MINUTES OF THE EDUCATION, RESEARCH, AND SERVICE COMMITTEE
June 29, 2023

The Education, Research, and Service Committee of The University of Tennessee Board of Trustees met at 2:15 p.m. (CDT) on Thursday, June 29, 2023. The meeting was held in the Library of the Mooney Building, located at the University of Tennessee at Health Science Center, in Memphis, Tennessee.

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

Other in Attendance:

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

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

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

Opening Remarks of the Committee Chair

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

Presentations

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

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

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

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

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

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

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

Dr. Savarese hopes to provide an update on the project at the 2023 Fall Meeting of the Board.

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

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

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

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

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

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

- ➢ Approximately 22% of faculty and 17% of staff do not feel that their campus is committed to creating an environment in which faculty/staff can express their political, social, and/or cultural opinions freely on campus.

Dr. Hrynowski responded to various questions raised by Committee members. He also stated that Gallup did not conduct a national poll of faculty/staff.

Proposed ERS Committee Workplan Update

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

Proposed ERS Committee Charter Changes

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

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

Proposed New Academic Programs

Master of Science in Management, UTC

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

Joint Bachelor of Science in Nursing, UTHSC and UTS

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

Master of Science in Business Cybersecurity, UTK

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

Master of Music in Music Education, UTM

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

Upon recommendation of Committee Chair Woodson, the Committee considered the four Proposed New Academic Programs as one action. Upon motion duly made and seconded, the Committee approved a recommendation that the Board of Trustees adopt the Resolutions establishing the following new academic programs: (i) Master of Science in Management, UTC; (ii) Joint Bachelor of Science in Nursing, UTHSC and UTS; (iii) Master of Science in

Business Cybersecurity, UTK; and (iv) Maser of Music in Music Education, UTM (as presented in Tabs 4.1 – 4.4 and further described in the appendix prepared for the meeting).

Proposed Faculty Handbook Revisions

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

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

Consent Agenda

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

Other Business and Adjournment

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

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

Respectfully Submitted,

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

Approved Consent Agenda Items
- Minutes of the Prior Meeting (February 24, 2023)
- 2023 Institutional Mission Profile Statements
- Authorization for Conferral of Degrees, 2023-24 Academic Year
- Proposed Academic Program Modification: Ph.D. in Evaluation, Statistics, and Methodology, UTK
- Tenure Recommendations Requiring Board Approval
- ➢ Grant of Tenure upon Initial Appointment
- ➢ Grant of Tenure upon Early Consideration
- Proposed Honorary Degrees
- ➢ UTK (Robert J. "Bob" Booker and Arthur B. "A.B." Culvahouse)
- ➢ UTM (Rodney M. Thomsen)
- ➢ UTS (Hurley Calister "Cal" Turner)

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

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

Attachments

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

- PowerPoint Presentations:
  - ➢ Center for Youth Advocacy and Well-Being: A Program of Research at UTHSC
  - ➢ UT System Enrollment Analysis
- Handout:
  - ➢ UT System Performance Compared to Peers