEM SUMMARY

Meeting Date:	June 29, 2023
Committee:	Education, Research, and Service
Item:	<b><u>New Academic Program: Master of Science in Management, UTC</u></b>
Type:	Action
Presenter:	Dr. Jerald Hale, Provost and Senior Vice Chancellor for Academic Affairs, UTC

#### **Background**

The Rollins College of Business at the University of Tennessee at Chattanooga (UTC) proposes a Master of Science in Management (MSM). Unlike traditional MBA degrees, MSM degrees require little or no prior work experience, so students may enroll in the program shortly after completing an undergraduate program. The 30-hour MSM will be delivered in an online, asynchronous format, making it easier for students to complete the degree while working full-time. The Management Department faculty possess the experience, knowledge, and requisite skills to deploy this MSM program, as they were early adopters of online instruction at UTC and have been teaching online and hybrid courses for the university for the past ten years.

The MSM degree will provide an online, flexible degree program with a focus on two long-term populations: 1) recent college graduates of all majors who are entering the workforce and beginning their careers, and 2) college graduates who have been in the workplace for 2-5 years and need to enhance their people-related managerial skills and competencies. The curriculum will help students develop skills and knowledge in leadership, decision-making, business ethics, project management, human resource management, diversity management, personal career management, coaching, and basic business knowledge (accounting, economics, marketing, finance, operations, and supply chain). The program will enable UTC to continue supporting the local, regional, and national business community by decreasing this skill gap in their employees and managers.

During Year 1, existing faculty in the Gary W. Rollins College of Business at UTC will teach all the courses in the program and two additional faculty will be hired over the next two years of program delivery. Although no additional non-instructional staff, information technology, library resources, or accreditation costs will be required, the program projects an annual marketing budget of approximately \$15,000.



## THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

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The full New Academic Program Proposal can be found in Tab 1 of the Appendix.

### **Committee Action**

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

#### **Resolved:**

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

- 1. Subject to additional state approvals as required, the University of Tennessee at Chattanooga may offer the proposed Master of Science in Management program;**
- 2. The implementation date shall be Spring 2024, pending final approval by the Tennessee Higher Education Commission; and**
- 3. The proper officers of the University are authorized to (i) seek any state approvals as may be required, and (ii) take other actions as may be necessary and deemed appropriate to effectuate the successful implementation of the proposed program.**



ROBERT M. SMITH  
*Interim Executive Director*

BILL LEE  
*Governor*

STATE OF TENNESSEE  
**HIGHER EDUCATION COMMISSION**  
**STUDENT ASSISTANCE CORPORATION**  
312 ROSA L. PARKS AVENUE, 9TH FLOOR  
NASHVILLE, TENNESSEE 37243  
(615) 741-3605

TO: Bernie Savarese, Acting Vice President of Academic Affairs, Research, & Student Success  
University of Tennessee System

FROM: Julie A. Roberts, Chief Academic Officer  
Tennessee Higher Education Commission

SUBJECT: University of Tennessee, Chattanooga  
Master of Science in Management, Master of Science (MSM)

DATE: June 16, 2023

Pursuant to Tennessee Higher Education Commission (THEC) Academic Policy A1.0 – New Academic Programs: Approval Process, THEC staff will support the proposed Master of Science in Management, Master of Science (MSM) at the University of Tennessee, Chattanooga (UTC). This proposed program has satisfied all requirements of the New Academic Program Process including external review and satisfactory response to all recommendations and suggestions by the external reviewer, Dr. Brian Flynn, Associate Professor of Management and Graduate Program Director for the Management, MS at the University of North Florida.

The UT System Office may now submit a formal request confirming the Master of Science in Management, MSM has gone through all required board approvals and request to be placed on the Commission's agenda for consideration of approval.

cc: Randy Boyd, UT System, President  
Robert M. Smith, THEC, Interim Executive Director  
Jerold Hale, Provost and Senior Vice Chancellor for Academic Affairs  
Kathleen Wheatley, UTC, Dean, Rollins College of Business  
Katherine Karl, UTC, Chair, Department of Management  
Karen Etzkorn, UT System, Director of Academic Affairs  
Katherine Brackett, THEC, Director of Academic Affairs



THE UNIVERSITY OF TENNESSEE  
CHATTANOOGA

# Master of Science in MANAGEMENT

Gary W. Rollins College of Business

Dr. Jerold L. Hale | Provost and Senior Vice Chancellor for Academic Affairs



## ACADEMIC PROGRAM OVERVIEW

The program's **objective** is to prepare students to **become skilled managers of people** across all industries through personal **career coaching** and instruction on **organizational planning, leadership dynamics, communication, and other management skills.**

### Program Purpose

#### Target Student Populations

- Recent college graduates
- College graduates with 2-5 years workforce experience
- Graduates of any major

#### Unique Outcomes

- Enhance leadership & management skills for current and/or future occupations
- Create personal career strategy through coaching

### Program Attributes

#### Modality

- Fully online
- Weekend immersion experience on campus

#### Coursework

- 30 credit hours
- Asynchronous for students employed full-time
- Career coaching

#### Duration

- One year (3 terms) if full-time

### Program Comparisons

#### Austin Peay State Univ.

- MS Management, General Business curriculum
- 30 credit hours; online

#### Middle Tennessee State Univ.

- MS Management, Organizational Leadership
- 33 credit hours; dual modality

#### Trevecca Nazarene Univ.

- MA Organizational Leadership
- 33 credit hours; online

## ACADEMIC PROGRAM ALIGNMENT

Program Attributes	Related Priorities & Objectives	
	State Master Plan	UTC Strategic Plan
1. Accessible to students with undergraduate degree in any discipline, not just business-related	Increase educational attainment for Tennesseans	Recruit a larger, more diverse student population
2. Career coaching to create robust personal career strategy in leadership	Future workforce development	Align educational offerings to regional workforce needs
3. Instruction on qualitative leadership and managerial skills that translate across various industries	Economic development and prosperity	Align educational offerings to regional workforce needs

## SUPPORTING EVIDENCE & DEMAND

**11.4%**  
 expected growth of managerial jobs in Tennessee from 2022 to 2027.  
**Lightcast Occupation Data**

**69,780**  
 unique job postings in Tennessee for managerial positions in 2022.  
**Lightcast Occupation Data**

**109**  
 Tennessee master's degree completions in "Organizational Leadership" for 2021.  
**IPEDS Data**

**72%**  
 of UTC students surveyed responded as interested in program.  
**2022 UTC Student Survey**

**elliott davis**  
 October 10, 2022  
 Mr. Steven R. Angle, Ph.D.  
 Chancellor  
 University of Tennessee at Chattanooga

Dear Chancellor Angle,

As a practicing professional here in Chattanooga for over 32 years, I am keenly aware that it is the non-technical skillsets that are truly what sets one 3.75+ GPA candidate apart from another. Our great School of Business here at UTC consistently turns out graduates with excellent technical skills such as accounting and taxation, financial management, economics. While mastering these fields of study are critical to early career success, progression into management and leadership roles are frequently difficult for those who lack the ability to effectively communicate either verbally or in writing, to engage in conversation at the table, and to motivate and develop new talent. With the increasing level of remote work arrangements, effective leadership and communication are becoming even more challenging.

This topic has been popular between the professional world and academia for many years. While the corporate sector has somewhat attempted to address it with one-off management training programs, when push comes to shove it is usually the technical training and focus on productive work that takes priority. Business is growing here like never before, and Chattanooga is quickly becoming a market of choice for young professionals from all over the Southeast. We need to be intentional in providing the tools that will allow them to step up and successfully lead these businesses, today and tomorrow.

I cannot say enough how pleased and excited I am to support a proposed Masters in Management degree at UTC.

Sincerely,  
  
 Renee B. Ford, Shareholder  
 Elliott Davis, LLC

The proposed MS Management program has received a wide range of support from members of the Dean's Advisory Board as well as other Chattanooga community and industry partners.

# ACADEMIC PROGRAM DESIGN

## Skill Areas



## Coursework

- Foundational business skills and concepts
- Instruction on leadership dynamics, decision-making, project management, and ethical leadership concepts
- Analysis of personal leadership strengths and weaknesses
- Construct pragmatic strategies to improve leadership and management skills

## Real World Application

- Fall Immersion Event includes:
  - Networking and interviewing with executives
  - Simulation activities
  - Presentation to fellow and incoming students of program
- Career coaching focused on designing and managing personal career

## ENROLLMENT & FINANCIAL PROJECTIONS

	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>Year 5</b>
<b>Expenditures</b>	\$21,000	\$206,750	\$401,230	\$407,253	\$415,442
<b>Revenues</b>	\$193,800	\$378,216	\$595,165	\$835,936	\$1,090,618
<b>Enrollment</b>	15	31	45	60	75
<b>Graduates</b>	4	15	33	47	61

 Enrollment estimates are based on a projected start in January 2024 and due to program's flexibility for students employed full-time, consists of both full-time and part-time student projections.



# THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

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## AGENDA ITEM SUMMARY

Meeting Date:	June 29, 2023
Committee:	Education, Research, and Service
Item:	<b><u>New Academic Program: Joint Bachelor of Science in Nursing, UTHSC and UTS</u></b>
Type:	Action
Presenter:	Dr. Cindy Russell, Vice Chancellor for Academic, Faculty and Student Affairs, UTHSC

### **Background Information**

The UT Health Science Center's College of Nursing and the UT Southern School of Nursing propose a joint venture to expand the traditional Bachelor of Science in Nursing (BSN) program. Both institutions have collaboratively developed and executed a Memorandum of Understanding (MOU) that establishes an agreement about the operations of the joint program, including admissions, financial aid, tuition and fees, graduation, and other details. For the Joint BSN Program, each institution will submit a substantive change indicating that the UTS program will be joined with the UTHSC program within the time frame required by the Commission on Collegiate Nursing Education (CCNE), the programs' accreditor. Upon completing the teach-out plan at UTS in the spring of 2024, which will allow currently enrolled students to complete the existing program at UT Southern, UTS will submit a substantive change to CCNE to close the BSN program by August 2024.

The program will educate and train individuals to become academically qualified and highly competent healthcare professionals as Registered Nurses who provide outstanding care and leadership in healthcare. The program prepares students to pass the National Council Licensure Examination-RN (NCLEX-RN), developed by the National Council of State Boards of Nursing. Upon completing the degree, students will have acquired the necessary skills and demonstrated the professionalism required to fulfill the responsibilities of an RN and will be prepared to serve in hospitals, clinics, and physician offices.

UTS faces three main challenges with its current BSN program that will be addressed in the newly proposed joint program with UTHSC. The first is that, although simulation facilities are adequate for the small number of current students, there is a lack of robust



## THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

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resources available to BSN students at UTS. Second, UTS has difficulty finding graduate-prepared faculty to teach students in the BSN program due to nurse shortages in rural areas. Third, in the past, the BSN program has struggled with NCLEX-RN (National Council Licensure Examination-RN) first-time pass rates for graduating students.

No new facilities or faculty are needed for the proposed joint program, and no additional resources or funding for accreditation will be required. Existing information technology and library resources at UTHSC and UTS will support the program, so no new resources will be needed. A one-time expenditure of \$10,000 will be used for initial marketing and recruitment expenses, followed by annual operating expenses of \$5,000. Tuition will be charged to Joint BSN program students at the UTS rate resulting in tuition revenues of \$153,000 in the first year and \$306,000 in the next four years.

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

### Committee Action

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

#### **Resolved:**

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

- 1. Subject to additional state approvals as required, the University of Tennessee Health Science Center and University of Tennessee Southern may offer the proposed joint Bachelor of Science in Nursing program;**
- 2. The implementation date shall be Fall 2023, pending final approval by the Tennessee Higher Education Commission; and**
- 3. The proper officers of the University are authorized to: (i) seek any state approvals as may be required, and (ii) take other actions as may be necessary and deemed appropriate to effectuate the successful implementation of the proposed program.**

ROBERT M. SMITH  
*INTERIM EXECUTIVE DIRECTOR*



BILL LEE  
*GOVERNOR*

STATE OF TENNESSEE  
**HIGHER EDUCATION COMMISSION**  
**STUDENT ASSISTANCE CORPORATION**  
312 ROSA L. PARKS AVENUE, 9<sup>TH</sup> FLOOR  
NASHVILLE, TENNESSEE 37243  
(615) 741-3605

Memorandum

**TO:** Bernie Savarese, Acting Vice President for Academic Affairs, Research & Student Success  
University of Tennessee System

**FROM:** Julie A. Roberts, Chief Academic Officer  
Tennessee Higher Education Commission

**SUBJECT:** University of Tennessee, Health Science Center and University of Tennessee, Southern  
Joint Bachelor of Science in Nursing (BSN)

**DATE:** April 13, 2023

---

Pursuant to THEC Academic Policy A1.0 – New Academic Programs: Approval Process, THEC staff will support the proposed Joint Bachelor of Science in Nursing program at the University of Tennessee, Health Science Center (UTHSC) and the University of Tennessee, Southern (UTS). The proposed program has satisfied all requirements including conducting a site visit and responding satisfactorily to all recommendations and suggestions by the external reviewer, Linda Lewandowski from the University of Toledo.

The University of Tennessee System may now submit a formal request confirming the Joint Bachelor of Science in Nursing has gone through all required board approvals and request that the proposed program be placed on the Commission’s agenda for consideration of approval.

cc: Randy Boyd, President, University of Tennessee System  
Robert Smith, THEC, Interim Executive Director  
Judy Cheatham, UTS, Provost and Vice Chancellor of Academic Affairs  
Cindy Russell, UTHSC, Vice Chancellor for Academic, Faculty and Student Affairs  
Wendy Likes, UTHSC, Professor and Dean, College of Nursing  
Karen Etzkorn, UT System, Director of Academic Affairs  
Katherine Brackett, THEC, Director of Academic Affairs  
Ryan Korstange, THEC, Director of Academic Affairs



THE UNIVERSITY OF  
TENNESSEE  
HEALTH SCIENCE CENTER.



THE UNIVERSITY OF  
TENNESSEE  
SOUTHERN

# Joint Bachelor of Science in Nursing

# Program Overview

Why join two independently successful programs?

Capitalize on each institution's strengths, to better serve rural south-central Tennessee, increasing the number of highly trained baccalaureate-prepared nurses.

## Advantages to UTS

- Access to a larger faculty, wider range of expertise
- Access to nationally-recognized simulation experts, library holdings, and other resources
- Students typically practice where they train – “Grow Your Own”

## Unique Features

- Admitted students remain on UTS campus in Pulaski
- UTHSC concept-based curriculum delivered in hybrid format
- Facilitates the “Be One UT” values

## Advantages to UTHSC

- Provides opportunities to engage with rural communities
- Aligns with proposed Strategic Plan 2023-28 by increasing rural health care partnerships
- Access to faculty with expertise in rural health

# Program Alignment

- **Increases the number of post-secondary degrees** by expanding a high-quality baccalaureate program in a high demand discipline
- **Aligns with the state's public agenda** for higher education linking economic development and the educational system
- **Aligns with the missions of UTS and UTHSC** preparing exceptional nurse leaders at the baccalaureate level to meet the health care needs of the people of Tennessee

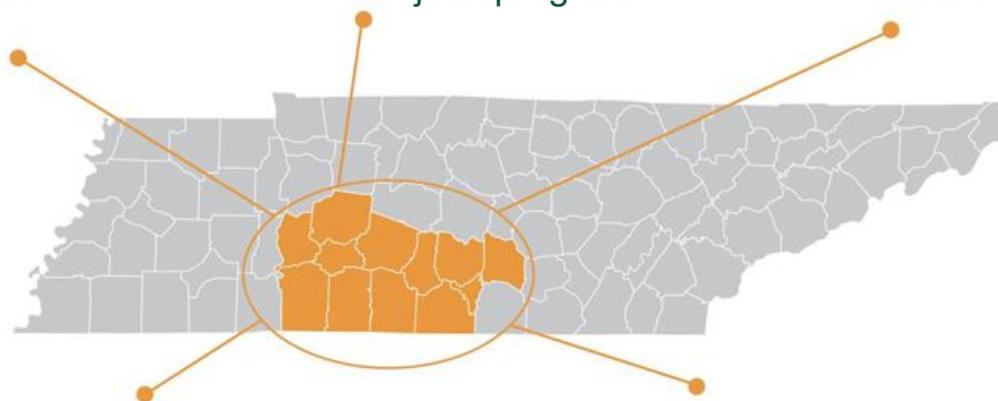


# Supporting Evidence and Demand

UTS has the **only BSN program in 12 counties** of the south-central region of Tennessee

**Strong regional hospital and health care support** for the joint program

The COVID pandemic has produced a **shortage of health care workers** in Tennessee (THEC)



In non-metropolitan south-central Tennessee, **BSNs earn a median salary of \$62,670** (U.S. Department of Labor)

Tennessee will face a **shortfall of 8,500 registered nurses in 2035** (Tennessee Healthcare Workforce)

# Enrollment and Financial Projections

	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5
Expenditures	\$331,517	\$475,452	\$475,452	\$475,452	\$475,452
Tuition Revenue	\$153,000	\$306,000	\$306,000	\$306,000	\$306,000
Private Grants and Gifts	\$200,000	\$170,000	\$170,000	\$170,000	\$170,000
Enrollment (Graduates)	17 (0)	32 (15)	32 (15)	32 (15)	32 (15)

*Projections assume an August 2024 program launch date.*



# THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

4.3

## AGENDA ITEM SUMMARY

Meeting Date:	June 29, 2023
Committee:	Education, Research, and Service
Item:	<b><u>New Academic Program: Master of Science in Business Cybersecurity, UTK</u></b>
Type:	Action
Presenter:	Dr. John Zomchick, Provost and Senior Vice Chancellor, UTK

### **Background Information**

The Haslam College of Business (HCB) at the University of Tennessee, Knoxville (UTK) proposes a Master of Science in Business Cybersecurity (MSBC). The proposed program will leverage the knowledge and skills unique to the business school to provide a business-focused cybersecurity skillset rather than one that is primarily technical and will expand upon traditional technical skills by understanding the business context, regulatory environment, and the managerial and organizational implications of risk and value-generation associated with cybersecurity policies and systems. The proposed MSBC program is a 30-credit hour online program that enables students to pursue the degree part-time or full-time. The program will consist of 10 courses focusing on managerial, operational, and technical cybersecurity topics. The curriculum leverages the skills and knowledge of business information systems faculty with the ability to teach STEM technical knowledge within the context of business processes. The program will serve students who hold a broad range of undergraduate degree areas and are interested in enhancing their skill set to enter the cybersecurity field. This broad target allows individuals interested in cybersecurity, but not necessarily with a computer science background, to pursue cybersecurity roles or take on cybersecurity responsibilities within their existing position.

UTK's Haslam College of Business is contracting with Noodle to serve as the program's online program manager, comprising most of the expenditures noted in the financial projections. Noodle provides expertise across numerous service areas, including marketing, recruitment and enrollment, instructional design and media production, student and faculty support, technology support and integration services, and analytics for UT leadership. One new faculty member was hired for the program to begin in Fall 2023. Projections include needing one full-time program manager, a part-time support staff position, and an additional faculty line in 2024.



## THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

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4.3

The full New Academic Program Proposal can be found in Tab 3 of the Appendix.

### Committee Action

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

**Resolved:**

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

- 1. Subject to additional state approvals as required, the University of Tennessee, Knoxville, may offer the proposed Master of Science in Business Cybersecurity program;**
- 2. The implementation date shall be Spring 2024, pending final approval by the Tennessee Higher Education Commission; and**
- 3. The proper officers of the University are authorized to: (i) seek any state approvals as may be required, and (ii) take other actions as may be necessary and deemed appropriate to effectuate the successful implementation of the proposed program.**

ROBERT M. SMITH  
INTERIM EXECUTIVE DIRECTOR



BILL LEE  
GOVERNOR

STATE OF TENNESSEE  
**HIGHER EDUCATION COMMISSION**  
**STUDENT ASSISTANCE CORPORATION**  
312 ROSA L. PARKS AVENUE, 9<sup>TH</sup> FLOOR  
NASHVILLE, TENNESSEE 37243  
(615) 741-3605

Memorandum

TO: Bernie Savarese, Acting Vice President of Academic Affairs, Research, & Student Success  
University of Tennessee System

FROM: Julie A. Roberts, Chief Academic Officer  
Tennessee Higher Education Commission

SUBJECT: University of Tennessee, Knoxville  
Business Cybersecurity, Master of Science (MSBC)

DATE: May 31, 2023

---

Pursuant to Tennessee Higher Education Commission (THEC) Academic Policy A1.6 – Expedited Academic Programs: Approval Process, THEC staff will support the proposed Business Cybersecurity, MSBC program. This proposed program has satisfied all requirements, including conducting a site visit and responding satisfactorily to all recommendations and suggestions by the external reviewer, Dr. Gregory Moody, Lee Professor of Information Systems and Director of the Cybersecurity Program at the University of Nevada, Las Vegas.

The University of Tennessee System may now submit a formal request to place the Business Cybersecurity, MSBC on the Commission’s agenda for consideration of approval. Please note, the request must also include the date of the University of Tennessee board approval for the proposed program.

cc: Randy Boyd, UT System, President  
Robert M. Smith, THEC, Interim Executive Director  
John Zomchick, UTK, Provost and Senior Vice Chancellor  
Terry Neal, UTK, Head of the Department of Accounting and Information Management  
Karen Etzkorn, UT System, Director of Academic Affairs  
Ryan Korstange, THEC, Director of Academic Affairs



# Master of Science in **Business Cybersecurity**

Haslam College  
of Business



THE UNIVERSITY OF  
**TENNESSEE**  
KNOXVILLE

Presented by John Zomchick, Provost and Senior Vice  
Chancellor, University of Tennessee-Knoxville

# Academic Program Overview

The program's objective is to prepare students to fulfill roles at the **intersection of business management and cybersecurity systems**, with the **technical knowledge** to work effectively with cybersecurity system developers and the **business expertise** to understand the managerial and organizational implications associated with cybersecurity policies and systems.

