



7-12-2002

University of Tennessee Board of Trustees Exhibit Records, 2002 July 12, Exhibits 1 - 4

University of Tennessee

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July 12, 2002

ROLL CALL
THE UNIVERSITY OF TENNESSEE
BOARD OF TRUSTEES

Question

	Present		Absent		Aye	Nay	Not Voting
	A.M.	P.M.	A.M.	P.M.			
Governor Sundquist				✓			
Commissioner Taylor				✓			
Commissioner Wheeler				✓			
Dr. Shumaker			✓				
Dr. Rhoda			✓				
Mrs. Amonette			✓				
Mrs. Castleman			✓				
Mr. Clippard			✓				
Mr. Ennis			✓				
Dr. Hak			✓				
Mr. Haslam			✓				
Mr. Hickman			✓				
Dr. Hurd							
Mr. Jackson			✓				
Mr. Johnson			✓				
Mrs. Loughry			✓				
Mr. McWhorter			✓				
Mr. Pontius							
Mr. Stansberry			✓				
Mr. Stokely			✓				
Dr. Tate			✓				
Mr. Thornton			✓				
Mrs. Williams			✓				
Mr. Wolford			✓				




Vice President, General Counsel,
and Secretary of the University
719 Andy Holt Tower
Knoxville, TN 37996-0170
Telephone: (865) 974-3245
Facsimile: (865) 974-3074

M E M O R A N D U M

Via Facsimile Transmission

TO: Members of the Board of Trustees

FROM: Catherine S. Mizell 
Vice President, General Counsel and Secretary

DATE: July 11, 2002

SUBJECT: Special Meeting of the Board of Trustees
12:00 noon EDT, Friday, July 12, 2002
Board Room, Andy Holt Tower, Knoxville

Upon the call of the President, a special meeting of the Board of Trustees will be held by teleconference at 12:00 noon EDT, Wednesday, July 12, 2002, in the Board Room, Andy Holt Tower, Knoxville. The telephone operator will call you at the number you have provided.

The purpose of the meeting is to set tuition and fee rates for 2002-03, approve a compensation plan, and approve a plan to redress employees for loss of salary, compensatory time, or annual leave during the partial shutdown of state government from July 1-3, 2002. An agenda and supporting materials are attached.

Thank you for your participation.

CSM/ll

Attachment

c: Members fo the President's Staff (w/att)

ORDER OF BUSINESS
SPECIAL MEETING OF THE BOARD OF TRUSTEES
THE UNIVERSITY OF TENNESSEE

12:00 noon, EDT
Friday, July 12, 2002

Board Room
Andy Holt Tower, Knoxville

- A. Roll Call
- B. Determination of Necessity for a Meeting by Teleconference
- C. Tuition and Fee Rates for 2002-03
- D. University Compensation Plan
- E. Plan of Redress
- F. Other Business
- G. Adjournment

THE UNIVERSITY OF TENNESSEE

Vice President, General Counsel,
and Secretary of the University
719 Andy Holt Tower
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July 15, 2002

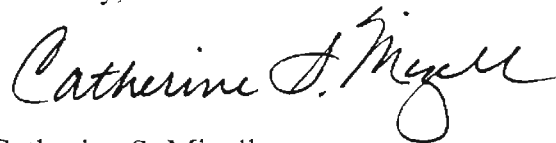
The Honorable Riley Darnell
Secretary of State
312 Eighth Avenue North
6th Floor, William R. Snodgrass Tower
Nashville, Tennessee 37243

Dear Mr. Secretary:

In accordance with Tenn. Code Ann. § 8-44-108, I enclose for filing a Determination of Necessity made by The University of Tennessee Board of Trustees for a meeting held on July 12, 2002 by electronic communication without a quorum present at the location of the meeting.

Thank you for your assistance in this matter.

