



THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

MINUTES OF THE AUDIT AND COMPLIANCE COMMITTEE October 23, 2025

The Audit and Compliance Committee of The University of Tennessee Board of Trustees met at 1:45 p.m. (EDT) on Thursday, October 23, 2025. The meeting was held at the University's system administration office located at the UT Tower, Plaza Level, 400 W. Summit Hill Drive, Knoxville, Tennessee.

Committee Members Present: Decosta E. Jenkins (Committee Chair); John C. Compton (Board Chair); Bradford D. Box; and T. Lang Wiseman.

Other Trustees Present: Hon. William E. Haslam; Ashlee C. Mallon (Student Trustee); Shanea A. McKinney; Christopher L. Patterson; William C. (Bill) Rhodes III; Donald J. Smith; J. David Wade; David N. Watson; and Jamie R. Woodson.

University Administration: President Randy Boyd; Brian Daniels, Chief Audit and Compliance Officer; David Miller, Senior Vice President and Chief Financial Officer; Cynthia C. Moore, Board Secretary and Special Counsel; C. Ryan Stinnett, General Counsel; Chancellor Melinda Arnold (UT Southern); Chancellor Lori Mann Bruce (UT Chattanooga); Chancellor Peter Buckley (UT Health Science Center); Chancellor Yancy Freeman (UT Martin); and Chancellor Donde Plowman (UT Knoxville). Additional members of the UT senior leadership and staff were also in attendance.

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

Opening Remarks of the Chairperson

Committee Chair Jenkins called the meeting to order. In the interest of time, he indicated that he would dispense with opening remarks.

Requests to Address the Board

There were no requests to address the Board assigned to be heard by the Committee.

Approval of the Minutes

Committee Chair Jenkins noted that the minutes of prior meeting were included in the meeting materials (Tab 1). He asked for any corrections to the minutes. Hearing none, the minutes were approved as presented.

Public Safety Update

Mr. Brian Daniels, Chief Audit and Compliance Officer, introduced the public safety update. He highlighted that the fall semester had been particularly noteworthy due to several safety-related incidents nationally and within the UT System.

Swatting Incidents

Mr. Daniels reported that during the first week of classes, UT Chattanooga received a hoax emergency call (“swatting” incident) threatening violence. Similar incidents have occurred nationally, with more than 40 such events reported across institutions of higher education.

Chancellor Lori Bruce described the August 21 incident at UT Chattanooga. Approximately 250 law enforcement personnel responded, including UT Chattanooga Police, Chattanooga Police Department, and Hamilton County Sheriff’s Office. The investigation also included members of the Tennessee Bureau of Investigation (TBI) and the Federal Bureau of Investigation (FBI). The response was described as “textbook” by responding authorities, and no injuries occurred. Chancellor Bruce reported that the alert was issued by the city police department as it received the false 911 call. She emphasized the effectiveness of coordinated training and reported that UT Chattanooga has implemented mandatory armed intruder training for all faculty and staff, with ongoing routine training planned.

Four days later, UT Knoxville experienced a similar hoax call reporting an armed individual in Hodges Library. Chancellor Donde Plowman explained that UT Knoxville Police responded very quickly. Campus camera systems and weapon detection technology confirmed no active threat. Nevertheless, police officers conducted a precautionary floor-by-floor search and cleared the building. As it was deemed to be a false report, no emergency alert was issued. Chancellor Plowman expressed appreciation for the systems in place and the swift response by the public safety team.

Mr. Daniels noted that recent national incidents have prompted continued reflection and review of campus security protocols, including planning required in connection with large campus events (e.g., invited speakers). Chancellor Plowman described security planning procedures for events expected to draw large crowds, including a three-tiered response model and coordination between student life staff and campus police.