## Target Market

- Working professionals, attending part-time
- Traditional, full-time students
- TN and beyond

## Program Attributes

- Fully Online
- 10 courses
- 30 credit-hours
- \$1000 per credit-hour

## Unique Features

- No prior technical degree required
- Business-focused and technical content
- Comprehensive program vs concentration

# Program Alignment

Select Program Attributes	Related Priorities & Objectives	
	State Master Plan	UTK Strategic Plan
1. Innovative curriculum for an emergent market	Family Prosperity Future of Workforce	Provides high-quality educational opportunities
2. Accessible and inclusive delivery and design	Student Success Family Prosperity	Connect with every Tennessean and community worldwide
3. Focus on real-life, evolving business & cybersecurity issues	Future of Workforce	Empowering collaboration, agility, and innovation
4. Develop high-impact skills with worldwide demand	Family Prosperity Future of Workforce	Connect with every Tennessean and community worldwide

# Enrollment & Financial Projections

	Year 1	Year 2	Year 3	Year 4	Year 5
<b>Expenditures</b>	\$1,566,345	\$1,411,090	\$1,750,415	\$1,941,259	\$1,953,941
<b>Revenues</b>	\$365,735	\$1,595,412	\$1,980,779	\$2,479,501	\$2,933,866
<b>Enrollment (Graduates)</b>	18 (0)	46 (0)	60 (25)	75 (48)	84 (61)

 Projections assume a Spring 2024 program launch date



# THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

4.4

## AGENDA ITEM SUMMARY

Meeting Date:	June 29, 2023
Committee:	Education, Research, and Service
Item:	<b><u>New Academic Program: Master of Music in Music Education, UTM</u></b>
Type:	Action
Presenter:	Dr. Stephanie Kolitsch, Interim Provost and Senior Vice Chancellor for Academic Affairs, UTM

### **Background Information**

The Department of Music at the University of Tennessee at Martin proposes a Master of Music (MM) in Music Education under federal CIP code 13.1312: Music Teacher Education. UTM's proposed MM will focus on teaching practices, including conducting and developing curricula. The program is relevant and unique because of its flexible online/hybrid format. Students can complete the degree either entirely online (accessible off-campus) or in a hybrid format, which includes some in-person courses during the summer. The MM program will offer four concentrations: Leadership, General Music Education, Instrumental Conducting, and Choral Conducting. The proposed MM program will deploy high-quality pedagogical policies, advocacy, curriculum efforts, and best practices and will seek highly motivated recent music education graduates and practicing music educators from elementary, middle, and high schools. Aside from consultant fees (\$2,000) and a lean annual marketing budget (\$2,500), the proposed program has virtually no financial or resource requirements for implementation (no new facilities, faculty, funded assistantships, technology resources, travel, or accreditation costs are needed).

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

### **Committee Action**

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

[The proposed Resolution appears on the following page.]



## THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

4.4

**Resolved:**

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

- 1. Subject to additional state approvals as required, the University of Tennessee at Martin may offer the proposed Master of Music in Music Education program;**
- 2. The implementation date shall be Fall 2023, pending final approval by the Tennessee Higher Education Commission; and**
- 3. The proper officers of the University are authorized to: (i) seek any state approvals as may be required, and (ii) take other actions as may be necessary and deemed appropriate to effectuate the successful implementation of the proposed program.**

ROBERT M. SMITH  
*INTERIM EXECUTIVE DIRECTOR*



BILL LEE  
*GOVERNOR*

STATE OF TENNESSEE  
**HIGHER EDUCATION COMMISSION**  
**STUDENT ASSISTANCE CORPORATION**  
312 ROSA L. PARKS AVENUE, 9<sup>TH</sup> FLOOR  
NASHVILLE, TENNESSEE 37243  
(615) 741-3605

Memorandum

TO: Bernie Savarese, Acting Vice President for Academic Affairs, Research & Student Success  
University of Tennessee System

FROM: Julie A. Roberts, Chief Academic Officer  
Tennessee Higher Education Commission

SUBJECT: University of Tennessee, Martin  
Music Education, Master of Music (MM)

DATE: April 11, 2023

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Pursuant to THEC Academic Policy A1.0 – New Academic Programs: Approval Process, THEC staff will support the proposed Music Education, MM program at the University of Tennessee, Martin. This proposed program has satisfied all requirements with conducting a site visit and responding satisfactorily to all recommendations and suggestions by the external reviewer, Sarah Labovitz from the University of Arkansas.

The University of Tennessee System may now submit a formal request confirming the Music Education, MM has gone through all required board approvals and request to include the Music Education, MM at UT Martin be placed on the Commission's agenda for consideration of approval.

cc: Randy Boyd, President, University of Tennessee System  
Robert Smith, THEC, Interim Executive Director  
Phil Cavalier, UTM, Interim Chancellor  
Karen Etzkorn, UT System, Director of Academic Affairs  
Anjelica Jones, THEC, Director of Academic Affairs

# Master of Music in Music Education

**Stephanie Kolitsch, Ph.D.**

Interim Provost and Senior Vice Chancellor for Academic Affairs



The purpose of the Master of Music in Music Education hybrid/online degree is to provide music educators with advanced academic and professional skills for the classroom, enhancing their ability to apply music education methods, theory, and research in the field.

**Modality:**

100% online or hybrid options

**Four emphasis areas:**

General

Choral Conducting

Instrumental Conducting

Leadership

**Coursework:**

33 credit hours with

Final Research/Teaching Project

**Target Market:**

Primary: West TN music educators

Secondary: Nationwide & International music majors

**Unique features:**

Interdisciplinary leadership focus

Low student-to-faculty ratio

Synchronous online approach

**Comparable Programs:**



32 credit hours



30 credit hours



## Program Alignment

Select Program Attributes	State Master Plan	UTM Strategic Plan
The MM program offers practicing music educators the opportunity to earn a master's degree in their field of study and increase earning potential.	Increase the educational attainment of Tennesseans	Recruit, retain, and graduate students prepared for careers, professions, and life.
The MM program offers music educators the ability to increase knowledge, skills, and income while also providing career advancement.	Economic and workforce development	Prepare graduates to be responsible, informed, and engaged citizens in their workplaces and the larger community.
The program encourages music educators (scholar-practitioners) to conduct and apply research.	Increase research	Through service and advocacy, UT Martin will improve the vitality and prosperity of West Tennessee and beyond.

## Enrollment & Financial Projections

	Year 1	Year 2	Year 3	Year 4	Year 5
Expenditures	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500
Tuition Revenue	\$29,400	\$58,800	\$63,700	\$68,600	\$73,500
Enrollment (Graduates)	6 (0)	12 (6)	13 (6)	14 (7)	15 (7)





# THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

5.1

## AGENDA ITEM SUMMARY

Meeting Date: June 29, 2023

Committee: Education, Research, and Service

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

Type: Action

Presenter: Dr. Bernie Savarese, Acting Vice President Academic Affairs,  
Research, and Student Success, UT System

### **Background Information**

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

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

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

### **Committee Action**

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

#### **Resolved:**

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

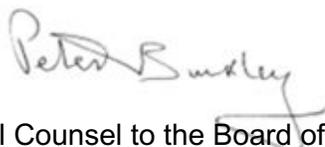
**ATTACHMENT A**

**Office of the Chancellor**  
875 Monroe Avenue, Suite 300  
Memphis, TN 38163  
t 901.448.4796  
f 901.448.7750

**Memphis**  
**Knoxville**  
**Chattanooga**  
**Nashville**

**5.1****MEMORANDUM**

**To:** Dr. Bernie Savarese, Acting Vice President for Academic Affairs,  
Research & Student Success

**From:** Peter Buckley, Chancellor, UTHSC 

**Cc:** Cynthia Moore, Secretary and Special Counsel to the Board of Trustees  
C. Ryan Stinnett, General Counsel  
Dr. Cynthia Russell, Vice Chancellor for Academic Affairs, Faculty  
and Student Affairs, UTHSC

**Date:** May 12, 2023

**Subject:** Proposed Changes to UTHSC Faculty Handbook

---

The Health Science Center is requesting approval, pursuant to Board Policy BT0007, of proposed changes to the UTHSC Faculty Handbook to implement the ability to offer multi-year appointments to non-tenure-track (“NTT”) faculty members.

On May 9, 2023, the UTHSC Faculty Senate voted to approve the proposed Faculty Handbook changes attached as Exhibit A. We are very excited about these proposed changes, which are the culmination of several years of negotiations conducted in the spirit of shared governance between the campus administration and the faculty leadership and are based upon careful review of the multi-year approaches of other campuses within the UT System that we have worked to right-size for the particular needs of our campus. We believe that together with our faculty leadership we have partnered to craft a win-win approach for our campus that will be highly beneficial to our mission of improving the well-being of Tennesseans and the global community by fostering integrated, collaborative, and inclusive education, research, scientific discovery, clinical care, and public service.

First, this is a win for our ability to recruit and retain the highest quality faculty members in a highly competitive environment. Many other institutions (including campuses within the UT system) are able to offer multi-year appointments, and our being able to do so as well is expected to materially improve our ability to win out in the competition for hiring faculty members who may not be willing to relocate without the assurance of a commitment longer than one year, as well as retaining our existing faculty members who may be tempted by an offer of greater job security at another institution. Please note that this is a highly impactful issue on our campus – our greatest asset at UTHSC is our

people, and the overwhelming majority of our current paid faculty (94%, or 1,272 out of 1,349) is comprised of NTT faculty members.

Second, this is a win for the quality of life of our NTT faculty community. Those who earn our confidence to receive a multi-year appointment will have greater job security, and less stress, that will allow them to focus better on their teaching, research, clinical care, and public service.

The changes we are proposing are shown in track changes format in the attached Exhibit A, and the issues they are designed to address are summarized as follows:

- UTHSC’s current Faculty Handbook language about NTT faculty appointments limits their duration by stating that the “appointment is for one year.” The proposed revisions change that language to “up to three years,” thus allowing 2- and 3-year appointments. Please note that not all NTT faculty members will receive multi-year appointments, but the ability to provide such appointments will be a new tool in our toolbox.
- This proposed change to the possibility of multi-year appointments necessitated conforming changes to other provisions, as well as risk analysis and the implementation of risk mitigation measures due to the consequences of lengthier financial commitments. Most importantly:
  - We analyzed our non-renewal pattern for the past six years and learned that we have had a total of only 49 non-renewals campus-wide, or approximately 8 per year. Our experience of the extremely rare need for us to part ways with NTT faculty strongly suggests that the financial risk of lengthier financial commitments is not likely to have a negative financial impact on our campus.
  - Making lengthier commitments to NTT faculty requires a change in our culture for addressing performance issues. In the past, although there have been few non-renewals, a poor-performing NTT faculty member’s issues could be addressed simply by parting ways with the faculty member at the end of the appointment year. Since that is not possible with a multi-year appointment, we are proposing to change our faculty handbook language to *require* the implementation of a performance improvement plan to proactively address the performance issues of any NTT faculty member who is on a multi-year appointment and thus will remain on our faculty after receiving a negative performance rating.
  - At the request of the faculty leadership, we have increased the time period for providing notice of non-renewal if there is a multi-year appointment. Under current handbook language, in which all appointments are for one

year, this notice period is three months. Under the proposed new language integrating multi-year appointments, faculty on a 2-year appointment will be entitled to six months' notice of non-renewal, and those with a 3-year appointment will be entitled to nine months' notice. At the same time, we retained our historic three-month period for providing a combination of notice and salary when the non-renewal deadline has been missed, thus mitigating the financial risk for the situations – expected to be rare – when we are not able to provide the full amount of notice.

- Under UTHSC's current system, NTT appointments that are not affirmatively non-renewed are automatically extended to create a new one-year appointment. To mitigate the risk that a multi-year appointment would unintentionally create a new multi-year commitment, we have included language that says any such renewals will be for one year unless there is affirmative action to create a new multi-year appointment. Thus, for example, a 3-year appointment would be renewed for one additional year if no action otherwise were taken; but we retain the flexibility to renew a multi-year appointment as a 2- or 3-year appointment if affirmative steps were taken to make it a new multi-year appointment.
- Another proposed change relates to our research NTT faculty. These faculty members are generally on soft money, and current faculty handbook language (which will be retained) permits us to part ways with them before the end of their appointment if their funding lapses. The proposed change increases the notice and payout for such an early termination from one to three months, thus giving our NTT research faculty more financial security and more time to find another position.
- Finally, we are updating our handbook language to recognize modern forms of communication by making clear that a non-renewal notice may be sent by e-mail as well as by postal mail or by personal delivery.

I would be happy to discuss this proposal with you to address any questions or concerns you may have, as would Cindy Russell, who has been working with the faculty leadership for several years in an effort to bring about these important changes to our Faculty Handbook.

**EXHIBIT A**

UTHSC Faculty Handbook

**SECTION 5 SELECTION, APPOINTMENT, AND CAREER DEVELOPMENT OF NONTENURE TRACK FACULTY MEMBERS**

Nontenure track faculty members are hired for a limited scope of faculty activities, with a primary role in clinical care, teaching or research/scholarly activity and at least a minimal contribution in one or more of the other missions of the university. The three types of nontenure track appointment are defined in Section 6.2.2 – Clinician Educator, Research Appointment, Limited Duration Appointment. In addition, all part time faculty appointments are nontenure track. As with tenure track faculty members, the selection and the ongoing career development of nontenure track faculty members are essential to the fulfillment of the mission of UTHSC.

\* \* \*

**5.3.4 Performance Rated “Needs Improvement” or “Unsatisfactory”**

Any nontenure track faculty member whose performance is rated “Needs Improvement” or “Unsatisfactory for Rank” shall not be eligible for merit pay or for a performance-based salary supplement. In such cases, the Chair or supervisor may, and in the case of a multi-year appointment with at least one year remaining in the appointment period, must, recommend an improvement plan to correct areas of poor performance. Alternatively, the Chair or supervisor may recommend non-renewal of the appointment at its conclusion (see Section 5.4). the Chair or supervisor may recommend non-renewal of the appointment for the upcoming year (or other appointment period if the appointment is a multi-year appointment with a term in addition to the upcoming year remaining in the appointment period).

\* \* \*

**5.4 Renewal of Nontenure Track Appointments and Notice Requirements for Non-Renewal**

Notice for nonrenewal of nontenure track faculty appointments is determined by the type of faculty appointment held (e.g. Clinician Educator, Research, or Limited Duration Appointment, Section 6.2.2).

When notice of nonrenewal is required, such notice that an appointment will not be renewed for the next year shall be made in writing by the Chief Academic Officer, upon the recommendation of the Department Chair and Dean. Notice of non-renewal shall be effective upon personal delivery, by e-mail directed to the faculty member’s UTHSC e-mail address, or upon mailing, postage prepaid, to the faculty member’s residential address of record at UTHSC.

Clinician educator appointments are normally renewed annually at the end of their term assuming continuing need, mutual interest, satisfactory performance and availability of funding. For such appointments, notice of non-renewal shall be provided a) no less than three months before prior to the expiration of a one-year appointment, b) no less than six months prior to the expiration of a two-year appointment, and or c) no less than nine-months prior to the expiration of a three-year appointment~~the current annual appointment.~~

Failure to provide the required notice ~~at least three months~~ before the expiration of the current annual appointment shall not entitle the faculty member to a new one-year appointment as long as notice is provided at some point before expiration of the current annual appointment. In that event, no matter the length of the appointment, either the appointment shall be extended to permit three months’ notice, or the faculty member shall be provided some combination of notice and salary equivalent to a total of three

months' notice. If notice of non-renewal is not provided to a Clinician Educator before the expiration of the current appointment, a new one-year appointment is created, no matter the length of the appointment being renewed, unless a different term of up to three years is provided in a renewal appointment letter.

A Research appointment is, by its definition, funding-limited. A Research appointment automatically expires when funding lapses. Whenever feasible, however, the faculty member on a Research appointment should receive no less than one-three month's notice of the funding lapse. If less than one-three month's notice of the funding lapse is provided, the appointment shall be extended for the duration required or the faculty member will be provided with some combination of notice and salary equivalent to one-three month's notice of the termination of the faculty member's employment.

\* \* \*

## SECTION 6 FACULTY RANKS, CLASSIFICATIONS OF APPOINTMENTS, AND PROMOTION

### 6.2.2 Nontenure Track Appointments

The nontenure track is normally reserved for faculty whose efforts and accomplishments are limited to one or two of the missions of the University. Nontenure track faculty members are eligible for University benefits but are not eligible for tenure (Section 4.5). As with tenure track appointments, nontenure track appointments may be paid solely from funds administered by UTHSC or by joint funding arrangements in which UTHSC provides part of the funding but has knowledge and control over the remaining portion of the faculty member's income. Generally, eEach nontenure track faculty member meets annually with the Chair for the Annual Performance and Planning Review (Section 5.3.2 and Faculty Evaluation Manual).

Multi-year non-tenure-track appointments may be made to existing or newly recruited faculty at the rank of instructor, assistant professor, associate professor, or professor, depending on the candidate's qualifications. Initial and subsequent non-tenure-track appointments may be for a period of up to three years as determined by the dean of the college.

Like all academic appointments, these multi-year appointments consist of annual appointments that are automatically renewed for a specified term, unless terminated for cause, or by operation of some other provision in the Faculty Handbook (such as relinquishment, forfeiture, or other extraordinary circumstances, as those terms are defined in Board Policies Governing Academic Freedom, Responsibility, and Tenure (BT0006) and in the Faculty Handbook sections referenced).

Non-tenure-track appointments for research faculty are, by definition, funding-limited and automatically expire when the funding for the position lapses. When the funding for the research faculty position expires, the faculty member's employment will be discontinued as noted in Section 5.4, even if the faculty member has a multi-year non-tenure-track appointment.

There are three types of nontenure track appointments – clinician educator appointments, research track appointments and limited-term appointments.

1. **Clinician Educator Appointment** – This appointment is provided to a faculty member whose major contributions to the missions of UT are in clinical care and/or education. The appointment ~~is for one year~~ may be for a period of up to three years and may be renewed ~~annually~~ following the notice requirements listed in Section 5.4 based on need, mutual interest, satisfactory performance, and availability of funding.
2. **Research Appointment** – This appointment is provided to a faculty member whose major contributions are in research. The appointment may be for a period of up to three years and may be renewed based on need, mutual interest, satisfactory performance, and availability of funding. The appointment is contingent upon salary funding for the position that is provided by sources outside the University (e.g., grants, contracts, etc.). When the funding for the position expires, the faculty member's employment will be discontinued as stated in Section 5.4. If the Research faculty member is later appointed to the tenure track (Section 4.8.2), all Equal Employment Opportunity and Affirmative Action requirements must be fulfilled prior to offering a tenure track appointment to this faculty member as this will be considered a new position. In addition, if the tenure track

appointment is proposed at a higher rank than the current appointment, it is considered a promotion and must be processed as such within the college.

\* \* \*

**APPENDIX J – PROCEDURE FOR THE ANNUAL PERFORMANCE-AND-PLANNING REVIEW**

\* \* \*

Actions required for faculty members who receive a rating of Needs Improvement for Rank vary by tenure status, as noted below.

\* \* \*

- a. Non-tenure track faculty – The Chair or relevant supervisor may, and in the case of a multi-year appointment with at least one year remaining in the appointment period, must, recommend an improvement plan to correct areas of poor performance for a non-tenure track faculty member who receives a rating of Needs Improvement for Rank as provided in § 5.3.4. ~~Alternatively, the Chair or relevant supervisor may recommend non-renewal of the non-tenure track faculty member’s appointment for the upcoming year (or other appointment period if the appointment is a multi-year appointment with a term in addition to the upcoming year remaining in the appointment period).~~ Alternatively, the Chair or supervisor may recommend non-renewal of the appointment at its conclusion (see Section 5.4). Prior to issuing a reappointment letter for the coming fiscal/academic year for any non-tenure track faculty member who receives a rating of Needs Improvement for Rank, the Chair should consult with the Dean and contact the UTHSC Chief Academic Officer.

\* \* \*

Actions required for faculty members who receive a rating of Unsatisfactory for Rank vary by tenure status, as noted below.

\* \* \*

- a. Non-tenure track faculty – The Chair or relevant supervisor may, and in the case of a multi-year appointment with at least one year remaining in the appointment period, must, recommend an improvement plan to correct areas of poor performance for a non-tenure track faculty member who receives a rating of Unsatisfactory for Rank as provided in § 5.3.4. Alternatively, the Chair or supervisor may recommend non-renewal of the appointment at its conclusion (see Section 5.4) ~~the Chair or relevant supervisor may recommend non-renewal of the non-tenure track faculty member’s appointment for the upcoming year (or other appointment period if the appointment is a multi-year appointment with a term in addition to the upcoming year remaining in the appointment period)~~ or termination for adequate cause. Prior to issuing a reappointment letter for the coming fiscal/academic year for any non-tenure track faculty member who receives a rating of Unsatisfactory for Rank, the Chair should consult with the Dean and contact the UTHSC Chief Academic Officer.



# THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

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5.2

## AGENDA ITEM SUMMARY

Meeting Date: June 29, 2023

Committee: Education, Research, and Service

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

Type: Action

Presenter: Dr. Bernie Savarese, Acting Vice President Academic Affairs, Research, and Student Success, UT System

### **Background**

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

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

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

### **Committee Action**

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

**Resolved:**

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



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

From: Donde Plowman, Chancellor *Donde Plowman*

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

Date: May 15, 2023

Subject: Proposed Changes to UTK Faculty Handbook

I am writing to request that you present several proposed changes to the Board of Trustees for consideration at its June 2023 meeting. These changes have the recommendation of the UTK Faculty Senate and UTK administrators, including college deans and Provost and Senior Vice Chancellor Zomchick. These changes have also been reviewed and discussed with the Office of the General Counsel.

The changes involve chapter four of the UTK Faculty Handbook, which deals with non-tenure-track faculty (NTTF). These changes are part of a larger campus effort to incorporate more inclusive language and update employment practices surrounding NTTF so that we can recruit and retain top talent, recognize the significant roles NTTF play on campus, and provide the best possible educational experience to students. Proposed changes include:

- increase to available appointment lengths for lecturers from one year to up to three years, and for senior lecturers from up to three years to up to five years;
- clarification in terminology and streamlining of appointment and reappointment processes; and
- clarification of limited routes for termination.

The proposed changes are attached along with more detailed rationales. Thank you for your consideration of these proposed changes.

### Revision 1: Non-Tenure-Track Faculty Appointment Lengths for Lecturers

**Change:** This change provides the option for longer appointment lengths for lecturers and senior lecturers. Currently, lecturers can only be appointed for one year. The proposed change provides the option for an administrator to appoint lecturers for up to 3 years. Currently, senior lecturers can only be appointed for up to three years. The proposed change provides the option for a senior lecturer to be appointed for up to five years.

**Rationale:** The option of longer appointment lengths will allow us to be more competitive recruiting top talent from across the United States to UTK to teach our students. This will also increase efficiency of business processes as high-performing lecturers and senior lecturers will not need new appointments, with associated letters and process, each year.

[4.1.1.1. **proposed**] Typically, initial non-tenure-track teaching appointments may be made at the rank of lecturer for a definite term of **up to three years**. ~~one year or less~~. Non-tenure-track teaching faculty ~~promoted to~~ **at** the rank of senior **or distinguished** lecturer ~~will have the possibility of reappointment for up to three years from each reappointment date, contingent upon funding~~. Distinguished lecturers will have the possibility of reappointment for up to five years from each reappointment date, contingent upon funding.

### Revision 2: Non-Tenure-Track Hiring Procedure

**Change:** This change allows non-tenure-track faculty to be included in the hiring process for other non-tenure-track faculty and clarifies that only full-time appointments need a faculty vote.

**Rationale:** This allows units to establish more inclusive hiring processes that account for the perspectives of non-tenure-track faculty when hiring other non-tenure-track faculty. The qualification that only full-time appointments need a vote clarifies current language and allows for faster business transactions, especially for faculty who are being appointed to teach a single course. Units still have the flexibility of requiring a vote for part-time appointments.

[4.1 **proposed**] All appointments to non-tenure-track faculty positions, including part-time appointments, will be made in accordance with departmental and college bylaws and subject to the provisions of this handbook. Except as otherwise provided in this chapter, **in each hiring unit a representative body of tenured, and tenure-track, and/or non-tenure-track faculty, or a committee including tenured and tenure-track faculty,** will evaluate credentials and vote on **full-time** non-tenure-track appointments in accordance with departmental and college bylaws.

### Revision 3: Non-Tenure-Track Appointment Process

**Change:** This change clarifies what information should be provided in the initial appointment letter, including what work the faculty member is expected to perform and if the appointment is funding limited.

**Rationale:** This change helps regularize the practice of including a specific statement of work from the hiring unit along with the initial appointment letter from the chief academic officer. The statement of work forms the basis for annual evaluation and promotion and establishes shared expectations at the

start of the appointment. This change also clarifies existing practice to make it clear in the initial appointment if a non-tenure-track faculty appointment is funding limited.

**[4.1 proposed]** Notification of ~~An~~ appointment is ~~made by~~ letter from the ~~Office of the Chancellor~~ chief academic officer. ~~This appointment letter specifies~~ **will be issued to the NTTF, detailing** (a) rank, (b) salary and related financial conditions, (c) ~~general duties and expectations~~, and (d) duration **of the appointment**. A NTTF appointment may be, by its nature, funding-limited; the compensation amounts for the position may be funded through a grant, contract, or restricted donation, and it may automatically expire when funding lapses. In these situations, the appointment letter will also indicate if the appointment is contingent upon the continuation of funding from an external agency, as in the case, for example, of a grant or sponsored project. This appointment letter is accompanied by a statement of responsibilities and assigned workload (clearly stating the percentage of effort the faculty member is expected to devote to teaching, service, research, and/or other responsibilities), which is issued by the hiring unit. The statement of responsibility and assigned workload may be changed from time-to-time **by the hiring unit as business needs require**. Previous correspondence between the department head, dean or director, and a prospective faculty member concerning these matters is unofficial and not binding on the University of Tennessee.

The faculty member's written acceptance of the letter of appointment, together with ~~execution~~ **their successful completion of normal-associated** university employment forms **and processes**, completes the initial appointment. The employment of ~~NTTF non-tenure-track faculty~~ is governed by the terms of the appointment letter, **the statement of responsibilities and assigned workload**, applicable provisions of the *Faculty Handbook*, and applicable provisions of university policies and procedures.

#### Revision 4: Non-Tenure-Track Reappointment Process

**Change:** This change replaces “renewal” with the concept of “reappointment,” states *who* processes the reappointment, *when* the process happens, and *how* it should happen. It also clarifies expectations if reappointment does not occur and situations when a new appointment is needed from the chief academic officer. Because we are establishing “reappointment” as the preferred term, we are also proposing to change the section title accordingly.

**Rationale:** These changes regularize business practices and improve reappointment practices for faculty so they know what to expect and when to expect reappointment or new appointment letters, or notification that they will not be reappointed. Faculty are also provided with clear and consistent information about their appointment, including when it reaches its natural conclusion. This change also notes situations when a new appointment letter is needed from the chief academic officer, which will trigger associated human resources processes.

#### **[4.1 proposed]**

4.1 Principles Governing the Appointment and ~~Renewal~~ **Reappointment** of Faculty to Non-Tenure-Track Positions

**Reappointment occurs when a faculty member receives another appointment for the position to which they were initially appointed without a break in service. A non-tenure-track appointment (whatever its duration)-NTTF may be renewed for a new term reappointed by college and departmental administration**

in accordance with college and departmental bylaws ~~through the normal application and appointment process. Reappointment~~ ~~Renewal~~ decisions will include consideration of ~~available funding and the~~ faculty member's performance ~~and the needs of the department~~. Reappointment should be discussed at the time of the Annual Performance and Planning Review (APPR). Reappointments may occur at any time during the current appointment, but the terms of service may not overlap. Hiring units are encouraged to provide as much advance notice of reappointment as possible.

Reappointment requires a new offer letter from the department or college, and a written acceptance from the candidate. Hiring units are expected to have clear processes and procedures in place to manage and standardize the reappointment process and to steward records. When reappointing a NTTF, hiring units issue a new letter detailing: (a) rank, (b) salary and related financial conditions, (c) duration, (d) responsibilities and assigned workload (clearly stating the percentage of effort the faculty member is expected to devote to teaching, service, research, and/or other responsibilities); and, if appropriate, (e) a statement indicating the appointment is supported by a grant, contract, restricted donation, etc., and is by its nature contingent upon funding.

When there are substantial changes to the scope of the faculty member's appointment (including but not limited to: changes in FTE that result in changes in benefits eligibility, a break in service, a change in title or benefits, or transfer to a different unit) a new appointment letter from the chief academic officer is required.

While written notice is not required, it is recommended that NTTF who will not be reappointed be provided written notice by the Dean or department head, as early as possible. Preferably, those on one-year appointments should be notified at least three months in advance of the appointment end date. Except for faculty whose salaries are funded in whole or part by grant-dependent sources of revenue (as detailed in associated appointment letters), those holding appointments that are for multiple years should be informed preferably at least six months in advance of the appointment end date. Except in situations of termination for cause or as otherwise provided for in applicable policies and procedures, a NTTF appointment expires at the end of the term of the current appointment if the faculty member is not otherwise offered reappointment or a new appointment. ~~If a non-tenure track appointment is not renewed in writing, it automatically expires at the end of the stated term.~~

### Revision 5: Non-Tenure-Track Faculty Termination

**Change:** The first sentence describing appointments that might be limited because of funding was moved to the paragraphs above regarding the appointment process (Revision 3). Part (a) of the second sentence regarding notification of the end of an appointment was incorporated into the paragraphs above regarding the reappointment process (Revision 4). Part (b), and termination in general, are addressed in Chapter 5 of the Faculty Handbook so two new sentences were created to clarify when and how termination occurs.

**Rationale:** It has been shared that the occurrence of the word "termination" in the context of this paragraph creates discomfort and precarity for some faculty and gives them the impression that termination of non-tenure-track faculty *prior to the expiration of an appointment* is a common process (it is not). The new text below provides a pointer to existing language in Chapter 5, which describes the termination process more fully and in the appropriate context.

[4.1 proposed] ~~A non-tenure-track appointment may be, by its nature, funding limited; the compensation amounts for the position may be funded through a grant, contract, or restricted donation, and it may automatically expire when funding lapses. Whenever feasible, however, subject to available funding, a non-tenure-track faculty member's department head should give the faculty member at least (a) one month's written notice of termination of the faculty member's employment or (b) salary equivalent to that which would be paid in the event of one month's notice of the termination of the faculty member's employment.~~ **NTTF appointments may be terminated for adequate cause (as defined in Chapter 3 of this handbook) prior to the expiration of the appointment term. This process and other related conditions are detailed in 5.6.**

**5.2**



# THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

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## AGENDA ITEM SUMMARY

Meeting Date: June 29, 2023

Committee: Education, Research, and Service

Item: **Committee Consent Agenda**

Type: Action

Presenter: Jamie Woodson, Committee Chair

### **Background**

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

### **Committee Action**

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

1. The reading of the minutes of the February 24, 2023, meeting of the Committee be omitted and that the minutes be approved as presented in the meeting materials.
2. The action items set forth on the Consent Agenda be recommended for adoption by the Board of Trustees.

If the motion passes, the items requiring Board approval will go forward to the Consent Agenda of the full Board meeting.



# THE UNIVERSITY OF TENNESSEE

## BOARD OF TRUSTEES

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### MINUTES OF THE EDUCATION, RESEARCH, AND SERVICE COMMITTEE

#### February 24, 2023

6.1

The Education, Research, and Service Committee of The University of Tennessee Board of Trustees met at 8:30 a.m. (EST) on Friday, February 24, 2023. The meeting was held in the Tennessee Room of the University Center located at the University of Tennessee at Chattanooga, in Chattanooga, Tennessee.

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

Other in Attendance:

*Trustees:* Bradford D. Box, Decosta E. Jenkins; Christopher L. Patterson; William (Bill) C. Rhodes III; and David N. Watson. Also in attendance was T. Lang Wiseman, who was awaiting confirmation of his appointment to the Board by the Tennessee General Assembly.

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

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

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### Opening Remarks of the Committee Chair

Committee Chair Woodson welcomed everyone to the meeting. She advised the Committee members that in the near future they will be asked to provide input, review, and comment on a draft Work Plan for the coming year, which will be discussed at the June 2023 Committee meeting. She invited other members of the Board to also provide their thoughts on the Work Plan.

### Presentations

*Tennessee High School Trends*

Dr. Bernard Savarese, Acting Vice President for Academic Affairs and Student Success, began his presentation by advising the Committee members that while the state of Tennessee – and the nation – are experiencing declines in the number of high school graduates and the number

of college-going high school graduates, enrollment across the UT System has been increasing. For the five-year period from 2017 through 2021, the number of high school graduates has declined by 2%, while the percentage of college-going graduates has declined by 18.9%. Conversely, during that same period, the UT System saw enrollment of this cohort increase by 1.7%. Over that same five-year period, the number of college-going high school graduates choosing to attend public institutions remained steady, although there was a slight decrease of 1.7%. (For additional information, see Tab 1.1 of the meeting materials.)

Turning to demographics, Dr. Savarese discussed the shift in the racial and gender diversity between high school graduates and college-going high school graduates:

- Students of color make up approximately 35% of the Tennessee high school graduate pool; however, only 30% of those students are considered college-going high school graduates.
- The number of high school graduates is evenly split between females and males; however, females comprise 57% of college-going high school students.

In response to questions and comments from the Committee, Dr. Savarese provided the following additional information:

- Nationally, high school graduation rates are down by 15%, with college-going rates down by 8%. This may be due, in part, to the impact of the COVID-19 pandemic, which saw many students choose to enter the workforce rather than attend college.
- Despite the decline in the number of college-going high school graduates, the University is projecting enrollment will increase, again, this fall.
- The data in the report presented to the Committee focuses on students who go directly from high school to college. Further analysis is needed to determine the number of students who choose to: (i) defer attending immediately after high school; (ii) attend a private institution; or (iii) attend an out-of-state institution.

President Randy Boyd noted that a recent study by tnAchieves identified three primary reasons students choose not to attend college: (i) students felt like they needed to enter the workforce; (ii) students thought they could not afford college; and (iii) questions related to the return on investment/value of a college education. President Boyd noted that there are a number of initiatives, such as the Tennessee Reconnect Act, which are intended to encourage working adults to return to school.

#### Grow Your Own Update

Erin Crisp, Executive Director of UT's Tennessee Grow Your Own Center (the "Center"), began her presentation by reviewing the timeline that led to the establishment of the Center (a copy of Dr. Crisp's presentation is included with the minutes of this meeting). The Center traces its development back to March 2020 when the Tennessee Department of Education

(TDOE) included the Grow Your Own (“GYO”) initiative as a part of its strategic plan to address shortages in the teacher pipeline in the state by creating an apprenticeship program.

Initially, TDOE provided \$6.5 million in individual grants to local education agencies and partnerships with educator preparation programs (EPP), leading it to be recognized as the first state in the nation to have a registered teacher occupation apprenticeship. In May 2022, TDOE awarded \$20 million to the UT System to launch the Tennessee Grow Your Own Center, making it possible to centralize, expand, and improve the teacher apprenticeship initiative by: (i) serving as the lead technical assistance hub; (ii) recruiting and advising aspiring teacher apprentices; (iii) generating new apprenticeship pathways; and (iv) supporting and providing resources to school districts.

Dr. Crisp discussed the Center’s goal and plans for the future, including: (i) working to have 2,000 new teachers in the pipeline by fall of 2024; and (ii) ensuring that the Center has a sustainable source of funding to ensure its long-term viability and impact on the teacher shortage in the state. The Center is well on its way to meeting those goals by: (i) welcoming its first cohort of 209 apprentices (10% of its 2,000 new teacher target); (ii) nine EPP programs have been approved for those partnerships; and (iii) adding 11 new GYO districts to the list of approved school districts, for a total of 25 approved GYO districts.

The Center is receiving national attention for its pioneering work to strengthen the teacher pipeline. Most notably, in September 2022, U.S. First Lady Jill Biden and U.S. Secretary of Education Miguel Cardona visited UT Knoxville campus to demonstrate their support for the work being done by the Center.

Following Dr. Crisp’s presentation, President Boyd stated that the Governor has demonstrated his support of the work being done by the Center by including \$5.1 million in recurring funding in the budget.

#### *Campus Admission and Retention Update*

Dr. Savarese began his presentation on admission and retention rates, by defining the three key terms he would be discussing: (i) Admit Rate: the percentage of applicants admitted to the University; (ii) Yield Rate: the percentage of admitted applicants who enroll at the University; and (iii) Retention Rate: the percentage of University’s first-time, full-time students returning for their second year. Dr. Savarese provided key metrics for four of the UT System’s undergraduate campuses for the five-year period from 2018 through 2022. (For additional information, see Tab 1.3 of the meeting materials.)

Dr. Savarese concluded his presentation by thanking Chancellor Donde Plowman for working with her fellow Chancellors to establish the Vol Access Collaborative. This pilot pathway program is designed to expand and streamline admission options to other UT campuses for prospective first-year undergraduate students who have not been admitted to UT Knoxville for Fall 2023. In the first 48 hours of the pilot, 145 students chose to take

advantage of the program. Committee Chairperson Woodson requested that the June meeting include an update on the outcomes of the Vol Access Collaborative.

### **Proposed New Academic Units**

Dr. John Zomchick, Provost and Senior Vice Chancellor at UTK, presented an overview of the three new academic units being proposed for that campus: (i) the College of Music; (ii) the Howard H. Baker Jr. School of Public Policy and Public Affairs; and (iii) the College of Emerging and Collaborative Studies.

#### College of Music, UTK

The establishment of this new academic unit would elevate the School of Music into an independent College of Music, the first college of music at a public university in the state. Currently, the School of Music concentrates on preparing performers. The College of Music will be able to move with greater agility to create innovative courses, curricula, and degree programs, particularly in preparing students for important roles in Tennessee's music and entertainment industry. It is anticipated that establishing the College will lead to increased enrollment and a more holistic and customized experience for students. Elevating the School of Music to a College will also recognize the unique contributions of music faculty. Dr. Jeffrey Pappas, the current Director of the School of Music, will serve as the inaugural Dean of the College of Music.

#### Howard H. Baker Jr. School of Public Policy and Public Affairs, UTK

Over the past 20 years, the Howard H. Baker Jr. Center for Public Policy (Baker Center) has built high-quality, unique, and interdisciplinary initiatives in research, teaching, and public engagement focused on providing critical insights on domestic and international challenges. Establishing the Howard H. Baker Jr. School of Public Policy and Public Affairs (Baker School) will leverage the existing activities and resources of the Baker Center and create the first and only school of public policy and public affairs at any public university in Tennessee. Establishing the Baker School will also move the University closer to its peer and aspirational institutions, many of which already have such units. UTK plans to relocate its current bachelor's and master's degree programs in Public Policy and Public Administration to the Baker School. The Baker School will also serve as the home for the Institute of American Civics. Dr. Marianne Wanamaker, current Director of the Baker Center, will serve as the first Dean of the Baker School.

#### College of Emerging and Collaborative Studies

The College of Emerging and Collaborative Studies (CECS) will be an incubator and home for new degree programs drawn from multiple colleges and disciplines, while also responding to changes in fields of inquiry and emerging workforce opportunities. CECS students will be able to customize their curriculum and degrees and will provide a space for faculty from different disciplines to collaborate on innovative research and teaching

strategies. It will offer nonconventional educational experiences to students, which will contribute to the diversity of the student body and nurture cross-disciplinary collaboration in developing new courses and curricula to meet workforce needs. Dr. Ozlem Kilic, Interim Vice Provost for Academic Affairs, will serve as founding Dean of CECS.

Upon recommendation of Committee Chair Woodson, the Committee considered the three Proposed New Academic Units as one action. Upon motion duly made and seconded, the Committee approved a recommendation that the Board of Trustees adopt the Resolutions establishing the following new academic units: (i) College of Music, UTK; (ii) Howard H. Baker Jr. School of Public Policy and Public Affairs, UTK; and (iii) College of Emerging and Collaborative Studies, UTK (as presented in Tabs 2.1 – 2.3).

### **Consent Agenda**

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

### **Other Business and Adjournment**

At the request of Committee Chair Woodson, Dr. Savarese provided an update on the recent campus survey conducted by Gallup. The survey was developed in response to legislation passed in 2022 that requires all public Tennessee institutions of higher education to conduct a survey regarding diversity of thought and free expression on campus. The survey was released to all campus constituents on January 23, 2023. Approximately 15,000 members of the campus community participated in the survey (a response rate of 23%). The survey responses are being analyzed and will be shared when completed.

Committee Chairperson Woodson called the attention of the Committee members to the information items provided in the meeting materials, including a report on the “Support of Student Basic Needs” and additional data related to faculty annual performance and planning reviews and tenured faculty requirements.

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

Respectfully Submitted,

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

Approved Consent Agenda Items

- Minutes of the Prior Meeting (October 28, 2022)
- Approval of Academic Program Modifications:
  - Changing the Degree Designation of an Existing Program, Bachelor of Arts in Arts, UTM
  - CIP Code Change for Mechatronics Engineering Technology, Bachelor of Applied Science, UTC

Attachments

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

- PowerPoint Presentation: Grow Your Own
- Handouts:
  - Tennessee Public High School Graduate Trends (February 23-24, 2023)
  - UT System Admit Rates, Yield Rates & Retention Rates (February 23-24, 2023)
  - UT System Student Success Indicators (October 27-28, 2022)

6.1



# THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

## AGENDA ITEM SUMMARY

Meeting Date: June 29, 2023

Committee: Education, Research, and Service

Item: **2023 Institutional Mission Profile Statements**

Type: Action

6.2

### **Background Information**

The Complete College Tennessee Act of 2010 (CCTA) requires institutional mission profiles that “characterize distinctiveness in degree offerings by level and focus and student characteristics, including, but not limited to, nontraditional students and part-time students; and address institutional accountability for the quality of instruction, student learning, and, when applicable, research and public service to benefit Tennessee students.” These mission profiles are used to help minimize program redundancy and to help determine mission-based formula weighting in the outcomes-based formula funding model.

More recently, the 2016 Focus on College and University Success (FOCUS) Act emphasizes the importance of these mission profiles. Every year, each public college and university in Tennessee is required to review and update its profile and submit an updated profile to its respective governing board for approval. The 2023 University of Tennessee Institutional Mission Profiles, with revisions and updates as tracked changes, are presented with the support of the Chancellors, the System Acting Vice President for Academic Affairs, Research, and Student Success, and the President. If approved by the Board of Trustees, the profiles will be submitted to THEC for Commission approval.