Sincerely,



Catherine S. Mizell
Vice President, General Counsel and Secretary


CSM/tmb
Enclosure



Vice President, General Counsel,
and Secretary of the University
719 Andy Holt Tower
Knoxville, TN 37996-0170
Telephone: (865) 974-3245
Facsimile: (865) 974-3074

M E M O R A N D U M

TO: Members of the Board of Trustees

FROM: Catherine S. Mizell 
Vice President, General Counsel and Secretary

DATE: July 11, 2002

SUBJECT: Determination of Necessity for a Meeting by Teleconference

The Open Meetings Act ("Sunshine Law") includes special requirements for conducting a meeting by telephone without a quorum physically present at a given location. To ensure that the July 12 meeting complies fully with the law, the Board must make a determination of necessity for the meeting to be held without a quorum physically present at the publicly announced location in Knoxville.

After the roll call, Vice Chair McWhorter will announce that the Board must make a determination of necessity to conduct the meeting by teleconference without a quorum physically present (copy enclosed). The Vice Chair will then call on Johnnie Amonette, who will make the following motion:

I move adoption of the Determination of Necessity to hold this meeting of the Board of Trustees with a quorum present by telephone but not in person.

The vote on this motion and any other motion during the meeting must be a roll call vote. Upon adoption of the motion, the meeting will proceed as usual. After the meeting, I must file a copy of the Determination of Necessity with the Secretary of State.

Please feel free to give me a call if you have any questions about this process.

CSM/l1
Enclosure

DETERMINATION OF NECESSITY
TO MEET BY TELECONFERENCE

THE UNIVERSITY OF TENNESSEE
BOARD OF TRUSTEES

The University of Tennessee Board of Trustees hereby determines that the following facts and circumstances make it necessary for the Board to conduct a meeting on July 12, 2002 by teleconference without a quorum physically present:

1. The annual meeting of the Board of Trustees is held in June of each year so the Board can adopt a budget for the next fiscal year (beginning July 1) and set tuition and fee rates for the next academic year.

2. At the time of this year's annual meeting on June 27, 2002, the General Assembly had not yet enacted an appropriation of funds to the University. Therefore, although the Board adopted a continuation budget to be effective July 1, 2002, contingent upon a subsequent appropriation, the Board could not set tuition and fee rates until the appropriation amount was known.

3. The General Assembly did not enact an appropriation of funds to the University until July 4, 2002. The appropriation act requires the Board to approve a compensation plan before implementing salary increases and further requires the Board to adopt a plan to redress employees for the loss of salary, compensatory time, or annual leave due to the partial shutdown of state government from July 1 through July 3, 2002.

4. Tuition and fee rates must be adopted by the Board before July 15, 2002, to ensure students will receive timely invoices for the Fall Semester, which begins in August.

5. Board action on a compensation plan and a plan to redress employees for the partial shutdown also needs to occur as soon as possible. Including these items on the agenda for the July 12 meeting will avoid the expense of another special meeting of the Board.

6. The Board of Trustees is composed of lay members who reside in the nine congressional districts across the State of Tennessee. A quorum of the Board consists of seven Trustees, but a quorum does not reside in any one location.

7. The full-time business or professional responsibilities of the lay Board members make it impractical for a quorum of the Board to be physically present at a meeting on July 12, 2002.


The Board further determines that each part of the meeting will be audible to the public at the location specified in the public notice of the meeting; that each member of the Board participating by telephone will be able to simultaneously hear and speak to all other members of the Board; that each member participating by telephone will identify the persons present at the location from which the member is participating; that all members will be provided, before the meeting, with any documents to be discussed at the meeting; and that all votes taken during the meeting shall be by roll call vote.



Office of the President
800 Andy Holt Tower
Knoxville 37996-0180
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MEMORANDUM

TO: Members of the Board of Trustees

FROM: John W. Shumaker 

SUBJECT: FY 2003 Student Fee Recommendation

DATE: July 10, 2002

The ability to attract and retain quality students, the relationship of UT's fees to peer institutions, and campus financial needs are the major factors we consider in developing a student fee recommendation. After considering all these factors, I am recommending the following student fee increases that will allow us to continue to improve the learning experience for our students.