Hazing Incident - UT Chattanooga

Mr. Daniels next addressed a hazing matter at UT Chattanooga that had received media attention. Chancellor Bruce reported that all Greek life activities were paused for approximately two weeks to allow review of policies and procedures. UT Chattanooga reaffirmed its zero-tolerance stance on hazing, conducted additional training, and convened

nearly all Greek-affiliated students for review and reset of expectations. Following completion of the review and training, Greek activities resumed.

Chair Jenkins thanked senior leadership for their commitment to campus safety and invited questions from Committee members and other attendees.

Training and Prevention Efforts

Chancellor Plowman responded that UT Knoxville has implemented comprehensive student training programs addressing hazing prevention and broader safety awareness. All incoming students are required to complete a hazing prevention module as part of their online orientation process. This module is reinforced during the first-year studies course, where students discuss the content in small classroom settings. Additional training and education efforts include bystander intervention programs, new member education within student organizations, and targeted sessions for peer mentors and student organization leaders.

With respect to active shooter preparedness, Chancellor Bruce explained that UT Chattanooga maintains a campus-wide communication and awareness campaign centered on the “Run, Hide, Fight” protocol, consistent with guidance from federal law enforcement and homeland security agencies. Posters are displayed in classrooms and campus buildings to reinforce response expectations. She indicated that the recent swatting incident demonstrated that students were generally well prepared, likely due to prior K-12 training experiences. UT Chattanooga has therefore placed additional emphasis on mandatory training for faculty and staff to ensure consistent preparedness across the campus community.

Chancellor Plowman added that UT Knoxville conducts periodic emergency response exercises led by UT Knoxville Police, involving faculty, staff, students, and facilities personnel. These exercises allow the University to evaluate emergency procedures and identify areas for improvement. Lessons learned from exercises are incorporated into updated protocols and training.

Chancellor Freeman reported that UT Martin conducts annual joint training exercises with the Weakley County Sheriff’s Department, Tennessee Highway Patrol, Martin Police Department, and UT Martin Police. These exercises include active shooter scenarios in academic buildings and direct engagement with faculty and students. In response to student feedback, the campus plans to expand the use of visible safety messaging, including posters and signage, to supplement its reliance on social media communications. Chancellor Freeman also described an annual campus safety walk conducted with students during evening hours to identify lighting or environmental concerns, with follow-up improvements made as needed.

Chancellor Buckley confirmed that UT Health Science Center follows similar protocols and works closely with the Memphis Police Department. He stated that health sciences students receive additional exposure to emergency preparedness training through affiliated hospitals and clinical settings, reinforcing campus-based safety practices.

Chancellor Arnold explained that UT Southern, which does not maintain a dedicated campus police force, is continuing to strengthen its partnerships with local law enforcement agencies. UT Southern has also implemented mandatory “Run, Hide, Fight” training and is continuing to enhance its safety infrastructure and protocols appropriate to its size and location.

Mr. Daniels emphasized that while each campus tailors its safety strategies, there is significant collaboration and sharing of best practices across the UT System. Committee members observed that despite differences in campus operations, common elements such as student onboarding training, ongoing certification for student organizations, coordinated law enforcement partnerships, and routine emergency exercises were evident across the institutions. Committee members expressed appreciation for the thoughtful and proactive efforts undertaken by campus leadership to enhance prevention, preparedness, and student safety.

Consent Agenda

Committee Chair Jenkins called the attention of the Committee members to the information items included in the Consent Agenda (Tabs 2.1 through 2.4). No items were removed from the Consent Agenda for discussion. A complete list of the informational items included on the Consent Agenda appears at the end of these minutes.

Other Business and Executive Session

With no further public business before the Committee, Committee Chair Jenkins announced that the Committee would meet in non-public executive session in accordance with Tennessee Code Annotated § 4-35-108 to review confidential matters, including audits, investigations, and litigation.

The public portion of the meeting was adjourned.

Respectfully Submitted,

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

Consent Agenda – Information Items

- 2025 Audit Plan Update
- Outstanding Audit Issues
- Institutional Compliance Update
- Travel Exception Report