### **Resolved:**

**The Board of Trustees hereby approves the Institutional Mission Profile Statements for The University of Tennessee at Chattanooga, The University of Tennessee Health Science Center, The University of Tennessee, Knoxville, The University of Tennessee at Martin, and The University of Tennessee Southern as presented in the meeting materials, which shall be attached to this Resolution after adoption, and authorizes the administration to submit the statements to the Tennessee Higher Education Commission for approval.**

University of Tennessee Institutional Mission Profiles

2023*The University of Tennessee at Chattanooga*

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

6.2

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

The University of Tennessee Health Science Center (UTHSC) improves the health and well-being of Tennesseans and the global community by fostering integrated, collaborative, and inclusive education, research, scientific discovery, clinical care, and public service. UTHSC enrolls more than ~~3200~~3100 students annually in baccalaureate, professional, and graduate programs. While Memphis is home to UTHSC, Tennessee is truly its campus: UTHSC hosts regional campuses in Chattanooga, Knoxville, and Nashville, and supports a distributed model of over ~~100~~888 clinical training sites across Tennessee. UTHSC's six colleges - Dentistry, Graduate Health Sciences, Health Professions, Medicine, Nursing, and Pharmacy - offer ~~31~~32 degree programs and 18 graduate certificates and graduate more than 1,000 new health care professionals and researchers and greater than 400 specialty residents and fellows each year. UTHSC is the leading public academic health institution in Tennessee for research and education on the causes, treatment, and prevention of diseases. Clinical care is provided by UTHSC clinical practice groups throughout the state that generate more than \$350M million in clinical care for Tennesseans.

*The University of Tennessee, Knoxville*

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

UT Knoxville educates more than ~~331,870~~ students—including ~~275,000~~ undergraduates—and employs more than ~~1,780~~ full-time instructional faculty in 14 degree-granting schools and 4 academic colleges and 900 programs of study. The university is known for its academic excellence in nuclear engineering, supply chain management, information sciences, accounting, printmaking, and theatre, among other fields. ~~UT Knoxville has the highest~~ Graduation and first-to-second-year retention rates are among the highest for among of the state's public institutions, and and has developed innovative programs and support structures ~~to~~ help students thrive both in and out of the classroom. As a doctoral university holding the highest Carnegie classification for research activity and the designation of a Carnegie Community Engaged Institution, UT Knoxville allows students to learn from faculty who are at the forefront of their field. ~~They~~ Students have opportunities to conduct hands-on coursework that has a direct impact on their communities and to gain real-world research experience working alongside faculty in campus laboratories and in the field.

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

## University of Tennessee Institutional Mission Profiles

2023~~2~~

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

UT Knoxville has more than 260,000 alumni around the world. More than half of its graduates remain in Tennessee, giving back to the state as industry, government, and community leaders.

6.2

### *The University of Tennessee at Martin*

The University of Tennessee at Martin educates and engages responsible citizens to lead and serve in a diverse world by providing a high-quality undergraduate education in a traditional collegiate atmosphere characterized at all levels by close collaboration among students, faculty, and staff. Located in Northwest Tennessee, the university is committed to advancing the regional and global community through teaching, scholarly activities, research and public service. The university serves over 6,000 undergraduate and 700 graduate students, offering programs on the main campus, at its regional centers in Ripley, Selmer, Somerville, Parsons, and Jackson, and online. UT Martin is a selective institution that provides outreach programs for sub-populations including first-generation, adult, military, and transfer students. The most recent six-year graduation rate was 52 percent. UT Martin's Carnegie Classification is Master's Small, with select graduate offerings in Agriculture and Natural Resources, Business, Criminal Justice, Education, Family and Consumer Sciences, Health and Human Performance, and Strategic Communications. The university is committed to maintaining academic excellence, encouraging community engagement and leadership enhancement, and nurturing a learning community that is accessible and welcoming to all.

University of Tennessee Institutional Mission Profiles

2022 ~~Final April 19, 2023~~*The University of Tennessee Southern*

~~With an historic campus located in Pulaski, Tennessee, t~~The University of Tennessee Southern, ~~the only four year public institution in the rural southern middle Tennessee region,~~ provides undergraduate, graduate, and professional programs grounded in the liberal arts and sciences designed to prepare students for careers and lives of continued learning. ~~Established as a private school for girls. Founded~~ in 1870, ~~for over 150 years it was the a private campus institution until joined joining~~ the University of Tennessee System ~~of public higher education~~ in 2021. ~~The University of Tennessee Southern is committed to providing higher education opportunities with a commitment to serve its region~~ through educational, social, and cultural programs ~~with a commitment to and through~~ community outreach and economic development. ~~Most of~~ ~~Though many of~~ UT Southern's 1000 students are from the southern middle Tennessee region, ~~they also represent 30 different countries and 29 states; and~~ a significant percentage of ~~them~~ ~~UT Southern students~~ are low-income or first-generation students. ~~The UT Southern Garie Taylor Honors Program was founded in 2005 and serves undergraduate students across all academic units. The University of Tennessee Southern is a member of the National Association of Intercollegiate Athletics and fields 19 highly competitive athletic teams.~~ With a Carnegie Classification of Baccalaureate Colleges: Diverse Fields, UT Southern offers undergraduate degrees through the Grissom School of Education, Martin School of Arts and Humanities, School of Mathematics and Sciences, and Travis School of Nursing and undergraduate and master's ~~level degrees programs~~ through the Johnston School of Business and the School of Social Sciences.

6.2



# THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

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## AGENDA ITEM SUMMARY

Meeting Date: June 29, 2023

Committee: Education, Research, and Service

Item: **Authorization for Conferral of Degrees, 2023-24 Academic Year**

Type: Action

6.3

**Resolved:**

**The Board of Trustees hereby authorizes the President and Chancellors to confer degrees during the 2023-24 academic year in any Board-approved bachelor's, master's, or doctoral degree program upon certification by appropriate University offices that the students have satisfied (1) all degree requirements and (2) all obligations to the University in accordance with state law.**



# THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

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## AGENDA ITEM SUMMARY

Meeting Date: June 29, 2023

Committee: Education, Research, and Service

Item: **Academic Program Modification: Ph.D. in Evaluation, Statistics, and Methodology, UTK**

Type: Action

6.4

### **Background Information**

The University of Tennessee, Knoxville, currently offers a Ph.D. in Educational Psychology and Research (CIP 42.2806) with concentrations in: (1) Adult Learning; and (2) Evaluation, Statistics, and Methodology (ESM). The campus proposes elevating the ESM concentration into a stand-alone Ph.D. program (CIP 13.0601), ensuring proper organizational structure and providing students with better career networking opportunities.

A major impetus of this requested change is to align the ESM program with an appropriate CIP code. The curriculum of the ESM program closely aligns with the program evaluation focus of the requested Educational Evaluation and Research CIP code (13.0601). As a result of the change, employers will better understand students' skill sets when referencing their degree title as Evaluation, Statistics, and Methodology, as opposed to Educational Psychology and Research.

There are no significant curriculum changes as part of the modification request to elevate the Evaluation, Statistics, and Methodology concentration, and the campus anticipates no negative impact on the current program or any other concentrations in the Educational Psychology and Research major. There are no costs associated with this proposed change.

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

[Proposed Resolution follows on the next page.]



## THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

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**Resolved:**

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

- 1. The University of Tennessee, Knoxville, may elevate the Evaluation, Statistics, and Methodology concentration, currently housed under the Ph.D. in Educational Psychology and Research, into a freestanding Ph.D. program with the appropriate CIP code;**
- 2. Subject to state approvals as may be required, the implementation date for the foregoing change, including the federal CIP code, shall be immediately upon approval by the Tennessee Higher Education Commission; and**
- 3. The proper officers of the University are authorized to: (i) seek any state approvals as may be required, and (ii) take such other actions as may be necessary and deemed appropriate in order to effectuate the changes contemplated herein consistent with the information presented in the meeting materials.**

**6.4**



# THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

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## AGENDA ITEM SUMMARY

Meeting Date: June 29, 2023  
Committee: Education, Research, and Service  
Item: **Tenure Recommendations Requiring Board**  
Type: Action

6.5

### **Background Information**

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

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

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



# THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

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## AGENDA ITEM SUMMARY

Meeting Date: June 29, 2023

Committee: Education, Research, and Service

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

Type: Action

6.5

### **Background Information**

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

- (1) The tenure candidates were tenured at the institution from which they were recruited and could not have been successfully recruited without being considered for tenure upon initial appointment; and
- (2) All the required tenure review and recommendation procedures were followed by the campuses; candidates received a positive recommendation for tenure at every level of review.

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

**Resolved:**

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

# ATTACHMENT 1

## June 2023 Tenure upon Initial Appointment

UTHSC			
Last Name	First Name	College	Department
Frye	Reginald	Pharmacy	Clinical Pharmacy and Translational Science
UTK			
Last Name	First Name	College	Department
De Moya	Maria	Communications and Information	Advertising and Public Relations

6.5

## June 2023 Grant of Tenure upon Initial Appointment Candidate Summaries

### UTHSC

Chancellor Peter Buckley has recommended to President Boyd that tenure be granted to the following individual upon his initial appointment to a faculty position at UT Health Science Center:

**Dr. Reginald Frye** was recruited to serve as Professor and Dean of the College of Pharmacy at UTHSC. Dr. Frye currently serves as the Chair of the Department of Pharmacotherapy and Translational Research as well as the Associate Dean for Faculty Development in the College of Pharmacy at the University of Florida. His scholarly record is outstanding as he has authored or co-authored more than 130 original research publications in peer-reviewed journals, including journals considered the top in his field such as *Clinical Pharmacy and Therapeutics* and *Drug Metabolism and Disposition*, as well as writing 16 book chapters focusing mainly on pharmacokinetics and pharmacogenetics all of which demonstrate a clear national level of scholarly recognition. Dr. Frye's research has been funded by the National Institute of Health (NIH), the U.S. Food and Drug Administration (FDA), Pharmaceutical Industry, and Foundations spanning over 30 consecutive years. He has served as the primary mentor for 10 PhD and four MS graduates and close to 50 PharmD students, pharmacy residents, and undergraduate students; Dr. Frye received University of Florida College of Pharmacy's Teacher of the Year Award in 2011.

### UTK

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

**Dr. Maria De Moya** was recruited to serve as the inaugural Charles Tombras, Sr. Endowed Professor in the Tombras School of Advertising and Public Relations in the College of Communication and Information at UTK. Dr. De Moya comes to us from DePaul University where she served as a tenured associate professor, chair of the M.A. and B.A. programs in public relations, and as associate director of the Office of Global Engagement. Dr. De Moya is an exceptional scholar in the areas of communication campaigns for social change, communication ethics and law, engaging Latinx communities, and international public relations. She has published 12 peer-reviewed journal articles, one edited book, five edited book chapters, and 13 refereed conference presentations and has received several awards for her research, including three top paper awards from the *International Communication Association* and one from the *Association for Education in Journalism and Mass Communication*. Dr. De Moya's service record is extensive and includes a range of activities at the departmental, college, and university-levels including serving as the college representative on the academic program review committee, the tenure and promotion guidelines review committee, and the community engagement committee; in addition, she has strong record of professional service, including as an editorial board member for *Public Relations Journal*.



# THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

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## AGENDA ITEM SUMMARY

Meeting Date: June 29, 2023  
Committee: Education, Research, and Service  
Item: **Grant of Tenure upon Early Consideration**  
Type: Action

6.5

### **Background Information**

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

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

### **Resolved:**

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

**ATTACHMENT 1****June 2023 Tenure upon Early Consideration**

<b>UTC</b>			
<b>Last Name</b>	<b>First Name</b>	<b>College</b>	<b>Department</b>
Dakhliya	Sami	Gary W. Rollins College of Business	Finance and Economics
Doyle	Kevin	Health, Education and Professional Studies	School of Professional Studies, Counselor Education Division
Freeman	Jessica	Arts and Sciences	Communication
Golkar	Saeid	Arts and Sciences	Political Science and Public Service
Jones	Lynn Worcester	Arts and Sciences	Performing Arts - Music Division
Sah	Nilesh	Gary W. Rollins College of Business	Finance & Economics
Smith	Morgan Forrester	Arts and Sciences	Social, Cultural, and Justice Studies
Wakefield	Hannah	Arts and Sciences	English
Zahry	Nagwan	Arts and Sciences	Communication
<b>UTHSC</b>			
<b>Last Name</b>	<b>First Name</b>	<b>College</b>	<b>Department</b>
Chumbler	Neale	Health Professions	Diagnostic and Health Sciences
Kim	Il Hwan	Medicine	Anatomy and Neurobiology
Mitchell	Erica	Medicine	Surgery
<b>UTK</b>			
<b>Last Name</b>	<b>First Name</b>	<b>College</b>	<b>Department</b>
Eaves	LaToya	Arts & Sciences	Geography
Gardiner	Georgi	Arts & Sciences	Philosophy
Gill	Timothy	Arts & Sciences	Sociology
Hayes	Sonya	Education, Health, and Human Sciences	Educational Leadership and Policy Studies
Jia	Zheng (Justin)	Haslam College of Business	Business Analytics and Statistics
Kivlin	Stephanie	Arts & Sciences	Ecology and Evolutionary Biology
Lee	Jong Seok	Haslam College of Business	Accounting and Information Management
Rajeev	Sreekumari	Herbert College of Agriculture	Animal Science
Rosenberg	Joshua	Education, Health, and Human Sciences	Theory and Practice in Teacher Education
Schmardebeck	Lyle Roy	Haslam College of Business	Accounting and Information Management
Scott	Frank Alexander	Haslam College of Business	Supply Chain Management
Steen	Andrew	Arts & Sciences	Microbiology
Vellis	Vyron	Arts & Sciences	Mathematics
Williams	Deadric	Arts & Sciences	Sociology
Wu	Qiusheng	Arts & Sciences	Geography
Zhao	Yang	Herbert College of Agriculture	Animal Science
<b>UTM</b>			
<b>Last Name</b>	<b>First Name</b>	<b>College</b>	<b>Department</b>
Le	Ben	Business and Global Affairs	Accounting, Finance, Economics, and Political Science

**6.5**

## June 2023 Grant of Tenure upon Early Consideration Candidate Summaries

### UTC

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

**Dr. Sami Dakhli** joined the Department of Finance and Economics, College of Business in August 2018 and has been a valuable member of the department through excelling in all areas of teaching, research, and service. Since joining the institution, he has had five A-rated journal publications in prestigious journals such as *Advances in Accounting Behavioral Research*, the *Australian Journal of Agricultural and Resource Economics*, and the *Canadian Journal of Agricultural Economics*, which earned him an Excellence in Research award. Other awards include the Summer Research Award from the Rollins College of Business in 2019 and RCOB Outstanding Teaching in General Education in 2022. To date, Dr. Dakhli has a total of 17 high-quality publications, including A\*-journals such as the *Journal of Economic Dynamics and Control*, and *Economic Theory*. He serves as an Associate Editor and is a prolific reviewer for many economic journals and on the RCOB Faculty Advisory Committee and the Strategic Planning Committee. The department, college committees, and all administrative levels strongly supported the request to grant early tenure and promotion to Professor of Economics.

**Dr. Kevin Doyle** was appointed as Assistant Professor in UTC's School of Professional Studies, College of Health, Education, and Professional Studies in 2018 and has shown exceptional dedication to teaching, research, and service during his time at UTC. Dr. Doyle's research agenda includes issues related to collegiate mental health/wellness, resiliency, drug and alcohol use, and other mitigating factors. Grants for this line of research have yielded approximately \$383,000. Dr. Doyle's student and peer evaluations are consistently positive and confirm high-quality instructions and innovation in the classroom. He has been instrumental in assisting with the Counseling Program accreditation process and was listed as #5 overall in 2020 and #3 overall in 2022 in *Intelligent.com's* 50 Best Masters in Counseling Degree Programs. Dr. Doyle's dedication to research has been established through seven presentations in 2022, four articles in process, and three more published. He was awarded the Outstanding Research/Scholarship Award in 2021 and the Fall 2020 Honors College Student Research Fellowship. In terms of service, Dr. Doyle has served on several department and university committees, including the Graduate Counsel and SPS Bylaws Revision Committee, as President of the Association of Humanistic Counseling, and as chair, co-chair, and member of several committees for professional associations. The request to grant early tenure and promotion to Associate Professor was strongly supported at all levels.

**Dr. Jessica Freeman** joined UTC in 2018 as Assistant Professor in the Department of Communication, College of Arts and Sciences. She has achieved a reputation as an accomplished teacher, has a good record of research, and served effectively in professional activities. Student comments reflect her ability to be approachable and relatable. Dr. Freeman's research focuses on aging and health, delving specifically into end-of-life decision-making in families that have grandparents as primary caregivers. She has published in five journals, one being the Editor's Choice article and co-authored a book chapter in 2021. She has made at least 12 conference presentations including nine at the National Communication Association annual convention, where she was also awarded the top paper in Communication and Aging in 2018. She has

## June 2023 Grant of Tenure upon Early Consideration Candidate Summaries

received two external grants funded as a Co-PI, totaling \$29,480 in 2019 and \$1.49 million in 2021, respectively. In her department, Dr. Freeman advises the UTC Public Relations Student Society after helping launch the chapter. She has served on multiple department committees, including Curriculum and Diversity, and is currently the secretary for the Communication and Aging Division of the NCA. The request to grant early tenure and promotion to Associate Professor was highly supported at all levels.

**Dr. Saeid Golkar** was appointed to Assistant Professor at UTC in 2019. Dr. Golkar has exemplified a strong dedication to teaching, research, and service in his short time at the university. His research focuses on the politics of authoritarian regimes in the Middle East, in particular the methods by which they persuasively transform a society to authoritarianism. Peer reviews note that Dr. Golkar has a good rapport with his students and that they enjoy being in class and participating in discussions. His student evaluations show high numerical scores (typically in the range of 6.0-6.8) and are paired with glowing comments. Since his time in rank, he has published three book chapters in edited volumes and seven policy papers. Furthermore, he has two more chapters forthcoming and has a book under review at Penn State University Press. Dr. Golkar is a senior fellow at the Chicago Council on Global Affairs and the principal investigator on a project for the Tony Blair Institute. He has served as a consultant for major government organizations, including the Department of Defense, the U.S. State Department, and the UK Foreign and Commonwealth, and Development Office. On campus, he has been involved in multiple departmental committees and the CAS curriculum committee while mentoring students in honors thesis and think tanks. Dr. Golkar demonstrates excellence in all areas and the request to grant early tenure and promotion is supported across all levels.

**Dr. Lynn Worcester Jones** joined UTC in 2018 as Assistant Professor in the Department of Performing Arts, College of Arts and Sciences. She makes an effective case for excellence in teaching and service for early tenure and promotion. Since her arrival, she has doubled the size of the piano studio and created the Bachelor's of Music in piano performance and pedagogy degree concentration. She earns top numerical marks from her students, and in several sections, the entire ensemble of students gave her perfect 7s in all categories of course instruction. The accompanying comments are glowing. As external reviewers discuss, Dr. Worcester Jones is both an active performer and an active scholar in music pedagogy who published articles in the main outlets frequented by piano teachers. She was an invited soloist for Gershwin's Rhapsody in Blue with the Rome Symphony Orchestra in Georgia and performed twice at the College Music Society Southern Regional Conference. She was recently invited to serve on the editorial board of *American Music Teacher*, a peer-reviewed journal of the Music Teachers National Association. Furthermore, she has been invited to nine publications and presentations since 2020. Dr. Worcester Jones is the Chair of the Tennessee Music Teachers Association State Conference for this coming year and as well as the Tennessee Music Teachers Association Executive Board Member & Junior Piano Competition Chair. On campus, she serves on the faculty grants committee and the CAS Executive Committee. The request to grant early tenure and promotion was strongly supported on all levels.

**Dr. Nilesh Sah** joined the UTC Department of Finance and Economics faculty in 2019 after serving two years as an Assistant Professor at Northeastern Illinois University and two years as

## June 2023 Grant of Tenure upon Early Consideration Candidate Summaries

an Assistant Professor at the University of Wisconsin-Green Bay. Dr. Sah teaches at both the undergraduate and graduate levels and consistently receives high marks for this teaching ability. Faculty peers also rate his teaching as “engaging” and with a strong “mastery of the subject matter.” Student evaluations consistently show scores at or above 6.5, with comments pointing to the passion and energy he brings to the classroom. Dr. Sah’s research primarily investigates empirical corporate finance, delving specifically into attributes that affect firm value in 30 countries. Dr. Sah has exemplified a strong research record with having 17 refereed journal publications of which 12 were published since joining UTC. Additionally, he has received the college’s Excellence in Research award each year while in rank as an assistant professor. He has enthusiastically embraced requests to serve the college and university, currently serving on 10 committees since 2019, and is a faculty mentor to the Trading and Investment Club. He also serves as the assistant director for the Student Managed Investment Learning Experience (SMILE) Fund, serving as interim director this past year, while completing ad hoc reviews for eight professional journals. The request to grant early tenure and promotion was strongly supported across all levels.

**Dr. Morgan Forrester Smith** was appointed as Assistant Professor in the Department of Social, Cultural, and Justice Studies, College of Art and Sciences at UTC in 2019. During his time, he has achieved a reputation as an accomplished teacher, has a good record of research, and served effectively in professional activities. Dr. Smith has developed several new courses since arriving at UTC, including Professionalism in Anthropology, Underwater Archaeology, Archaeological Field Methods, and Archaeological Laboratory Methods. He has actively revised courses and program requirements and was awarded the UTC Think Achieve Beyond the Classroom Faculty Appreciation Award. In both Gen-Ed and upper-level courses, his student evaluation marks rank consistently high (around 6.5), with students appreciating the hands-on aspect of his teaching. Dr. Smith has numerous research interests including submerged landscapes, human migration and settlement, hunter-gatherer studies, geoarchaeology, and archaeogeophysics. He has seven published articles focusing on these research areas. In addition to traditional peer-reviewed articles, Dr. Smith has made numerous contributions to book volumes. He has a series of conference presentations and papers at venues such as the Society of American Archaeology and the Society for Historical and Underwater Archaeology. Dr. Smith has an impressive record of grant and contract awards totaling close to \$1 million, including the National Park Service Historic Preservation Grant (\$450,976) and the Tennessee Higher Education Commission (\$100,000). He serves on the Board of Directors of the Archaeological Research Cooperative and is helping to organize the 2023 Southeastern Archaeological Conference in Chattanooga. The request to grant early tenure and promotion was strongly supported on all levels.