**MAINTENANCE FEES AND TUITION
FY 2003 RECOMMENDED INCREASE***

PROGRAM	IN-STATE	OUT-OF-STATE
Undergraduate - all campuses	7.5%	7.5%
Graduate – all campuses	7.5%	7.5%
Law	7.5%	3.0%
Medicine	22.0%	10.0%
Dentistry	22.0%	10.0%
Pharmacy	28.0%	7.0%
Veterinary Medicine	10.0%	3.0%

* Memphis is provided the option of assessing fee increases to terms beginning after the Board of Trustees approves student fees.

The FY 2003 Appropriations Bill indicates it is the legislative intent that any undergraduate tuition increase be limited to 7.5%. And while this language does not restrict the Board of Trustees from adopting a higher undergraduate fee increase, we have been mindful of the legislative request in the preparation of the University's fee increase recommendation. We agree student fees need to remain affordable in a state that needs more Tennesseans with a college degree. The jobs of the future require a better-educated workforce and we must not price higher education beyond the reach of average Tennesseans.

While there is little more that can be done this year to minimize tuition increases, I am confident we can and will start now to address the issue of tuition hikes in the future. Over the next few months, I will be consulting with students, faculty, staff, and others to assure that all University departments and operations are spending every dollar as wisely and efficiently as possible. When

FY 2003 Student Fee Recommendation

Page two

July 11, 2002

savings are realized and overhead costs cut, the vast majority of these dollars will be reallocated to academic programs.

The recommended fee increases are consistent with the increases approved by the Tennessee Higher Education Commission (THEC) at their July 11, 2002 Commission meeting. Funds generated from new student fee revenues will be first used to cover fixed costs. These increases include higher utility costs, maintenance and custodial expenditures associated with renovated buildings coming back on line, and inflationary increases in maintenance contracts and other essential services. Additional funds will also be needed to fund fully the average 2.0 percent salary increase, effective January 2003, provided in the budget passed by the General Assembly. Our preliminary calculations indicate new initiatives will only occur through a reallocation of existing resources.

In addition to the recommended maintenance fee increases, several campus-specific increases are being recommended for your approval. These recommended increases are as follow:

Chattanooga

The Student Activity Fee is recommended to increase \$6 per semester and will generate approximately \$92,000 in additional funds to support the increase in athletic grant-in-aid scholarship costs.

Knoxville

The Student Activity Fee is recommended to increase \$15 per semester to support the student counseling center. This center, currently funded from other revenue sources, provides a full range of counseling services to all UT students including crisis intervention, individual counseling, group counseling, psychoeducational presentations, and psychiatric referrals. An estimated \$600,000 will be generated annually from the fee increase.

Martin

The campus recently decided to eliminate the hard cover yearbook and produce a CD version due to increased costs and declining sales. Students, however, desired to retain the traditional yearbook and approved, during the election of student officers, the implementation of a Yearbook Fee of \$8.50 per semester for undergraduate, full-time students. Full-time students will receive a yearbook. Graduate students and part-time students may purchase yearbooks. Revenues of approximately \$75,000 are anticipated from this fee.

The proposed \$8 per semester Student Activity Fee increase will be used to support inflationary operating increases associated with student-funded programs including

concerts, speakers, athletic scholarships, and campus-wide activities. An estimated \$85,000 will be generated annually from the proposed fee increase.

The On-line Support fee for the UT Martin's Bachelors of University Studies on-line degree is recommended to increase from \$30 to \$40 for both in-state students and out-of-state students. The increased revenues of approximately \$12,400 will be used to support the on-line program.

Attachment A provides a detailed analysis of recommended student fees for each campus. Your approval of the proposed FY 2003 student fees is recommended.

ssd

Attachment

THE UNIVERSITY OF TENNESSEE				
FY 2003 RECOMMENDED MAINTENANCE FEE INCREASES				
	FY 2002 Academic Year Fee	FY 2002 Recommended Academic Year Fee	Difference	Percent
IN-STATE FEES				
TENNESSEE UNDERGRADUATES				
UT Knoxville	\$ 3,234	\$ 3,476	\$ 242	7.5%
UT Chattanooga	\$ 2,698	\$ 2,900	\$ 202	7.5%
UT Martin	\$ 2,698	\$ 2,900	\$ 202	7.5%
TENNESSEE GRADUATES and PROFESSIONAL STUDENTS				
UT Knoxville	\$ 3,730	\$ 4,010	\$ 280	7.5%
UT Chattanooga	\$ 3,214	\$ 3,456	\$ 242	7.5%
UT Martin	\$ 3,214	\$ 3,456	\$ 242	7.5%
UT Space Institute	\$ 3,730	\$ 4,010	\$ 280	7.5%
Law	\$ 6,118	\$ 6,576	\$ 458	7.5%
Dentistry	\$ 9,036	\$ 11,024	\$ 1,988	22.0%
Medicine	\$ 13,154	\$ 16,048	\$ 2,894	22.0%
Veterinary Medicine	\$ 7,162	\$ 7,878	\$ 716	10.0%
Pharmacy	\$ 6,126	\$ 7,842	\$ 1,716	28.0%
OUT-OF-STATE TUITION				
TENNESSEE UNDERGRADUATES				
UT Knoxville	\$ 7,536	\$ 8,102	\$ 566	7.5%
UT Chattanooga	\$ 6,530	\$ 7,020	\$ 490	7.5%
UT Martin	\$ 6,530	\$ 7,020	\$ 490	7.5%
TENNESSEE GRADUATES and PROFESSIONAL STUDENTS				
UT Knoxville	\$ 7,536	\$ 8,102	\$ 566	7.5%
UT Chattanooga	\$ 6,530	\$ 7,020	\$ 490	7.5%
UT Martin	\$ 6,530	\$ 7,020	\$ 490	7.5%
UT Space Institute	\$ 7,536	\$ 8,101	\$ 565	7.5%
Law	\$ 11,462	\$ 11,806	\$ 344	3.0%
Dentistry	\$ 15,120	\$ 16,632	\$ 1,512	10.0%
Medicine	\$ 14,468	\$ 15,914	\$ 1,446	10.0%
Veterinary Medicine	\$ 13,792	\$ 14,206	\$ 414	3.0%
Pharmacy	\$ 10,012	\$ 10,712	\$ 700	7.0%

STUDENT FEES

KNOXVILLE*(Excludes College of Law)***FULL-TIME STUDENTS**
Per Semester Rate

	CURRENT FEES		PROPOSED FEES	
	Fall 2001 - Summer 2002		Fall 2002 - Summer 2003	
	Undergraduate	Graduate	Undergraduate	Graduate
IN-STATE STUDENT FEES				
MAINTENANCE*	\$ 1,617	\$ 1,865	\$ 1,738	\$ 2,005
PROGRAMS & SERVICES **	150	150	165	165
TECHNOLOGY	100	100	100	100
FACILITIES	25	25	25	25
Total In-State Fees	\$ 1,892	\$ 2,140	\$ 2,028	\$ 2,295
OUT-OF-STATE STUDENT FEES				
TUITION	\$ 3,768	\$ 3,768	\$ 4,051	\$ 4,051
MAINTENANCE*	1,860	2,014	1,738	2,005
PROGRAMS & SERVICES **	150	150	165	165
TECHNOLOGY	100	100	100	100
FACILITIES	150	150	150	150
Total Out-of-State Fees	\$ 6,028	\$ 6,182	\$ 6,204	\$ 6,471

* Additional Charge of \$25 per semester hour for Engineering courses, with a maximum charge of \$200.

** Programs & Services Fees

Fall and Spring Semesters

Student Activity	\$ 65	\$ 65	\$ 80	\$ 80
Debt Service	37	37	37	37
Health Services	48	48	48	48
Total Programs & Services Fees	\$ 150	\$ 150	\$ 165	\$ 165

Programs & Services Fees for Summer Term are \$100; Student Activity Fee is \$46; Debt Service Fee is \$18; and Health Service Fee is \$36.