**Dr. Hannah Wakefield** joined the Department of English, College of Arts and Sciences at UTC in 2018. During her time, Dr. Wakefield exceeds expectations for performance in all areas of assigned efforts. She has taught four Gen-Ed courses and a seminar course at the graduate level. Students respond positively to her courses, as evident in the English majors nominating her for a system-level award. Her colleagues collectively note the student engagement-excellent attendance, obvious completion of reading, and meaningful conversations-and attribute that engagement to Dr. Wakefield’s compelling teaching style. Student comments point to a caring, engaging, and organized professor. Dr. Wakefield’s research interests include African American

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## June 2023 Grant of Tenure upon Early Consideration Candidate Summaries

literature, early American literature, 19<sup>th</sup>-century American literature, Native American literature, and literature and religion. She has three peer-reviewed articles plus one under a resubmit in *New England Quarterly*, one of the oldest and most respected venues for early Americanist scholarship. She has given eight conference presentations or panels at the Society of Early Americanists, Reconstructions, Charles Brockden Brown Society (an international scholarly organization that hosts biennial meetings), and the American Literature Association. Dr. Wakefield currently serves on the Faculty Senate and the Academic Standard Committee and has served multiple years on the Undergraduate Petitions Committee. The request to grant early tenure and promotion was supported across all levels.

**Dr. Nagwan Zahry** was appointed Assistant Professor in the Department of Communication, College of Arts and Sciences in 2018. Through teaching, research, and service, Dr. Zahry has exemplified her dedication to education. She designed and created one of the department's new required courses, *Media and Diversity*, a significant contribution to the curriculum. Her numerical scores improved throughout her time at UTC, indicative of active reflections on what was working in the classroom. Her most recent years of service have outstanding numerical scores. Her research centers on health and science communication and risk and crisis communication. Dr. Zahry's 12 published articles since 2018 appear in multiple Q1 and Q2 journals, such as *Visual Communication* and *Western Journal of Nursing Research*. External reviewers comment positively on her ability to adapt her research to engage in social issues in real-time. She lists nearly two dozen conference presentations, including several major conferences in Communication, such as the Association for Education in Journalism and Mass Communication, where she was awarded a Second-Place Faculty Paper. She has been a productive collaborator on several funded grants, including, most notably, a \$1 million award from the National Science Foundation to develop and evaluate frameworks to predict and present future pandemics. Dr. Zahry has served on search committees and the curriculum committee in her department, as well as on the Student Conduct and Honor Code committees. The request to grant early tenure and promotion was supported on all levels.

### UTHSC

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

**Dr. Neale Chumbler** joined UTHSC as Chairperson in the Department of Diagnostic and Health Sciences (DDHS), College of Health Professions in 2021. In his short time, he has distinguished himself as a leader, researcher, and administrator. Throughout his career, Dr. Chumbler has taught 15 different courses, 10 graduates and five undergraduates in multiple formats. He has served as the Chair of two Ph.D. dissertations and served as the Chair and/or primary reader on six different masters theses projects. Dr. Chumbler reports teaching/mentoring 14 different students who served as co-authors on publications. Some of Dr. Chumbler's research goals include a focus on understanding health workforce issues as applied to non-physician clinicians, factors associated with timely access to health services for older adults, and stroke health interventions. He has published 117 peer-reviewed papers in high-impact journals, 14 book

## June 2023 Grant of Tenure upon Early Consideration Candidate Summaries

chapters, and has an h-index of 39. Additionally, he has obtained extensive extramural research funding and as a PI or Co-PI for \$10 million in grants. Since coming to UTHSC, Dr. Chumbler assisted in the final push for completing the Pathologist's Assistant program for approval and implementation in DDHS, which launched in January 2023 and is one of only 12 programs in the country.

**Dr. Il Hwan Kim** was appointed Assistant Professor in the Department of Anatomy & Neurobiology, College of Medicine in 2018. He serves on two dissertation committees and is also the Co-director of the UTHSC Neuroscience Institute Student Journal Club and Seminar Series. He is an exceptionally "brilliant scientist", as one reviewer quotes, with 31 published peer-reviewed articles, seven of which being published since joining UTHSC, with many appearing in upper-tier journals. Regarding Dr. Kim's research efforts in Neuroscience including neuroanatomy and optical imaging and artificial intelligence, he has two active (total budget exceeding \$3 million) and one pending grant from the National Institute of Health. In terms of service, Dr. Kim currently serves on the Space and Resource Neurobiology Chair Search Committee. He mentors three post-doctoral fellows, one graduate, and one undergraduate and lectures in Developmental and Molecular Neurobiology where he is "an engaged and well-organized lecturer" as one reviewer notes.

**Dr. Erica Mitchell** was appointed Professor in the Department of Surgery, Division of Vascular and Endovascular Surgery, College of Medicine in 2020. She is internationally known for her work, has 80 peer-reviewed publications, 18 book chapters, and is a co-author of two books. Since joining UTHSC, she has published nine peer-reviewed manuscripts and delivered over 22 local, regional, national, and international lectures. Dr. Mitchell has a funding history over the years and has attained more than \$1 million in extramural funds with a focus on clinical outcomes after vascular surgical trauma and racial disparities in vascular disease related care. Administratively, Dr. Mitchell serves as the Division Chief of Vascular and Endovascular Surgery for UTHSC, is the Associate Program Director for the Vascular and Endovascular fellowship program, and she has recently been elected to serve as the Regional Director for the National Aortic Trauma Foundation. Her substantial clinical contributions, publication record, and the impact of her research have contributed significantly to the mission of UTHSC. The request to grant early tenure and promotion was strongly supported across all levels.

### UTK

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

**Dr. LaToya Eaves** was appointed as Assistant Professor in the Department of Geography in the College of Arts and Sciences in 2020. Dr. Eaves taught two courses where she saw student evaluations between upper 3s and 4s, with mostly positive feedback. She has served on four doctoral committees and five Masters's committees, four of those not in the Geography Department. Additionally, Dr. Eaves gave three guest lectures at other universities, including one in a high school. In 2019, she co-led an effort by the governing body of the American Association

## June 2023 Grant of Tenure upon Early Consideration Candidate Summaries

of Geographers (AAG) to support the study of Black Geographies, for which she was awarded 2019 Enhancing Diversity Award and the 2019 Ronald F. Abler Distinguished Service Award, the highest honor given by the AAG representing service to one's discipline. Dr. Eaves has 15 peer-reviewed journal articles and book chapters, with eight of those publications occurring in the last two years. She is the first author of a paper published in *Geoforum* which is one of the leading international journals in innovative research and commentary in human geography with an impact factor of 3.901. Dr. Eaves gave nine invited talks and one keynote speech in 2021, including an invited talk at the National Academies of Science, Engineering, and Medicine. Additionally, she has also been successful in obtaining funded research totaling \$508,350. The request for early tenure and promotion was supported across all levels.

**Dr. Georgi Gardiner** joined UTK as an Assistant Professor in the Department of Philosophy in the College of Arts and Sciences in 2017. Regarding teaching, Dr. Gardiner's review contains both qualitative and quantitative data from student surveys and peer observations. Student scores are strong, and comments are overwhelmingly positive. Peer reviews are also reflective of positive scores and comments. She has established an active research group for her graduate students and others working on epistemological topics. Dr. Gardiner has worked with undergraduates on honors theses and award-winning research projects. Her current area of scholarship exploring rape accusations is a book project which addresses the epistemological issues raised by cases in which rape accusations are made against a person who denies them. Since receiving her Ph.D. she has published, or has accepted for publication, 14 peer-reviewed journal articles, one of which boasts among the very highest rejection rates in the field (*Philosophy and Public Affairs*) and another which resulted from winning the Royal Institute of Philosophy Essay Prize. Additionally, Dr. Gardiner has published another six chapters in excellent essay collections and another 11 that were invited. She received a highly prestigious fellowship from the American Council of Learned Societies and locally UTC'S most recent Notable Woman Award. Her service record is quite substantial and far exceeds expectations. She sits on numerous departmental and professional committees, such as the Head's Advisory Committee, and is the co-organizer of the Social Philosophy Workshop, respectively. The request to grant early tenure and promotion was strongly supported across all levels.

**Dr. Timothy Gill** was appointed as Assistant Professor in the Department of Sociology, in the College of Arts and Sciences in 2020. At the time of his hire, he had already served three years as an Assistant Professor at the University of North Carolina-Wilmington. While at UTK, he has taught two classes and served on three graduate committees. Dr. Gill's work directly involves international dynamics such as race, gender, class, and sexuality within Latin America and Africa. In addition to his research focused on Venezuela and the U.S. Empire writ large, Dr. Gill's current scholarship explores the nature of democracy assistance by examining how it unfolds in a separate region of the world where a leftist government has also been in power. He has 15 peer-reviewed journal articles, an edited book, and another book under contract with the University of Pittsburgh Press. He also has another 55 reports and writings published in popular press venues such as *Current Affairs*, *Jacobian*, and *The Nation*. Of this production, a book, a forthcoming journal article in a top journal, and two other journal articles were published since coming to UTK. His service includes four invited engagements, serving on a search committee, and election to a department standing committee. Dr. Gill is an elected member of the Council of the American

## June 2023 Grant of Tenure upon Early Consideration Candidate Summaries

Sociological Association's History section, the secretary-treasurer of the ASA section on Human Rights, and co-edits the ASA Human Rights section newsletter. The request for early tenure and promotion was strongly supported on all levels.

**Dr. Sonya Hayes** joined UTK as an Assistant Professor in the Department of Educational Leadership and Policy Studies, College of Education, Health, and Human Sciences in 2018. Dr. Hayes has an outstanding record in teaching, with reports that she has been an effective teacher while mentoring several doctoral students who have selected her due to her methodical expertise and collaborative work style. Regarding research, Dr. Hayes rewrote a \$490,00 grant from the Kern Foundation to keep the grant at UTK, which allows for future scholarly research. Her focus is on the professional learning needs of both pre- and in-service school principals and how prepared they are for the complex and demanding role of improving teaching and learning. She is pursuing several other large grants and her trajectory shows the importance that she places on high-quality scholarship. She has been interviewed by *Education Week* because of her expertise, and she has cultivated relationships with school leaders in Tennessee and beyond, an important work of service for the university. Dr. Hayes has 11 peer-reviewed journal articles and nine published book chapters. She was awarded the Reviewer of the Year by the *Journal for Research in Leadership Education* in 2021 and the Nettles Award for the Article of the Year in 2020. The request for early tenure and promotion was strongly supported at all levels.

**Dr. Zheng (Justin) Jia** was appointed Assistant Professor in the Department of Business Analytics and Statistics, in the Haslam College of Business in 2019. Dr. Jia's teaching scores and peer reviews are strong. His student evaluations scored in the upper 4s, and one peer reviewer noted that they were "very impressed with [his] dedication to making a new course a success." Dr. Jia's research focuses on auctions, inventory management, health care supply chain, and analytic and behavioral decision making, and has published six papers in peer-reviewed academic journals in Haslam College's top "Premier" journal category, plus one paper in another prestigious journal and an invited short reflection piece in a Premier journal. Importantly, Dr. Jia has maintained his impressive research trajectory in the three years since joining UTK, with two Premier publications accepted, and prepared and taught three different courses at UTK, spanning the areas of undergrad and PhD-level. He has been an excellent contributor to the college and department chairing a search committee and serving as a UTK Faculty Senator and a member of the UTK Faculty Affairs Committee. Dr. Jia has been awarded numerous grants over the course of his academic career, most recently being awarded the Haslam Teaching Innovation and Development Summer Grant totaling \$5,000 in 2021. The request to grant early tenure and promotion was strongly supported by all levels.

**Dr. Stephanie Kivlin** joined UTK as Assistant Professor in the Department of Ecology and Evolutionary Biology, in the College of Arts and Sciences in 2017. She has an outstanding teaching, research, and service record that far exceeds the criteria. Her peer evaluations are extremely positive, while her student evaluations show high marks of 4.23. Dr. Kivlin organized and led a graduate seminar course, a testament to her creativity as a teacher. She has mentored four post-doctoral associates and co-advised two graduate students. Additionally, she serves on 10 Ph.D. thesis committees and is a co-mentor for numerous other graduate students. Since her arrival, Dr. Kivlin has submitted several proposals as PI or Co-PI, resulting in \$3.8M in funding

6.5

## June 2023 Grant of Tenure upon Early Consideration Candidate Summaries

6.5

for her lab. This includes her role as lead PI on a \$1M grant awarded in 2022. Her area of focus is on factors that describe where mycorrhizal fungi occur in the environment which plant species they associate with, when they grow, how vulnerable they are to climate change, and what impact they have on ecosystems. Since receiving her Ph.D., she has accumulated an impressive publication record of 52 peer-reviewed publications, nearly 2600 citations, and an h-index of 21. Since 2020 alone, Dr. Kivlin has given 11 invited seminars, several of these internationally, and is routinely asked to participate in a variety of symposia and working groups. The request to grant early tenure and promotion was strongly supported across all levels.

**Dr. Jong Seok Lee** was appointed as Assistant Professor in the Department of Accounting and Information Management, in the Haslam College of Business in 2019. Regarding teaching, research, and service, Dr. Lee has shown strong evidence for the early request. Teaching evaluations range from 4.5-4.6 out of a 5.0 scale, both at the undergraduate and graduate levels. His peer reviews are summarized as “bringing a great deal of valuable technical expertise to the curriculum that makes him an asset to the classroom.” His research focuses on Information Technology project management and has published 13 journal articles, of which five appeared in premier journals on the Haslam College of Business journal list. His work has been sponsored by Project Management Institute (PMI), a professional association organization with 680,000 members worldwide. Dr. Lee received the Doug Standifer Accounting Faculty Award in 2020 and was a finalist for Faculty Rising Start Research twice in 2021 and 2022. He has also served on two committees in his department and as the managing editor for the *European Journal of Information Systems* since 2014. Additionally, Dr. Lee has served as a reviewer for 19 different journals and is a regular reviewer for premier journals in the Information Systems field. The request for early tenure and promotion was strongly supported on all levels.

**Dr. Sreekumari Rajeev** was appointed as Professor of Infectious Disease in the Department of Biomedical and Diagnostic Sciences of the College of Veterinary Medicine in 2020. Dr. Rajeev encompasses both research and teaching skills, often combining the two to mentor students throughout the research process, including developing low-cost, original, meaningful, and exciting research projects, training students, and preparing publications and presentations for scientific meetings. Most recently, summer research conducted in her laboratory was placed in the top three manuscripts submitted by a veterinary student in Boehringer Ingelheim/AAVMC-sponsored competition and given a cash prize and honorary mention at the 2022 National Veterinary Scholar Symposium, with the manuscript now accepted for publication in the *PLOS Neglected Tropical Diseases* journal. Her current research focuses on understanding the pathogenesis and virulence of *Leptospira* and using those discoveries to develop improved vaccines and diagnostics and is a well-known speaker in her field. She has served as a subject matter expert on several grant review panels and since her time at UTCVM, she received funding as a Principal Investigator from Morris Animal Foundation (\$80,750) and American Kennel Club (\$100,244). Dr. Rajeev also has an impressive record of peer-reviewed, high-quality publications in high-impact journals (including eight publications since 2020), conference proceeding abstracts, and scientific presentations. The request to grant early tenure was strongly supported across all levels.

**Dr. Joshua Rosenberg** joined UTK as an Assistant Professor in the Department of Theory and Practice in Teacher Education, College of Education, Health, and Human Sciences in 2018. Dr.

## June 2023 Grant of Tenure upon Early Consideration

### Candidate Summaries

Rosenberg has an extraordinarily strong record of teaching, research, and service. His end-of-course evaluations have consistently been excellent, with an average score of 4.75. His ratings indicate his ability to support and address diverse audiences as he teaches a wide array of students in different programs, including teacher education students in undergraduate and graduate alternative licensure programs. He studies the use of data in education, especially in STEM education contexts, and has authored 31 peer-reviewed articles (a lead author in 9) in top-tier journals, especially in esteemed flagship venues such as the *Journal of Research in Science Teaching* and the *Journal of Science Education and Technology*. Further, Dr. Rosenberg has published 27 papers in conference proceedings and garnered close to \$5,000,000 in extramural funding. He has been serving on editorial review boards for the *Journal of Research in Science Teaching*, *Journal of Research on Technology in Education*, *Contemporary Issues in Technology*, and *Teacher Education*. Most notably, Dr. Rosenberg has delivered 16 professional workshops for scholars in STEM education and K-12 teachers. At the university level, he has co-led a college group focusing on quantitative research methods and serves as the representative for quantitative studies for the Institutional Review Board. The request to grant early tenure and promotion was strongly supported across all levels.

**Dr. Lyle Roy Schmardebeck** was appointed Assistant Professor in the Department of Accounting and Information Management, in the Haslam College of Business in 2018. Dr. Schmardebeck has highly positive student and peer evaluations and accompanying glowing comments, with one reviewer noting “he is an exceptional educator” and another stating “his students are well prepared before class.” He is the recipient of the 2022 Pugh Accounting Faculty Award and was voted the “Most Motivational” professor by the University of Missouri MAcc Class of 2018. His research focuses on the impact of managers and management choices on financial reporting and the impact of corporate governance on financial reporting. He has published consistently since receiving his degree in 2015 in high-quality accounting journals such as *Contemporary Accounting Research* on three separate occasions and *Accounting, Organizations, and Society*, and *The Accounting Review* both on one occasion. During his years at UTK, Dr. Schmardebeck has held numerous service assignments related to teaching and curriculum issues, most recently being asked to serve as the director of the undergraduate accounting program. Additionally, he serves on the Ph.D. Program and Research Committee. The request to grant early tenure and promotion was strongly supported at all levels.

**Dr. Frank Alexander Scott III** joined UTK as an Assistant Professor in the Department of Supply Chain Management, Haslam College of Business in 2021. Dr. Scott has shown exemplary dedication to teaching, research, and service. He has successfully prepared and delivered seven different courses since entering academia and routinely scores between 4.3 and 5.0 in all categories from his students. In the six years since receiving his Ph.D., Dr. Scott has published 11 papers in refereed journals, including 7 in the highest tier “Premier” category of journals in the Haslam College, plus two more in the “Excellent” tier. Dr. Scott is a nationally recognized leader in transportation pricing policy and logistics management, and he works on his research with many leading firms across the U.S. Additionally, one of his papers was selected by his discipline peers for the prestigious Plowman Award at the Council of Supply Chain Management Professionals Annual Conference in 2019. In terms of service, Dr. Scott has been an excellent contributor to the college and department, serving on committees and actively mentoring

## June 2023 Grant of Tenure upon Early Consideration

### Candidate Summaries

graduate students. In addition to serving on the Peer-Teaching Evaluation Committee, he also serves as an Associate Editor at two of the top journals in the Supply Chain discipline. Additionally, he has been a session chair and/or invited panelist at six conferences in the last four years. The request to grant early tenure and promotion was strongly supported at all levels.

**Dr. Andrew Steen** was appointed as Assistant Professor in the Department of Earth and Planetary Sciences, College of Arts and Sciences in 2014 and again in 2019 in the Department of Microbiology. Across each course, student evaluation marks were consistently high and improved year after year, showing Dr. Steen's willingness to accept and implement feedback. Both students and peers voice appreciation for Dr. Steen's knowledge of complex topics and class engagement. He has supervised four Ph.D. student dissertations, four master's student research projects, and over 30 undergraduate student research projects. Dr. Steen's area of scholarship explores the role that subsurface microbes play in transforming organic matter. He has far exceeded expectations with close to 40 peer-reviewed journal articles published, including nearly 20 since starting at UTK in some of the most prestigious journals in his field. He has received numerous externally funded awards, including a recent \$1.2 million NSD Early Career Award. Dr. Steen's commitment to service is showcased through growing the EPS concentration from 99 students to 129. Additionally, he currently serves on two departmental committees and has served on College-level steering committees for two Independent Degree Programs in the past. At the community level, Dr. Steen has collaborated with K-12 schools to create summer programs for students across Knoxville. The request to grant early tenure and promotion was strongly supported across all levels.

**Dr. Vyron Vellis** joined UTK as Assistant Professor in the Department of Mathematics, in the College of Arts and Sciences in 2019. Since his appointment, Dr. Vellis has amassed an excellent research and teaching record, having already been awarded an individual NSF research grant upon hire, something that is relatively unusual. Additionally, he has been awarded an individual \$215,000 NSF grant, as well as a \$28,000 NSF conference grant in 2022. Almost half of his total 13 publications have appeared in prestigious journals, particularly his 2019 publication in *Advances in Mathematics*, which is in the top 5% of mathematics journals. He has been invited to deliver 16 paper presentations since 2018 at conferences, workshops, and professional meetings that showcase his research. His research interests include analysis and geometry on metric spaces. Dr. Vellis's student evaluations have shown consistently high marks across all courses (4.2-4.9) and accompanying glowing comments about his "positive environment" and "respectfulness." Dr. Vellis has served on three departmental committees since 2019 and co-organized two annual conferences. He advised six new graduate students at the Department of Mathematics, three of whom chose him as their mentor for the 2021-2022 academic year. The request to grant early tenure and promotion was supported across all levels.