PART-TIME STUDENTS
Per Semester Hour Rate

Total charges not to exceed the full-time fees for in-state or out-of-state students.

	CURRENT FEES		PROPOSED FEES	
	Fall 2001 - Summer 2002		Fall 2002 - Summer 2003	
	Undergraduate	Graduate	Undergraduate	Graduate
IN-STATE STUDENT FEES				
MAINTENANCE*	\$ 135	\$ 208	\$ 145	\$ 223
PROGRAMS & SERVICES **	10	10	11	11
TECHNOLOGY	12	12	12	12
FACILITIES	3	3	3	3
Total In-State Fees	\$ 160	\$ 233	\$ 171	\$ 249
OUT-OF-STATE STUDENT FEES				
TUITION	\$ 314	\$ 419	\$ 338	\$ 451
MAINTENANCE*	135	208	145	223
PROGRAMS & SERVICES **	10	10	11	11
TECHNOLOGY	12	12	12	12
FACILITIES	17	17	17	17
Total Out-of-State Fees	\$ 488	\$ 666	\$ 523	\$ 714

* Additional Charge of \$25 per semester hour for Engineering courses, with a maximum charge of \$200.

** Part-time students taking at least 6 semester hours may elect to pay the full Programs and Services Fees. Per semester hour charge covers Debt Service and Student Activities with the first \$37 applied to Debt Service. The per semester hour charge for Summer Semester is \$8 with the first \$18 applied to Debt Service.

KNOXVILLE - COLLEGE OF LAW

FULL-TIME STUDENTS Per Semester Rate

	CURRENT FEES		PROPOSED FEES	
	Fall & Spring 2001-02	Summer 2002	Fall & Spring 2002-03	Summer 2003
IN-STATE STUDENT FEES				
MAINTENANCE	\$ 3,059	\$ 2,040	\$ 3,288	\$ 2,193
PROGRAMS & SERVICES *	150	90	165	100
TECHNOLOGY	100	100	100	100
FACILITIES	25	25	25	25
Total In-State Fees	\$ 3,334	\$ 2,255	\$ 3,578	\$ 2,418
OUT-OF-STATE STUDENT FEES				
TUITION	\$ 5,731	\$ 3,820	\$ 5,903	\$ 3,935
MAINTENANCE	3,059	2,040	3,288	2,193
PROGRAMS & SERVICES *	150	90	165	100
TECHNOLOGY	100	100	100	100
FACILITIES	150	150	150	150
Total Out-of-State Fees	\$ 9,190	\$ 6,200	\$ 9,606	\$ 6,478
* Programs & Services Fees				
Student Activity	\$ 65	\$ 36	\$ 80	\$ 46
Debt Service	37	18	37	18
Health Services	48	36	48	36
Total Programs & Services Fees	\$ 150	\$ 90	\$ 165	\$ 100

PART-TIME STUDENTS Per Semester Hour Rate

Total charges not to exceed the full-time fees for in-state or out-of-state students.

	CURRENT FEES		PROPOSED FEES	
	Fall & Spring 2001-02	Summer 2002	Fall & Spring 2002-03	Summer 2003
IN-STATE STUDENT FEES				
MAINTENANCE	\$ 340	\$ 340	\$ 366	\$ 366
PROGRAMS & SERVICES *	10	7	11	8
TECHNOLOGY	12	12	12	12
FACILITIES	3	3	3	3
Total In-State Fees	\$ 365	\$ 362	\$ 392	\$ 389
OUT-OF-STATE STUDENT FEES				
TUITION	\$ 637	\$ 637	\$ 656	\$ 656
MAINTENANCE	340	340	366	366
PROGRAMS & SERVICES *	10	7	11	8
TECHNOLOGY	12	12	12	12
FACILITIES	17	17	17	17
Total Out-of-State Fees	\$ 1,016	\$ 1,013	\$ 1,062	\$ 1,059

* Part-time students taking at least 6 semester hours may elect to pay the full Programs and Services Fees. Per semester hour charge covers Debt Service and Student Activities. For Fall and Spring, the first \$37 is applied to Debt Service. For Summer, the first \$18 is applied to Debt Service.