**Dr. Deadric Williams** was appointed as Assistant Professor in the Department of Sociology, in the College of Arts and Sciences in 2020 and has exceeded all expectations. He has taught five classes, of which two were new preparations, revitalizing the Family Sociology class. His student evaluations are consistently high, ranging from 4.2-5.0, and his peer reviewers think favorably of his teaching style with one saying, "Dr. Williams works hard to maintain an engaged, interactive, and focused classroom, even as he promotes a rigorous course environment." His research

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## June 2023 Grant of Tenure upon Early Consideration

### Candidate Summaries

examines the social mechanisms that impact family well-being primarily focused on the question, “In what ways does racial domination and oppression create, reify, and perpetuate racially unequal outcomes for families?” He has 14 peer-reviewed journal articles and three peer-reviewed book chapters published or in press, with four of the peer-reviewed articles, two of the peer-reviewed book chapter, and all the external funding applications have been produced since coming to UT, the most recent being awarded as the Co-PI on a \$631,138 grant. Regarding service, Dr. Williams has been invited to 11 talks, including a presentation to the college and one to the university. He serves on two committees for professional associations and on the editorial board of four journals. The request to grant early tenure and promotion was strongly supported on all levels.

**Dr. Qiusheng Wu** joined UTK as Assistant Professor in the Department of Geography, in the College of Arts and Sciences in 2019. Dr. Wu has taught five courses with high evaluations, always in the upper 4s and sometimes scoring a 5. His students praise him for his quick feedback and extensive resources, while his peers commended him on the teaching methods he tailors to the needs of classes at different levels. Dr. Wu is also a dedicated mentor, having advised three graduate students and a post-doctoral scholar. His research expertise involves the automatic detection of landscape features from topographic data; wetland mapping and hydrological modeling; and open-source software development. He lists 58 peer-reviewed articles, being the first or sole author of 13 of those publications. He has many articles in highly regarded journals, including *Nature Sustainability*, *Earth System Scientific Data*, and *Remote Sensing of Environment*, and has 2046 citations with an h-index of 28. Dr. Wu also has an impressive service record, having served on the Graduate Program and Admission Committees, the Curriculum Committee, and the Associate Director of Graduate Students. In addition, he has served as an ad hoc grant reviewer for NSF, NASA, and Army Corps of Engineers and as a peer reviewer for 40 different journals. The request to grant early tenure and promotion was strongly supported at all levels.

**Dr. Yang Zhao** was appointed as an Assistant Professor in the Animal Science faculty with responsibilities in Precision Poultry Management Research and Teaching in 2020. Dr. Zhao has been exemplary in the areas of teaching, research, and service. His student evaluations are overwhelmingly positive, and he serves as one of the primary poultry student recruiters. His research spearheads Precision Poultry Management which applies advanced sensing technologies and artificial intelligence for real-time monitoring of poultry responses and production components, allowing farmers to make timely management decisions that enhance poultry well-being and production efficiency. In total, Dr. Zhao has received over \$2.1 million in grant funding, with over \$1.4 million of the funding coming in the last two years while at UT. Importantly, he was recently awarded a \$1 million federally competitive USDA-NIFA grant, and a significant portion of his funding over the past two years has come from poultry industry groups, indicating they place value on the work Dr. Zhao is doing. His publication number is 19 peer-reviewed journal articles to date since August 2020 and he has participated in 24 seminars and workshops, serves as the ANSC Chair for Research Committee, and leads the yearly Research Summit. The request to grant early tenure was strongly supported at all levels.

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## June 2023 Grant of Tenure upon Early Consideration Candidate Summaries

### UTM

Interim Chancellor Philip Cavalier has recommended to President Boyd the following faculty, who have served less than a six-year-probationary period at UT Martin, for tenure:

**Dr. Ben Le** joined UTM as an Assistant Professor of Accounting in the Department of Accounting, Finance, Economics, and Political Science in 2019. Dr. Le exceeded all expectations in teaching, research, and service while at Martin. His course evaluations are highly positive and his performance in the classroom was recognized in 2021 with the CBGA Excellence in Teaching Award. Dr. Le's research examines stock market issues in emerging markets, in Vietnam in particular. Since joining UTM, Dr. Le has published 19 refereed papers and made 10 presentations. External reviews are overwhelmingly positive. He received the CBGA Outstanding Intellectual Contribution Award in 2022 and one of his papers was recognized as an Outstanding Paper by the *International Journal of Managerial Finance* in 2021. Dr. Lee has served UTM as a member of the CBGA Graduate Committee, a member of three search committees, a member of the Financial Aid and Scholarship Awards Committee, as well as a member of the CBGA Strategic Planning Committee. He has served as a reviewer for four journals, a proposal reviewer for three conferences, and a session chair and/or consultant for three conferences. The request to grant early tenure and promotion was strongly supported across all levels.

**6.5**



# THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

6.6

## AGENDA ITEM SUMMARY

Meeting Date: June 29, 2023

Committee: Education, Research, and Service

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

Type: Action

### **Background Information**

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

Upon the recommendation of the UT Knoxville Honorary Degree Nominating Committee, Chancellor Donde Plowman and President Randy Boyd have reviewed these nominations and are recommending these candidates to the Board for its approval.

The nominations are discussed in detail in the attached letters from Chancellor Plowman and shown in the following Attachments:

- A: Robert J. “Bob” Booker
- B: Arthur B. “A.B.” Culvahouse

The proposed resolution for each nomination is provided below.

**Resolved:**

**The Board of Trustees hereby approves the granting of an Honorary Doctor of Humanities degree from the College of Arts and Sciences at the University of Tennessee, Knoxville to Robert J. “Bob” Booker.**

**Resolved:**

**The Board of Trustees hereby approves the granting of an Honorary Doctor of Humane Letters degree from the Baker School of Public Policy and Public Affairs at the University of Tennessee, Knoxville to Arthur B. “A.B.” Culvahouse.**

## ATTACHMENT A



THE UNIVERSITY OF  
TENNESSEE  
KNOXVILLE

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May 1, 2023

President Randy Boyd  
University of Tennessee System  
400 W. Summit Hill Drive  
Knoxville, TN 37902

Dear President Boyd,

I am pleased to nominate Robert J. “Bob” Booker, a dedicated Tennessean who has dedicated his life to public service throughout our state and our country, for an honorary Doctorate of Humanities degree within the College of Arts and Sciences at the University of Tennessee, Knoxville. Mr. Booker’s breadth of extraordinary leadership and steadfast pursuit of improving our state and country through meaningful impact in civil rights is inspiring to many.

Born and raised in Knoxville, Mr. Booker is a proud graduate of Austin High School. He pursued his BS in education from Knoxville College and graduated after spending three years in France and England as a member of the US Army. At Knoxville College he developed into an active leader in student government. As Mr. Booker took on service opportunities during Knoxville’s civil rights movement, he became a meaningful and impactful leader, encouraging others to stand up for what is right. From protesting the Tennessee Theatre in 1963 for its decision to refuse service to African American patrons to participating in sit-ins, Mr. Booker continued to step forward in leadership and courage to fight for what was right.

Mr. Booker’s leadership opportunities continued in 1966 when he was elected as Knoxville’s first African American Tennessee State Representative, serving the city in many ways, including supporting the mayor of Knoxville with administrative needs as well as serving a temporary term on the Knoxville City Council. He dedicated much of his time to serving on boards, commissions, and councils throughout the area, moving forward the civil rights movement. A co-founder of the Beck Cultural Exchange Center, Mr. Booker served selflessly as the executive director, building the foundation for what it is today—a vital resource for African American history and culture.

Mr. Booker’s accomplishments are inspiring to me as he has diligently and effectively preserved and recorded the history of our city in meaningful ways that no one else has. From writing for news sources to serving as a historian and authoring books for all to learn and understand the history of the Knoxville civil rights movement, he has made an invaluable contribution to our community. I am appreciative of Mr. Booker’s commitment to recording history so we may understand the past and move forward in creating a bright future. Understanding our history is essential, and Mr. Booker has provided this opportunity. Beyond Mr. Booker’s impressive

**Office of the Chancellor**

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



THE UNIVERSITY OF  
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KNOXVILLE

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accomplishments, you will find he is a passionate Tennessean who continually pursues initiatives and ways to reflect upon our history and to appreciate and understand the importance of doing what is right for our state and nation at a time when there is more disagreement than partnership.

I am proud to have Bob Booker as a cherished member of our community. Through his leadership and service he has made incredible contributions to not only our community but throughout the state and beyond. He exemplifies the Volunteer spirit in all that he does, including leading the way for others with inspiring courage. His life and accomplishments have encouraged young people to follow in his footsteps, showing them that they too can make a monumental difference personally and professionally.

In summary, Bob's passion and accomplishments make him deserving of this recognition, and I could not be more thrilled to nominate him for an honorary degree.

I request approval to honor Bob Booker with this distinction.

Best,

Donde Plowman  
Chancellor

**Office of the Chancellor**

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

**Biographical Sketch of Mr. Robert J. (“Bob”) Booker\***

Mr. Robert J. (“Bob”) Booker was born in Knoxville in 1935, graduated from Austin High School in 1953, and graduated in 1962 with a B.S. in Education from Knoxville College where he majored in French and English after spending three years in the U.S. Army stationed in France and England. While at Knoxville College he was a two-term president of the student body and became a leader in Knoxville’s Civil Rights movement. Mr. Booker was among the local Civil Rights activists who protested the Tennessee Theatre in 1963 on account of their refusal to admit African American patrons. In 1966 he was elected as Knoxville’s first African American Tennessee State Representative, and he has served in many capacities on Knoxville City Council and in service to the city’s mayors. Mr. Brown is also a co-founder of the Beck Cultural Exchange Center in Knoxville, serving as its executive director for eleven years, and he is a renowned historian and author of Knoxville’s history, and especially the history of Knoxville’s African-American communities. He is also an inaugural Board Member for the Knoxville History Project. Among his publications are his books *Two Hundred Years of Black Culture in Knoxville, Tennessee 1791-1991* (1994); *And There was Light!: The 120 Year History of Knoxville College* (1994); *The Heat of a Red Summer* (2001); *An Encyclopedia: The Experiences of Black People in Knoxville, Tennessee 1844-1974* (2017); and *From the Bottom Up* (2017). Mr. Booker has received many honors, including being elected to the Distinguished Service Chapter of the Phi Beta Sigma Fraternity, being a member of the East Tennessee Writers Hall of Fame, receiving the Lifetime Achievement Award from the East Tennessee Historical Society, the Whitney M. Young Lifetime Achievement Award from the Knoxville Area Urban League, and the 2020 UT College of Communication and Information’s Diversity Award, and having Summit Hill Bridge named in his honor.



May 1, 2023

President Randy Boyd  
University of Tennessee System  
400 W. Summit Hill Drive  
Knoxville, TN 37902

Dear President Boyd,

I am pleased to nominate Arthur B. (A.B.) Culvahouse, a distinguished Tennessean and proud University of Tennessee alumnus, for the Honorary Doctor of Humane Letters Degree at the Baker School of Public Policy and Public Affairs at the University of Tennessee, Knoxville. With Ambassador Culvahouse's longstanding commitment to leadership within our state and our country that has been felt throughout the world, he is highly worthy of this meaningful honor.

As a 1970 graduate of UT Knoxville, Ambassador Culvahouse has exemplified what it means to be a Volunteer through public service and in the honor of Senator Howard Baker's legacy. After graduating from UT, Ambassador Culvahouse attended New York University and received his Juris Doctorate in 1973. After receiving his degree, he joined Senator Baker as a staff attorney to the Watergate Committee at the young age of 24.

When Senator Baker transitioned to President Ronald Reagan's administration, Ambassador Culvahouse was recruited to serve as White House counsel, tasked with the responsibility to serve the Office of the President of the United States. Due to his pivotal role in the Iran-Contra occurrence, President Reagan awarded Ambassador Culvahouse with the President Citizens' Medal to honor the public service and commitment he made to his country.

Having spent over 40 years with O'Melveny & Myers in the private sector, Ambassador Culvahouse has made a meaningful impact both in public service and in the private sector. He has served as a member of the Federal Advisory Committee on Nuclear Failsafe and Risk Reduction, has been awarded the Defense Medal for Distinguished Public Service, and has provided key legal guidance to organizations including the Federal Reserve and the International Olympic Committee. Since 2008, he has assisted in vetting Republican vice-presidential nominees.

Ambassador Culvahouse's leadership and experience served as a great resource for him when he was named the United States Ambassador to Australia by President Donald Trump. A representative of our country in a region that faced great political stress in our nation's capital, Ambassador Culvahouse was able to lead and mitigate critical issues. His experience since returning stateside has included most

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

recently being involved in providing counsel to issues surrounding the January 6<sup>th</sup> committee hearings, a historical moment for our country.

What speaks volumes to me is Ambassador Culvahouse's commitment and dedication to taking the time and effort to help others move their goals forward, like here at the Howard H. Baker Jr. Center for Public Policy. Serving as a member of the board for the American Civics Institute, Ambassador Culvahouse has generously given of his time and effort to provide guidance and insight to faculty, staff, students, and our campus leadership to build the foundation of what is to come. From countless phone calls to insightful discussions, Ambassador Culvahouse has provided key guidance on sharing his decisions and thoughts based on Senator Baker's legacy. His willingness has been inspiring to me.

Ambassador Culvahouse's dedication and passion for our country is inspiring. He exemplifies the Volunteer spirit in all that he does, including leading the way for others. His life and all his accomplishments empower the young people who will follow in his footsteps, knowing they too can make such a monumental difference in the way he has professionally.

In summary, Ambassador Culvahouse's passion and accomplishments make him deserving of this recognition, and I could not be more thrilled to nominate him for an honorary degree.

I request approval to honor Ambassador Arthur Culvahouse with this distinction.

Best,



Donde Plowman  
Chancellor

6.6



**Arthur B. Culvahouse, Jr.**  
Of Counsel

Washington, DC  
D: +1-202-383-5388  
aculvahouse@omm.com

6.6

Arthur B. Culvahouse, Jr. is Chair Emeritus and Of Counsel to the international law firm of O'Melveny & Myers LLP.

A.B. has led the highest levels of American government and built a distinguished international legal practice through five decades. A dedicated public servant, his work has been honored by U.S. Presidents, and his counsel requested by many seeking to enter the White House.

In 2019, A.B. was sworn in as U.S. Ambassador to the government and people of Australia. While leading the U.S. Mission in Canberra, he facilitated American cooperation and aid during the tragic brush fires and global Covid crisis. A.B. worked to deepen economic engagement by developing strategically reliable critical minerals supply chains, frontier technologies, and joint endeavors in space exploration, earning him recognition as EAP Bureau Nominee for Outstanding non-career Ambassador.

A.B. served as White House Counsel to President Ronald Reagan, where he represented the President in the Iran-Contra investigations and advised on ratification of the Intermediate Nuclear Forces Treaty and Supreme Court nominations. Reagan awarded A.B. the Presidential Citizens' Medal, an award established in 1969 to "recognize citizens who performed exemplary deeds of service for the country or their fellow citizens."

Through over 40 years of work with O'Melveny & Myers LLP, A.B. guided the firm as Chair, Head of Washington, D.C. Office, and Chair Emeritus. He brought world class expertise to matters on corporate governance, internal investigations, compliance, Congressional investigations, and strategic counseling, frequently

**Admissions**

*Bar Admissions*  
District of Columbia

**Education**

New York University, J.D., 1973  
University of Tennessee, B.S., 1970



at the highest level of geopolitical sensitivity regarding operations in China, Iran, Cuba, and other nations. His clients included the International Olympic Committee, major investment banks, energy concerns, Federal Reserve and SEC chairs, and he counseled corporate boards and audit committees for a wide range of multinational corporations.

A.B. was raised in Ten Mile, Tennessee, earning his undergraduate degree from the University of Tennessee and Juris Doctor from the New York University School of Law. A.B. is the proud father of three accomplished daughters.

### **Career Highlights**

- U.S. State Department, Ambassador of the United States to Australia, 2019-2021
- O'Melveny & Myers LLP, Washington, D.C. Associate (1976-1981); Partner in law firm (1982-1984); Partner in law firm (1989-2017); Of Counsel (2018-2019 and 2022-present); Chair of the Firm (2001-2012); Managing Partner, Washington, D.C. Office (1992 to 2001)
- The White House, Washington, D.C., White House Counsel to President Ronald Reagan (1987-1989)
- Vinson & Elkins LLP, Washington, D.C., Partner in law firm (1984-1987)
- Baker for President, Washington, D.C., General Counsel to Presidential Campaign (1979-1980)
- U.S. Senator Howard H. Baker, Jr., United States Senate, Chief Legislative Assistant (1973-1976)

### **Boards**

- Co-Chair, The American Enterprise Institute Commission on Continuity of Government (2021-present)
- Board of Directors, Howard H. Baker, Jr. Center for Public Policy, The University of Tennessee (2012-2019, 2022-present)
- Board of Trustees, The Brookings Institution (2002 to 2019)
- Board of Directors, Phoenix Houses of the Mid-Atlantic (2012-2014)
- Board of Directors, Leadership Council on Legal Diversity (2009-2012)
- Advisory Board, Van Scoyoc Associates (2011-2012)
- Chairman of the Board of Directors, Regulatory Data Corp International LLC, New York, NY (2001-2007)
- Nuclear Command and Control Federal Advisory Committee; appointed by the Secretary of Defense (2008-2009)
- President's Intelligence Advisory Board (2006-2009)
- Co-Chair, The U.S. Chamber of Commerce Commission on the Regulation of U.S. Capital Markets in the 21st Century (2006-2007)
- Supreme Court Fellows Commission; appointed by The Chief Justice (2002-2005)
- General Counsel, John F. Kennedy Center for the Performing Arts (2001-2004)
- Federal Advisory Committee Nuclear Failsafe and Risk Reduction; appointed by the Secretary of Defense (1990-1992)



# THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

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## AGENDA ITEM SUMMARY

Meeting Date: June 29, 2023

Committee: Education, Research, and Service

Item: **Granting of Honorary Degree, UTM**

Type: Action

6.6

### **Background**

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

Upon the recommendation of the UT Martin Honorary Degree Nominating Committee, Interim Chancellor Cavalier and President Boyd have reviewed the nomination for Dr. Rodney M. Thomsen and are recommending this candidate to the Board for its approval.

The nomination is discussed in detail in the attached letter from Interim Chancellor Cavalier and shown in Attachment 1.

### **Committee Action**

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

**Resolved: The Board of Trustees hereby approves the granting of an Honorary Doctor of Agriculture Business degree from the College of Agriculture and Applied Sciences at the University of Tennessee at Martin to Dr. Rodney M. Thomsen.**

**ATTACHMENT 1**

Office of the Chancellor  
 325 Administration Building  
 554 University Street  
 Martin, TN 38238  
 office: (731) 881-7500  
 fax: (731) 881-7019

May 25, 2023

6.6

Dr. Bernie Savarese, Acting Vice President  
 Office of Academic Affairs, Research, and Student Success  
 University of Tennessee  
 1260 UT Tower  
 505 Summer Place  
 Knoxville, TN 37902

Dear Dr. Savarese:

Enclosed please find the packet of information in support of the request to award Dr. Rodney Thomsen the honorary degree of Doctor of Agricultural Business. You'll note that Ms. Swafford's attached letter mentions three of UTM's top alumni/donors/partners who are happy to lend their enthusiastic support of this request.

Dr. Rodney Thomsen started teaching at the University of Tennessee at Martin in the fall of 1975 and taught for over 26 years. Due to poor health, he reluctantly left the university in December 2001 and officially retired in May 2002. However, his initial association with UTM was as a student from 1968 through 1971.

He grew up on a farm in Jackson, Tennessee, just north of Union University. The family raised cotton, corn, soybeans, pigs, cattle, and strawberries. Most of that farm has now been sold and developed as shops and restaurants. It was not a given that he would go to college, but because of the influence of his parents, Mr. Rommie Niesler, his vocational agriculture teacher at Northside in Jackson, and most importantly, the challenge from his grandfather to get a college education, he decided to give it a try. Sadly, his grandfather passed away the day he started college.

Dr. Thomsen's major was agricultural education and, after a stint with student-teaching in a high school agricultural education program, he decided it would be better to prepare himself to teach at the college level. His agricultural economics professor at UTM, Mr. Carol Murphey, suggested he pursue graduate work in agricultural economics and recommended him to the agricultural economics department at The University of Tennessee at Knoxville. Dr. Thomsen completed an M.S. and a Ph.D. in agricultural economics in 1973 and 1975, respectively. At the time he received his Ph.D., UTM needed an agricultural economist. Dr. Harold J. Smith, Dean of Agriculture, offered him the job, launching his career as a college professor.

He is the "father" of the very successful UTM undergraduate Agricultural Business program, which is now the largest in the state and attracts students from across the country. Dr. Thomsen was beloved by his students, and he cared deeply for them. It's hard to go to any Agriculture event around the state, and not hear a story about "Doc" Thomsen. He had a tremendous sense of humor and an exceptional way of relating to the students who came from a rural, agricultural background. It's been said that he would chew on a cigar during tests: the longer the cigar, the harder the test. He was known for being tough in class but treated his students with "tough love." He took many struggling students under his wing,

Dr. Bernie Savarese  
May 25, 2023  
Page 2

6.6

...serving as a caring mentor when they worked for him as student workers. He continues those close relationships with many of those former students today.

His teaching was honored twice by the National Association of State Universities and Land-Grant Colleges, now known as APLU (Association of Public and Land Grant Universities). He was also honored with a Teaching Award of Merit by the National Association of Colleges and Teachers of Agriculture or NACTA (now the North American CTA), and the UT National Alumni Outstanding Teaching Award.