SPACE INSTITUTE

FULL-TIME STUDENTS Per Semester Rate

	CURRENT FEES		PROPOSED FEES	
	Fall & Spring 2001-02	Summer 2002	Fall & Spring 2002-03	Summer 2003
IN-STATE STUDENT FEES				
MAINTENANCE	\$ 1,865	\$ 1,865	\$ 2,005	\$ 2,005
PROGRAMS & SERVICES *	90	75	90	75
Total In-State Fees	\$ 1,955	\$ 1,940	\$ 2,095	\$ 2,080
OUT-OF-STATE STUDENT FEES				
TUITION	\$ 3,768	\$ 3,768	\$ 4,051	\$ 4,051
MAINTENANCE	2,014	2,014	2,005	2,005
PROGRAMS & SERVICES *	90	75	90	75
Total Out-of-State Fees	\$ 5,872	\$ 5,857	\$ 6,146	\$ 6,131

PART-TIME STUDENTS Per Semester Hour Rate

Total charges not to exceed the full-time fees for in-state or out-of-state students.

	CURRENT FEES		PROPOSED FEES	
	Fall & Spring 2001-02	Summer 2002	Fall & Spring 2002-03	Summer 2003
IN-STATE STUDENT FEES				
MAINTENANCE	\$ 208	\$ 208	\$ 223	\$ 223
PROGRAMS & SERVICES *	10	10	10	10
Total In-State Fees	\$ 218	\$ 218	\$ 233	\$ 233
OUT-OF-STATE STUDENT FEES				
TUITION	\$ 419	\$ 419	\$ 451	\$ 451
MAINTENANCE	208	208	223	223
PROGRAMS & SERVICES *	10	10	10	10
Total Out-of-State Fees	\$ 637	\$ 637	\$ 684	\$ 684

* Part-time students taking at least 6 semester hours may elect to pay the full Programs and Services Fees.