In 1983, "Doc" Thomsen was appointed as Acting Director of the newly-established West Tennessee Agricultural Pavilion and, subsequently, served as Director from 1984 until his retirement. Under his leadership, the facility has had a major impact on the department, the university, the local economy and the culture of the region. It was the first of its kind in the state and has served as a model for many others that have followed in the state and region. Because of his love for the Martin community and Northwest Tennessee region, Doc helped create and coordinate the annual Santa's Village, which attracts more than 15,000 visitors each year to the Ag Pavilion and to campus. Additionally, the event brings in thousands of pounds of food for local food banks and toys for We Care Ministries in Martin. His passion for serving others has led to recognition in several national publications.

As manager of the Ag Pavilion, he started the annual university rodeo, which has become a major event in Martin for the past 55 years and brings visitors from all across the country. He continues to be a great supporter of the Rodeo Team, and never misses the event held each April. He also planned many other big events, from concerts and monster truck competitions to horse shows and professional wrestling.

He is known around the state and country as a Racking Horse owner and trainer. At his current farm in Dresden, he has bred and trained a number of champions. Doc Thomsen is a fixture at many of the Tennessee Walking Horse and Racking Horse shows in the South, including the "Celebration" in Shelbyville. He has served as both a judge and a member of the Board of Directors for the Racking Horse Breeders of America.

The Honorary Degree Nominating Committee, consisting of the members required by Board policy BT0008 has reviewed the nomination and enthusiastically supports his candidacy. I should note that I convened the committee in late January in my previous role as provost.

I ask that you please bring this forward to the UT Board of Trustees for their consideration at the upcoming annual meeting in June.

Sincerely,



Philip Acree Cavalier  
Interim Chancellor

js

Enclosures



**Office of Advancement Services**  
329 Hall-Moody Administration Bldg.  
554 University Street  
Martin, TN 38238  
(731) 881-7620 office  
(731) 881-7654 fax

May 12, 2023

6.6

Dr. Philip Cavalier, Interim Chancellor  
Chair of the Honorary Degree Nominating Committee  
324 Hall-Moody Administration Building  
Martin, TN 38238

Dear Chair of the Honorary Degree Nominating Committee:

I wish to nominate Dr. Rodney Thomsen to be recognized with an Honorary Doctoral degree in Agriculture Economics from the University of Tennessee at Martin.

Dr. Thomsen came to UT Martin as a faculty member in 1975 and educated thousands of students until his retirement in 2003. Thomsen was later named the Director of the Ned R. McWherter Agriculture Pavilion in 1983 in addition to his faculty responsibilities and oversaw a myriad of events in that venue, including the annual UT Martin rodeo. Thomsen and his students were also recognized for their involvement in Santa's Village, an annual holiday charity event held in the pavilion. After his retirement, he was named Professor Emeritus of Agriculture Economics.

In addition to his many accomplishments and years of service to UT Martin, Dr. Thomsen founded the Agriculture Economics program on campus. It is most appropriate for the university to recognize Rodney Thomsen with an Honorary Doctoral degree in Agriculture Education.

I worked with Dr. Thomsen for than 10 years on various fundraising projects including the efforts to purchase the Wooten Equine Farm. His passion for the university and his students was evident during my meetings and discussions with him. That passion was also clear to many alumni and community members, three of whom I've listed as recommendations. They are:

Mr. Art Sparks  
CPA-Partner  
Alexander Thompson Arnold, PLLC  
624 East Reelfoot Avenue  
Union City, TN 38261-5739  
(731) 885-3661 (B)



Mr. Bobby Goode  
325 Linden Street  
Dresden, TN 38225-1418  
(731) 364-5391 (H)

Mr. Jimmy Tosh  
Owner  
Tosh Farms  
1586 Atlantic Avenue  
Henry, TN 38231-3551  
(731) 243-4863 (B)

I look forward to answering any questions you or your committee may have in regards to this formal nomination of Dr. Thomsen. I wish you the best in your discussions regarding this request.

Sincerely,



Jeanna Curtis Swafford  
Associate Vice Chancellor for Development  
and Planned Giving

**UNIVERSITY FACULTY RESUME  
RODNEY M. THOMSEN**

**I. Personal Information**

- a. Rodney M. Thomsen U.S. Citizen
- b. Director, West Tennessee Agricultural Pavilion  
Professor, Agriculture Economics
- c. Room 114, West TN AG Pavilion

**II. Educational Credentials**

- Ph.D. The University of Tennessee, Knoxville, Tennessee - 1975  
Agricultural Economics
- M.S. The University of Tennessee, Knoxville, Tennessee - 1973  
Agricultural Economics
- B.S. The University of Tennessee at Martin, Martin, Tennessee - 1971  
Agricultural Education

**III. Employment History**

Director, West Tennessee Agricultural Pavilion, July 1984-Present. The West Tennessee Agricultural Pavilion is the first facility of its type operated by The University of Tennessee and as Director, established all operational procedures as well as planned and implemented its development.

Acting Director, West Tennessee Agricultural Pavilion, September 1983 - July 1984

Professor of Agricultural Economics, School of Agriculture, The University of Tennessee at Martin, September 1985 - Present

Associate Professor Agricultural Economics, School of Agriculture, The University of Tennessee at Martin, 1978 - August 1985

Assistant Professor of Agricultural Economics. School of Agriculture, The University of Tennessee at Martin, 1975 - 1978

**IV. Scholarly Activity**

National Association of State University and Land-Grant Colleges, Honoring Excellence in Teaching Award, 1998 & 1999

Prepared and presented a paper entitled "Technology, Affluence, and Environment Quality from an Agricultural Perspective, Updated" at the annual meeting of the Tennessee Council of the Soil Conservation Society, 1998

National Association of Colleges and Teachers of Agriculture, Teaching Award of Merit, 1997

University of Tennessee National Alumni Association Outstanding Teacher Award, 1996

Recognized in The University of Tennessee Record: Research Publications, and Creative Achievements, compiled by the office of the Vice President for Academic Affairs, The University of Tennessee, Vol. 96, Issue No. 3, 1996.

National Association of Colleges and Teachers of Agriculture, Teaching Award of Merit, 1994

Appointed to State of Tennessee Rural Development Committee, 1989 - Present

Served as West Tennessee Representative and keynote speaker to five states regional "Rural Revitalization Conference" 1988, 1989, 1990, 1991, 1992, 1993.

Served as a member of the Technical Advisory Team for Teamwork West Tennessee (an economic task force) established by Congressman John Tanner 1989 - Present.

**V. Faculty/Teaching Development Activities**

Completed course "Campus Technology" at UT Martin, October, 2000

Co-Faculty Advisor UT Martin Equestrian Club, 1999 - Present

Member of Chancellor's Summer Programming Task Force, 1993 - Present

Participated in the 40th Annual Governor's Conference of Economic and Community Development, 1998.

Member of the Chancellor's Economic Development Task Force, 1989 - Present

Member of the UT Martin Conference Center Feasibility Task Force, 1989 - Present

Faculty Advisor Beta Chapter of Alpha Zeta (Honor Society), 1975 - Present

UT Martin Outstanding Advisor Recognition, 1991

**VI. Public Service/University Service/Consulting Activity**

Received the Tennessee Recreation and Parks Association Volunteer Service Award, November, 2000

Serves as resource person to the UT-Extension Horse Specialist with respect to "gaited" horses as the State 4-H Horse Program, 1985 - Present

Member Weakley County Chamber of Commerce, 1985 - Present

In the role of Director of the West Tennessee Agricultural Pavilion, have helped host more than 700 various events with an estimated attendance of 600,000 people.

**VII. Professional Societies and Other Relevant Activities**

Elected to the National Board of Directors for the Racking Horse Breeder's of America Association, 1994 - Present

Served as one of the five judges for the Racking Horse World Celebration, 1994

Member of National Racking Horse Judges Committee, 1994 - Present

Member of National Advisory Board for Racking Horse Association of America, 1980 - Present

Member and Licensed Judge of the Racking Horse Breeders Association of America, 1980 - Present

American Agricultural Economics Association, 1975 - Present

Southern Agricultural Economics Association, 1975 - Present

American Society of Farm Managers and Rural Appraisers-Academic Member, 1972 - Present

Tennessee Chapter of the American Society of Farm Managers and Rural Appraisers, 1975 - Present

Phi Kappa Phi, 1978 - Present

Gamma Sigma Delta, 1973 - Present

Alpha Zeta, 1975 - Present

**VIII. International Travel**

Costa Rica Agricultural Faculty-Student Tour, 1998

Equadorian Agricultural Faculty Tour, 1991

6.6



# THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

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## AGENDA ITEM SUMMARY

Meeting Date: June 29, 2023  
Committee: Education, Research, and Service  
Item: **Granting of Honorary Degree, UTS**  
Type: Action

6.6

### **Background Information**

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

Upon the recommendation of the UT Southern Honorary Degree Nominating Committee, Interim Chancellor Linda C. Martin and President Randy Boyd have reviewed the nomination for Hurley Calister “Cal” Turner and are recommending this candidate to the Board for its approval.

The nomination is discussed in detail in the attached letter from Interim Chancellor Martin and shown in Attachment 1.

**Resolved:**  
**The Board of Trustees hereby approves the granting of an Honorary Doctor of Humane Letters degree at the University of Tennessee Southern to Hurley Calister “Cal” Turner.**



THE UNIVERSITY OF TENNESSEE  
SOUTHERN

OFFICE OF THE CHANCELLOR

May 10, 2023

President Randy Boyd  
University of Tennessee System  
505 Summer Place  
1295 UT Tower  
Knoxville, TN 37902

President Boyd:

It is both an honor and a privilege to nominate Hurley Calister “Cal” Turner, Jr., Chairman of the Cal Turner Foundation and former President and Chairman of the Dollar General Corporation, for an honorary Doctor of Humane Letters (L.H.D.) degree. Mr. Turner’s accomplishments as both a businessman and a philanthropist have contributed significantly to the economic and educational health of the state and make him much deserving of this honor. Mr. Turner has been a particular friend of Martin Methodist College and of the University of Tennessee Southern.

Mr. Turner’s successful business career is well known. In 1965, he began his career at Dollar General, the company founded by his father and grandfather. He succeeded his father as president in 1977 and as chairman in 1988. By the time of his retirement in 2003, Dollar General had become a New York Stock Exchange retailer and from its headquarters in Goodlettsville, TN, oversaw more than 6000 stores in 27 states with annual sales of over \$6 billion. Currently, in 2023, Dollar General operates some 16,000 stores in 44 states (891 in Tennessee) with annual sales of over \$16 billion. Mr. Turner’s business achievements have been acknowledged with numerous recognitions and awards. For example, he received the Presidential Award for Private Sector Initiatives from President Reagan in 1988, the CEO of the Year bronze medallion from *Financial World* in 1994, the Discounter of the Year award from *DSN Retailing Today* in 1998, the Summit Award for excellence in management by the Sales and Marketing Executives of Nashville in 1999, and the Lifetime Achievement Award from *Retail Merchandiser Magazine* in 2003.

Mr. Turner’s philanthropic contributions to his region have been equally impressive—especially his support for educational initiatives. His substantial commitment to and service on the boards of numerous local civic and charitable organizations has been recognized with such awards as Nashvillian of the Year from the Easter Seal Society of Middle Tennessee, the Silver Hope Chest Award from the Middle Tennessee chapter of the National Multiple Sclerosis Society, the Alexis de Tocqueville Society Volunteer of the Year Award from the United Way of Middle Tennessee, and the Johnny Cash Americanism Award from the Nashville chapter of the Anti-Defamation League. As noted above, Mr. Turner chairs the Cal Turner Family Foundation, which has endowed programs or centers at Vanderbilt University, Fisk University, Meharry Medical College, and Lindsey Wilson College. He was instrumental in the establishment of the Dollar General Literacy Foundation, which over the past 30 years has contributed over \$200 million to fund adult, youth, and family literacy programs located within 20 miles of a Dollar General store.

Mr. Turner has been a particularly strong supporter of then-Martin Methodist College and now the University of Tennessee Southern. One of the projects funded by the Dollar General Literacy Foundation, for example, was the institution's summer Read-to-Be-Ready program in Giles County. And his generosity established the institution's Turner Center for Rural Vitality, which works to strengthen rural communities in Southern Middle Tennessee by providing opportunities for cross-sector collaborations.

Mr. Turner's lifelong commitment to the people of this region and to the ethic of paying it forward are an inspiration, especially to the UT Southern students he engages with on his frequent visits to the campus. UT Southern is proud to have Cal Turner as a member of its community, and I am honored to be able to nominate him for this honorary degree.

I request approval to honor Hurley Calister "Cal" Turner, Jr. with this distinction.

Best,



Linda C. Martin  
Interim Chancellor

**Cal Turner, Jr.**  
**Chairman**  
**Cal Turner Family Foundation**

Cal Turner, Jr. received his B.A., cum laude, from Vanderbilt University in 1962. Following his graduation from Vanderbilt, Mr. Turner served for more than three years as an officer in the United States Navy. In December 1965, he began his career at Dollar General, the company founded by his father and grandfather in 1939. He succeeded his father as president in 1977 and as chairman in 1988. At the time of his retirement in 2003, Dollar General had grown into a New York Stock Exchange retailer with more than 6,000 stores in 27 states and annual sales in excess of \$6 billion.

Mr. Turner has served on the boards of a number of civic and charitable organizations, including the Easter Seal Society of Tennessee, Inc., Fisk University, the PENCIL Foundation and the YMCA of Middle Tennessee. From 2000 – 2001 he was president of the Board of Governors of the Nashville Area Chamber of Commerce. He has served as Chairman of the YMCA of Middle Tennessee and Lindsey Wilson College in Columbia, Kentucky and he is currently trustee emeritus of Vanderbilt University after serving on the Vanderbilt Board of Trust for 17 years.

In 1988, Mr. Turner accepted the Presidential Award for Private Sector Initiatives from President Ronald Regan at a White House ceremony. In 1991, the Sales and Marketing Executives of Nashville recognized Mr. Turner with the Summit Award for his excellence in management. He received the Silver Hope Chest Award in 1992, an honor presented annually by the Middle Tennessee chapter of the National Multiple Sclerosis Society. In 1994, he was honored as Nashvillian of the Year by the Easter Seal Society of Tennessee. In 1997, he received the Alexis de Tocqueville Society Volunteer of the Year Award from the United Way of Middle Tennessee, and, in 1998, he received the Vanderbilt Distinguished Alumnus Award. In 2002, Meharry Medical College presented Mr. Turner with the school's prestigious Salt Wagon Award, given for acts of kindness and commitment to Meharry Medical College and its mission.

Cal Turner, Jr.'s commitment to the Methodist Church has been a lifelong personal ministry of faith. The Tennessee Conference of the United Methodist Church inducted Mr. Turner into the Fellows of the Society of John Wesley in 2001, for distinguished service to local church mission and ministry. In 2002, Mr. Turner was awarded the Stanley S. Kresge Award by the United Methodist Higher Education Foundation for his commitment to higher education.

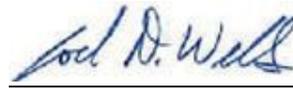
Cal and his wife, Margaret, celebrated 50 years of marriage on March 1, 2019 prior to her death on October 26, 2019. Their son, Cal Turner, III, is the father of Cal Turner, IV, Alex Turner and Will Turner.

Registrar's Certification Regarding Satisfaction of Degree Requirements

I hereby certify that all University of Tennessee, Chattanooga students upon whom degrees have been conferred on *May 6, 2023* have satisfied all degree requirements. A complete and accurate list of those students and the degrees conferred has been filed with the Office of the Board of Trustees.

7.1

Certified:



Signature

Joel D. Wells

Name

University Registrar

Title

5/26/2023

Date

Bursar's Certification Regarding Satisfaction of University Debts and Obligations

I hereby certify that all University of Tennessee, Chattanooga students upon whom degrees have been conferred on *May 6, 2023* have satisfied all debts and obligations owed to the University in accordance with requirements of state law. A complete and accurate list of those students and the degrees conferred has been filed with the Office of the Board of Trustees.

Certified:

Janice Cosey Digitally signed by Janice Cosey  
Date: 2023.05.26 12:52:04 -04'00'

Signature

Janice Cosey

Name

Bursar

Title

May 26, 2023

Date

Registrar's Certification Regarding Satisfaction of Degree Requirements

I hereby certify that all University of Tennessee Health Science Center students upon whom degrees have been conferred from *May 8, 2023* through *May 31, 2023* have satisfied all degree requirements. A complete and accurate list of those students and the degrees conferred has been filed with the Office of the Board of Trustees.

Certified:

  
Signature

Scott Summers  
Name

Registrar  
Title

6/9/2023  
Date

Bursar’s Certification Regarding Satisfaction of University Debts and Obligations

I hereby certify that all University of Tennessee Health Science Center students upon whom degrees have been conferred from *May 8, 2023* through *May 31, 2023* have satisfied all debts and obligations owed to the University in accordance with requirements of state law. A complete and accurate list of those students and the degrees conferred has been filed with the Office of the Board of Trustees.

Certified:  
*Byron T Porter*  
Signature

Byron T. Porter  
Name

Bursar  
Title

06/08/2023  
Date



Registrar's Certification to the Chancellor

I hereby certify that all *University of Tennessee at Martin* students upon whom degrees have been conferred on *May 6, 2023* have satisfied all degree requirements. A complete and accurate list of those students and the degrees conferred has been filed with the Office of the Board of Trustees.

Certified:

Martha M. Barnett  
Signature

Martha M. Barnett  
Name

Registrar  
Title

5/26/2023  
Date

7.1



Bursar's Certification to the Chancellor  
Regarding Satisfaction of Debts and Obligations Owed to the University

I hereby certify that all *University of Tennessee at Martin* students with degrees conferred on *May 6, 2023* on the attached list have satisfied all financial debts and obligations owed to the University in accordance with requirements of state law.

Certified:  
Stacey Jackson  
Signature  
Stacey JACKSON  
Name  
Bursar  
Title  
5/23/2023  
Date

7.1



Registrar's Certification Regarding Satisfaction of Degree Requirements

7.1

I hereby certify that all University of Tennessee Southern students upon whom degrees have been conferred on May 6, 2023 have satisfied all degree requirements. A complete and accurate list of those students and the degrees conferred has been filed with the Office of the Board of Trustees.

Certified:

Chris Mattingly  
Signature

Chris Mattingly  
Name

Registrar  
Title

5/31/2023  
Date



Bursar's Certification Regarding Satisfaction of University Debts and Obligations

7.1

I hereby certify that all University of Tennessee Southern students upon whom degrees have been conferred on May 6, 2023 have satisfied all debts and obligations owed to the University in accordance with requirements of state law. A complete and accurate list of those students and the degrees conferred has been filed with the Office of the Board of Trustees.

Certified:

*Rhonda Clinard*

\_\_\_\_\_  
Signature

Rhonda Clinard

\_\_\_\_\_  
Name

Assoc Vice Chancellor for Finance

\_\_\_\_\_  
Title

5/31/2023

\_\_\_\_\_  
Date



# THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

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## AGENDA ITEM SUMMARY

Meeting Date: June 29, 2023  
Committee: Education, Research, and Service  
Item: **Tenure Approvals and Promotions**  
Type: Information

7.2

### **Background**

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

A report of approved faculty member promotions is also being provided.

## June 2023 Tenure

UTC			
Last Name	First Name	College	Department
Aghakhani	Navid	Gary W. Rollins College of Business	Management
Beasley	DeAnna	Arts and Sciences	Biology, Geology, and Environmental Science
DePrez	Bernadette	Health, Education and Professional Studies	Nursing
Disfani	Vahid	Engineering and Computer Science	Electrical Engineering
Evans	Michelle	Arts and Sciences	Political Science and Public Service
Leahy	Beth	Library	Research and Public Services
Schultz	Heath	Arts and Sciences	Art
Usrey	Spencer	Gary W. Rollins College of Business	Accounting
Womack	Bethany	Health, Education and Professional Studies	Professional Studies, Social Work Division
Yang	Sungwoo	Engineering and Computer Science	Civil and Chemical Engineering
UTHSC			
Last Name	First Name	College	Department
Chiu	Chi-Yang	Medicine	Preventive Medicine
Cory	Theodore	Pharmacy	Clinical Pharmacy and Translational Science
Gangaraju	Rajashekhar	Medicine	Ophthalmology
Glazer	Evan	Medicine	Surgery
Hevener	Kirk	Pharmacy	Pharmaceutical Sciences
Ibebuogu	Uzoma	Medicine	Medicine
Mozhui	Khyobeni	Medicine	Preventive Medicine
Paek	Eun Jin	Health Professions	Audiology and Speech Pathology
Simpson	Claire	Medicine	Genetics, Genomics, and Informatics
Smallwood	Heather	Medicine	Pediatrics
Smith	Amber	Medicine	Pediatrics
Stanfill	Ansley	Nursing	Acute and Tertiary Care
Zhao	Qi	Medicine	Preventive Medicine
UTK			
Last Name	First Name	College	Department
Abudayyeh	Rana	Architecture and Design	School of Interior Architecture
Arft	Justin	Arts and Sciences	Classics
Crouch	Dustin	Tickle College of Engineering	Mechanical, Aerospace and Biomedical Engineering
Crowley	Jenny	Communication and Information	School of Communication Studies
Denavit	Mark	Tickle College of Engineering	Civil and Environmental Engineering
Di Salvo	Gina Marie	Arts and Sciences	Theatre
Dixson	Melanie Ann	Libraries	Libraries
Dygert	Nicholas	Arts and Sciences	Earth Planetary Sciences
Eckelkamp	Elizabeth	Extension	Animal Science
Ergas	Christina	Arts and Sciences	Sociology
Fleshner	Nathan	Arts and Sciences	School of Music
Giam	Xingli	Arts and Sciences	Ecology and Evolutionary Biology
Gould	Elyssa Marie	Libraries	Libraries
Guerguis	Maged	Arts and Sciences	School of Architecture
Hale	Meredith Louise	Libraries	Libraries
Hamar	Jon	Arts and Sciences	School of Music
Henricks	John Patrick Kasey	Arts and Sciences	Sociology
Hong	Tian	Arts and Sciences	Biochemistry and Cellular and Molecular Biology

## June 2023 Tenure

UTK			
Last Name	First Name	College	Department
Johnson	Jeremiah	Arts and Sciences	Microbiology
Li	Shuai	Tickle College of Engineering	Civil & Environmental Engineering
Munoz	Isabel Solange	Arts and Sciences	Geography and Sustainability
Panigabutra-Roberts	Anchalee	Libraries	Libraries
Quinn	Margaret	Education, Health, and Human Sciences	Child & Family Studies
Saunders	Lance	Haslam College of Business	Supply Chain Management
Scott	Jason Lovejoy	Education, Health, and Human Sciences	Kinesiology, Recreation and Sports Studies
Sigler	Andy	Arts and Sciences	School of Music
Stokes	Phillip	Arts and Sciences	World Languages and Cultures
Strickland	William Christopher	Arts and Sciences	Mathematics
Sykes	Virginia	Extension	Plant Sciences
Upendram	Sreedhar	Extension	Agricultural and Resource Economics
Zhuang	Jie	AgResearch	Biosystems Engineering and Soil Science
Sun	Qi	Education, Health, and Human Sciences	Educational Leadership and Policy Studies
UTM			
Last Name	First Name	College	Department
Alden	Kelle	Humanities and Fine Arts	English and Modern Foreign Languages
Batts	Amanda	Education, Health, and Behavioral Sciences	Educational Studies
Nichter	Caren	Paul Meek Library	Paul Meek Library
Wang	Qing	Engineering and Natural Sciences	Computer Science

## June 2023 Promotions

UTC				
Last Name	First Name	College	Department	Promoted To:
Aghakhani	Navid	Gary W. Rollins College of Business	Management	Associate Professor
Beasley	DeAnna	Arts and Sciences	Biology, Geology, and Environmental Services	Associate Professor
Dakhliia	Sami	Gary W. Rollins College of Business	Finance and Economics	Professor
DePrez	Bernadette	Health, Education and Professional Studies	School of Nursing	Associate Professor
Disfani	Vahid	Engineering and Computer Science	Electrical Engineering	Associate Professor
Doyle	Kevin	Health, Education and Professional Studies	School of Professional Studies, Counselor Education Division	Associate Professor
Ellis	Jennifer	Health, Education and Professional Studies	School of Education	Professor
Evans	Michelle	Arts and Sciences	Political Science and Public Service	Associate Professor
Freeman	Jessica	Arts and Sciences	Communication	Associate Professor
Gao	Lani	Arts and Sciences	Mathematics	Professor
Gastañaga	José Luis	Arts and Sciences	Modern and Classical Languages and Literatures	Professor
Gillison	Stephanie	Gary W. Rollins College of Business	Marketing and Entrepreneurship	Professor
Golkar	Saeid	Arts and Sciences	Political Science and Public Administration	Associate Professor
Jones	Lynn Worcester	Arts and Sciences	Performing Arts-Division of Music	Associate Professor
Leahy	Beth	Library	Research and Public Services	Associate Professor
Lee	John	Arts and Sciences	Chemistry and Physics	Professor
Ofoli	Abdul	Engineering and Computer Science	Electrical Engineering	Professor
Ozmy	Josh	Arts and Sciences	Political Science and Public Service	Professor
Sah	Nilesh	Gary W. Rollins College of Business	Finance and Economics	Associate Professor
Schultz	Heath	Arts and Sciences	Art	Associate Professor
Shelton	Jill	Arts and Sciences	Psychology	Professor
Smith	Morgan	Arts and Sciences	Social, Cultural, and Justice Studies	Associate Professor
Usrey	Spencer	Gary W. Rollins College of Business	Accounting	Associate Professor
Wakefield	Hannah	Arts and Sciences	English	Associate Professor
Wilkinson	Lane	Library	Research and Public Services	Professor
Womack	Bethany	Health, Education and Professional Studies	School of Professional Studies, Social Work Division	Associate Professor
Xie	Mengjun	Engineering and Computer Science	Computer Science and Engineering	Professor
Yang	Sungwoo	Engineering and Computer Science	Civil and Chemical Engineering	Associate Professor
Zahry	Nagwan	Arts and Sciences	Communication	Associate Professor
UTHSC				
Last Name	First Name	College	Department	Promoted To:
Absi	Mohammed	Medicine	Pediatrics	Professor
Accardo	Dwayne	Nursing	Acute and Tertiary Care	Associate Professor
Adams	Lindsey	Medicine	Ophthalmology	Assistant Professor
Afzal	Muhammad Omer	Medicine	Radiology	Associate Professor
Baidoo	Leonard	Medicine	Medicine	Professor
Basu	Sandip	Medicine	Ophthalmology	Assistant Professor
Bruce	Jeremy	Medicine-Chattanooga	Orthopaedic Surgery	Professor
Buehler	Jason	Medicine-Knoxville	Anesthesiology	Associate Professor
Cao	Xueyuan	Nursing	Health Promotion and Disease Prevention	Associate Professor
Chandrashekar	Arvind	Medicine	Anesthesiology	Assistant Professor
Chiu	Chi-Yang	Medicine	Preventive Medicine	Associate Professor
Chizhikov	Viktor	Medicine	Anatomy and Neurobiology	Professor
Citrin	Nechama	Dentistry	General Dentistry	Associate Professor
Clark	Ricketta	Nursing	Health Promotion and Disease Prevention	Associate Professor
Clark	Shawna	Dentistry	General Dentistry	Associate Professor
Cory	Theodore	Pharmacy	Clinical Pharmacy and Translational Science	Associate Professor
Dabbs	William	Medicine-Knoxville	Family Medicine	Associate Professor
Davidson	Jennifer	Medicine	Pediatrics	Associate Professor
Dizon	Arthur	Medicine-Chattanooga	Obstetrics and Gynecology	Associate Professor
El Abiad	Mohamed Tamman	Medicine	Pediatrics	Professor
Farrell	Nancy Alise Grogan	Nursing	Acute and Tertiary Care	Assistant Professor
Fasbinder	Samuel	Medicine	Anesthesiology	Assistant Professor
Filiberto	Dina	Medicine	Surgery	Associate Professor
Fletcher	Max	Medicine	Anatomy and Neurobiology	Professor
Fortwendel	Jarrod	Pharmacy	Clinical Pharmacy and Translational Science	Professor
Gangaraju	Rajashekhar	Medicine	Ophthalmology	Associate Professor
Gangaraju	Rajashekhar	Medicine	Anatomy and Neurobiology	Associate Professor

## June 2023 Promotions

UTHSC				
Last Name	First Name	College	Department	Promoted To:
Gleysteen	John	Medicine	Otolaryngology	Associate Professor
Green	LaToya	Health Professions	Physical Therapy	Associate Professor
Guerrier	Karine	Medicine	Pediatrics	Associate Professor
Gyamiani	Geeta	Medicine	Medicine	Professor
Hamilton	David	Graduate Health Sciences	Comparative Medicine	Professor
Hamilton	Leslie	Pharmacy	Clinical Pharmacy and Translational Science	Professor
Hankins	Jane	Medicine	Pediatrics	Professor
Heidel	Robert	Medicine-Knoxville	Surgery	Professor
Hendrickson	Benjamin	Medicine	Pediatrics	Associate Professor
Hevener	Kirk	Pharmacy	Pharmaceutical Sciences	Associate Professor
Hohmeier	Kenneth	Pharmacy	Clinical Pharmacy and Translational Science	Professor
Hollis	Wainscott	Dentistry	Prosthodontics	Professor
Hunt	Darren	Medicine-Chattanooga	Surgery	Associate Professor
Ibebuogu	Uzoma	Medicine	Medicine	Professor
Ibebuogu	Uzoma	Medicine	Preventive Medicine	Professor
Irick	Ashley	Health Professions	Audiology and Speech Pathology	Associate Professor
Jackson	Felisa L.	Dentistry	Periodontology	Assistant Professor
Jerkins	Brian	Medicine	Ophthalmology	Associate Professor
Keisling	Bruce L.	Medicine	Pediatrics	Professor
Keisling	Bruce L.	Medicine	Medical Education	Professor
Kiene	Ashley M.	Medicine	Pediatrics	Assistant Professor
Kim	IL Hwan	Medicine	Anatomy and Neurobiology	Associate Professor
Kiner	Dirk	Medicine-Chattanooga	Orthopaedic Surgery	Professor
Kong	Ying	Medicine	Microbiology, Immunology and Biochemistry	Associate Professor
Krishnan	Ramesh	Medicine	Pediatrics	Professor
La Charite	Claude	Medicine-Knoxville	Medicine	Clinical Associate Professor
Lee Diaz	Jorge	Medicine	Radiology	Associate Professor
Levy	Layne	Dentistry	General Dentistry	Associate Professor
Lieberman	Jay	Medicine	Pediatrics	Professor
Liu	Xiangxia	Medicine	Surgery	Associate Professor
Liu-Smith	Feng	Medicine	Preventive Medicine	Associate Professor
Liu-Smith	Feng	Medicine	Dermatology	Associate Professor
Maller	Vjetha	Medicine	Radiology	Associate Professor
McClinton	Tracy	Nursing	Acute and Tertiary Care	Associate Professor
McKnight	Catherine	Medicine-Knoxville	Surgery	Associate Professor
Miller	Mark	Medicine	Microbiology, Immunology and Biochemistry	Professor
Miller	Mark	Medicine	Medical Education	Professor
Mirza	Qasim	Medicine	Medicine	Associate Professor
Moore	Jacen	Health Professions	Diagnostic and Health Sciences	Associate Professor
Mountain	Deidra	Medicine-Knoxville	Surgery	Professor
Mozhui	Khyobeni	Medicine	Genetics, Genomics and Informatics	Associate Professor
Mroczkowski	Henry	Medicine	Pediatrics	Associate Professor
Myers	Richard	Medicine	Family Medicine	Clinical Associate Professor
Nace	Gary Stephen	Medicine	Medical Education	Professor
Olewinski	Lucianne	Medicine-Knoxville	Family Medicine	Associate Professor
Osborne	Dustin	Medicine-Knoxville	Radiology	Professor
Paek	Eun Jin	Health Professions	Audiology and Speech Pathology	Associate Professor
Paul	Timir	Medicine	Clinical Medical Education	Professor
Plyler	Erin	Health Professions	Audiology and Speech Pathology	Professor
Rangarajan	Sanjeet	Medicine	Otolaryngology	Associate Professor
Rangarajan	Sanjeet	Medicine	Neurosurgery	Associate Professor
Reed	Laura	Nursing	Health Promotion and Disease Prevention	Associate Professor
Rowe	Anthony Shaun	Pharmacy	Clinical Pharmacy and Translational Science	Professor
Ryan	Kaitlin	Medicine	Pediatrics	Associate Professor
Sanders	Catherine	Medicine	Pediatrics	Associate Professor
Sanderson	Autumn	Health Professions	Audiology and Speech Pathology	Associate Professor
Sandhu	Preet	Medicine	Radiology	Associate Professor

## June 2023 Promotions

UTHSC				
Last Name	First Name	College	Department	Promoted To:
Schilthuis	Alana	Medicine	Medicine	Associate Professor
Shelton	Chasity	Pharmacy	Clinical Pharmacy and Translational Science	Professor
Shimony	Nir	Medicine	Neurosurgery	Associate Professor
Simpson	Claire	Medicine	Genetics, Genomics and Informatics	Associate Professor
Simpson	Claire	Medicine	Ophthalmology	Associate Professor
Stephenson	Stacy	Medicine-Knoxville	Surgery	Associate Professor
Swaminathan	Nithya	Medicine	Pediatrics	Associate Professor
Thota	Swapna	Medicine	Medicine	Associate Professor
Travis	Amanda	Nursing	Health Promotion and Disease Prevention	Assistant Professor
Vanterpool	Stephanie	Medicine-Knoxville	Anesthesiology	Associate Professor
Voskuil	Ryan	Medicine-Chattanooga	Orthopaedic Surgery	Assistant Professor
Weatherall	Ying	Medicine	Surgery	Associate Professor
Weatherall	Ying	Medicine	Pediatrics	Associate Professor
Wells	Daniel	Medicine	Pediatrics	Associate Professor
Wilson	Alexandria	Medicine-Knoxville	Preston Medical Library	Associate Professor
Womack	Catherine	Medicine	Medicine	Professor
Womack	Catherine	Medicine	Preventive Medicine	Professor
Wright	Teresa	Medicine	Dermatology	Professor
Wright	Teresa	Medicine	Pediatrics	Professor
Wu	Lin	Libraries	Library	Professor
Wu	Zhongzhi	Pharmacy	Pharmaceutical Sciences	Associate Professor
UTK				
Last Name	First Name	College	Department	Promoted To:
Abudayyeh	Rana	Architecture and Design	School of Interior Architecture	Associate Professor
Alcocer	Rudyard	Arts and Sciences	World Languages and Cultures	Professor
Art	Justin	Arts and Sciences	Classics	Associate Professor
Bishop	Bradley	Communication and Information	School of Information Sciences	Professor
Buchanan	John	Herbert College of Agriculture	Biosystems Engineering and Soil Science	Professor
Childers	Courtney	Communication and Information	Tombras School of Advertising and Public Relations	Professor
Cronley	Courtney	Social Work	Social Work	Professor
Crouch	Dustin	Tickle College of Engineering	Mechanical, Aerospace and Biomedical Engineering	Associate Professor
Crouter	Scott	Education, Health, and Human Sciences	Kinesiology, Recreation and Sports Studies	Professor
Crowley	Jenny	Communication and Information	School of Communication Studies	Associate Professor
Denavit	Mark	Tickle College of Engineering	Civil and Environmental Engineering	Associate Professor
Di Salvo	Gina Marie	Arts and Sciences	Theatre	Associate Professor
Dixson	Melanie Ann	University Libraries	University Libraries	Associate Professor
Dygart	Nicholas	Arts and Sciences	Earth and Planetary Sciences	Associate Professor
Eaves	LaToya	Arts and Sciences	Geography	Associate Professor
Eckelkamp	Elizabeth	UT Extension	Animal Science	Associate Professor
Ergas	Christina	Arts and Sciences	Sociology	Associate Professor
Fernandez	Peter	University Libraries	University Libraries	Professor
Fleshner	Nathan	Arts and Sciences	School of Music	Associate Professor
Fomin	Nadia	Arts and Sciences	Physics and Astronomy	Professor
Ganusov	Vitaly	Arts and Sciences	Microbiology	Professor
Gardiner	Georgi	Arts and Sciences	Philosophy	Associate Professor
Geidner	Nicholas	Communication and Information	School of Journalism and Electronic Media	Professor
Giam	Xingli	Arts and Sciences	Ecology and Evolutionary Biology	Associate Professor
Gill	Timothy	Arts and Sciences	Sociology	Associate Professor
Gould	Elyssa Marie	University Libraries	University Libraries	Associate Professor
Griffith	Andrew	UT Extension	Agricultural and Resource Economics	Professor
Guerguis	Maged	Architecture and Design	School of Architecture	Associate Professor
Gwinn	Kimberly	AgResearch	Entomology and Plant Pathology	Professor
Hale	Meredith Louise	University Libraries	University Libraries	Associate Professor
Hamar	Jon	Arts and Sciences	School of Music	Associate Professor
Hayes	Sonya	Education, Health, and Human Sciences	Educational Leadership and Policy Studies	Associate Professor
Henricks	John Patrick Kasey	Arts and Sciences	Sociology	Associate Professor

## June 2023 Promotions

UTK				
Last Name	First Name	College	Department	Promoted To:
Hong	Tian	Arts and Sciences	Biochemistry and Cellular and Molecular Biology	Associate Professor
Hristov	Maria Nathalie	University Libraries	University Libraries	Professor
Jia	Zheng (Justin)	Haslam College of Business	Business Analytics and Statistics	Associate Professor
Johnson	Jeremiah	Arts and Sciences	Microbiology	Associate Professor
Johnston	Steven	Arts and Sciences	Physics and Astronomy	Professor
Jones	Michael	Arts and Sciences	Political Science	Professor
Kelley	John Christopher	Arts and Sciences	School of Art	Associate Professor
Kim	Hyun	Arts and Sciences	Geography and Sustainability	Professor
Kivlin	Stephanie	Arts and Sciences	Ecology and Evolutionary Biology	Associate Professor
Lang	Maik	Tickle College of Engineering	Nuclear Engineering	Professor
Laube	Mary NaRee	Arts and Sciences	School of Art	Associate Professor
Lee	Jong Seok	Haslam College of Business	Accounting and Information Management	Associate Professor
Li	Shuai	Tickle College of Engineering	Civil and Environmental Engineering	Associate Professor
Lloyd	Karen	Arts and Sciences	Microbiology	Professor
Long	Brian	Arts and Sciences	Chemistry	Professor
Lukosi	Eric	Tickle College of Engineering	Nuclear Engineering	Professor
Munoz	Isabel Solange	Arts and Sciences	Geography and Sustainability	Associate Professor
Natrrass	Christine	Arts and Sciences	Physics and Astronomy	Professor
Potnis	Devendra	Communication and Information	School of Information Sciences	Professor
Quinn	Margaret	Education, Health, and Human Sciences	Child and Family Studies	Associate Professor
Rosenberg	Joshua	Education, Health, and Human Sciences	Theory and Practice in Teacher Education	Associate Professor
Saunders	Lance	Haslam College of Business	Supply Chain Management	Associate Professor
Schmardebeck	Lyle (Roy)	Haslam College of Business	Accounting and Information Management	Associate Professor
Scott	Frank Alexander	Haslam College of Business	Supply Chain Management	Associate Professor
Scott	Jason Lovejoy	Education, Health, and Human Sciences	Kinesiology, Recreation and Sports Studies	Associate Professor
Seshagiri	Urmila	Arts and Sciences	English	Professor
Shaeffer	Sean	AgResearch	Biosystems Engineering and Soil Science	Professor
Shpak	Elena	Arts and Sciences	Biochemistry and Cellular and Molecular Biology	Professor
Sigler	Andy	Arts and Sciences	School of Music	Associate Professor
Sinnreich	Helene	Arts and Sciences	Religious Studies	Professor
Steen	Andrew	Arts and Sciences	Microbiology	Associate Professor
Stokes	Phillip	Arts and Sciences	World Languages and Cultures	Associate Professor
Strickland	William Christopher	Arts and Sciences	Mathematics	Associate Professor
Sykes	Virginia	UT Extension	Plant Sciences	Associate Professor
Upendram	Sreedhar	UT Extension	Agricultural and Resource Economics	Associate Professor
Vellis	Vyron	Arts and Sciences	Mathematics	Associate Professor
Waters	Kevin Stewart	Education, Health, and Human Sciences	Theory and Practice in Teacher Education	Professor
Whiteside	Erin	Communication and Information	School of Journalism and Electronic Media	Professor
Willcox	Emma	Herbert College of Agriculture	School of Natural Resources	Professor
Williams	Deadric	Arts and Sciences	Sociology	Associate Professor
Woods	Michael	Arts and Sciences	History	Professor
Wu	Qiusheng	Arts and Sciences	Geography and Sustainability	Associate Professor
Zhao	Yang	AgResearch	Animal Science	Associate Professor
Zhou	Haidong	Arts and Sciences	Physics and Astronomy	Professor
Zhou	Wenjun	Haslam College of Business	Business Analytics and Statistics	Professor
UTM				
Last Name	First Name	College	Department	Promoted To:
Alden	Kelle	Humanities and Fine Arts	English and Modern Foreign Languages	Associate Professor
Batts	Amanda	Education, Health, and Behavioral Sciences	Educational Studies	Associate Professor
Blake	Jody	Humanities and Fine Arts	Music	Associate Professor
Cole	John	Agriculture and Applied Sciences	Agriculture, Geosciences, and Natural Resources	Associate Professor
Garcia Fernandez	Anton	Humanities and Fine Arts	English and Modern Foreign Languages	Professor
Glass	John	Humanities and Fine Arts	English and Modern Foreign Languages	Professor
Hill	Chris	Humanities and Fine Arts	English and Modern Foreign Languages	Professor

## June 2023 Promotions

UTM				
Last Name	First Name	College	Department	Promoted To:
Kang	Taeuk (Will)	Business and Global Affairs	Management, Marketing, and Information Systems	Professor
Le	Ben	Business and Global Affairs	Accounting, Finance, Economics, and Political Science	Associate Professor
Nail	Greg	Engineering and Natural Sciences	Engineering	Professor
Nichter	Caren	Paul Meek Library	Paul Meek Library	Associate Professor
Ostenson	Joe	Education, Health, and Behavioral Sciences	Psychology	Professor
Richardson	Sam	Paul Meek Library	Paul Meek Library	Associate Professor
Shelton	Abigail	Engineering and Natural Sciences	Chemistry and Physics	Professor
Shelton	Phillip	Engineering and Natural Sciences	Chemistry and Physics	Professor
Tewari	Rachna	Agriculture and Applied Sciences	Agriculture, Geosciences, and Natural Resources	Professor
Wang	Qing	Engineering and Natural Sciences	Computer Science	Associate Professor
Wolters	Bethany	Agriculture and Applied Sciences	Agriculture, Geosciences, and Natural Resources	Associate Professor