HEALTH SCIENCE CENTER

	CURRENT FEES		PROPOSED FEES	
	Fall 2001 - Summer 2002		Fall 2002 - Summer 2003	
	Per Hour	Per Semester	Per Hour	Per Semester
COLLEGE OF GRADUATE HEALTH SCIENCES				
IN-STATE MAINTENANCE FEE	\$ 287	\$ 2,579	\$ 308	\$ 2,772
Out-of-State Tuition	549	4,934	590	5,304
TOTAL OUT-OF-STATE FEE	<u>\$ 836</u>	<u>\$ 7,513</u>	<u>\$ 898</u>	<u>\$ 8,076</u>
COLLEGE OF MEDICINE*				
Regular Academic Program (Four Year)				
IN-STATE MAINTENANCE FEE	\$ 731	\$ 6,577	\$ 892	\$ 8,024
Out-of-State Tuition	804	7,234	885	7,957
TOTAL OUT-OF-STATE FEE	<u>\$ 1,535</u>	<u>\$ 13,811</u>	<u>\$ 1,777</u>	<u>\$ 15,981</u>
Optional Expanded Acad. Prog. (Five Year)**				
IN-STATE MAINTENANCE FEE	\$ 590	\$ 5,310	\$ 720	\$ 6,478
Out-of-State Tuition	644	5,789	708	6,368
TOTAL OUT-OF-STATE FEE	<u>\$ 1,234</u>	<u>\$ 11,099</u>	<u>\$ 1,428</u>	<u>\$ 12,846</u>
COLLEGE OF DENTISTRY*				
Regular Academic Program (Four Year)				
IN-STATE MAINTENANCE FEE	\$ 502	\$ 4,518	\$ 612	\$ 5,512
Out-of-State Tuition	840	7,560	924	8,316
TOTAL OUT-OF-STATE FEE	<u>\$ 1,342</u>	<u>\$ 12,078</u>	<u>\$ 1,536</u>	<u>\$ 13,828</u>
Dentistry SGA Fee	n/a	\$ 0	n/a	\$ 30
Laboratory and Clinical Utilization Fee ***	n/a	\$ 0	n/a	\$ 600
COLLEGE OF PHARMACY*				
Graduate Doctor of Pharmacy				
IN-STATE MAINTENANCE FEE	\$ 341	\$ 3,063	\$ 436	\$ 3,921
Out-of-State Tuition	557	5,006	596	5,356
TOTAL OUT-OF-STATE FEE	<u>\$ 898</u>	<u>\$ 8,069</u>	<u>\$ 1,032</u>	<u>\$ 9,277</u>
COLLEGE OF NURSING*				
Masters of Nursing				
IN-STATE MAINTENANCE FEE	\$ 329	\$ 2,959	\$ 354	\$ 3,181
Out-of-State Tuition	447	4,018	480	4,319
TOTAL OUT-OF-STATE FEE	<u>\$ 776</u>	<u>\$ 6,977</u>	<u>\$ 834</u>	<u>\$ 7,500</u>
Doctor of Nursing Science				
IN-STATE MAINTENANCE FEE	\$ 329	\$ 2,959	\$ 329	\$ 2,959
Out-of-State Tuition	447	4,018	480	4,319
TOTAL OUT-OF-STATE FEE	<u>\$ 776</u>	<u>\$ 6,977</u>	<u>\$ 809</u>	<u>\$ 7,278</u>

Continued on following page.

HEALTH SCIENCE CENTER

	CURRENT FEES		PROPOSED FEES	
	Fall 2001 - Summer 2002		Fall 2002 - Summer 2003	
	Per Hour	Per Semester	Per Hour	Per Semester
COLLEGE OF ALLIED HEALTH SCIENCES*				
Dental Hygiene				
IN-STATE MAINTENANCE FEE	\$ 137	\$ 1,635	\$ 147	\$ 1,758
Out-of-State Tuition	309	3,698	332	3,975
TOTAL OUT-OF-STATE FEE	\$ 446	\$ 5,333	\$ 479	\$ 5,733
Physical Therapy				
IN-STATE MAINTENANCE FEE	\$ 174	\$ 2,088	\$ 188	\$ 2,245
Out-of-State Tuition	412	4,935	443	5,305
TOTAL OUT-OF-STATE FEE	\$ 586	\$ 7,023	\$ 631	\$ 7,550
Physical Therapy - Masters (Three Year)****				
IN-STATE MAINTENANCE FEE	\$ 303	\$ 2,723	\$ 326	\$ 2,927
Out-of-State Tuition	411	3,697	442	3,974
TOTAL OUT-OF-STATE FEE	\$ 714	\$ 6,420	\$ 768	\$ 6,901
Physical Therapy - Graduate				
IN-STATE MAINTENANCE FEE	\$ 251	\$ 2,001	\$ 269	\$ 2,151
Out-of-State Tuition	463	3,697	497	3,974
TOTAL OUT-OF-STATE FEE	\$ 714	\$ 5,698	\$ 766	\$ 6,125
Clinical Lab Sciences - Masters****				
IN-STATE MAINTENANCE FEE	\$ 251	\$ 2,001	\$ 269	\$ 2,151
Out-of-State Tuition	463	3,697	497	3,974
TOTAL OUT-OF-STATE FEE	\$ 714	\$ 5,698	\$ 766	\$ 6,125

	CURRENT FEES		PROPOSED FEES	
	Fall 2001 - Summer 2002		Fall 2002 - Summer 2003	
	Per Hour	Per Trimester	Per Hour	Per Trimester
Medical Technology****				
IN-STATE MAINTENANCE FEE	\$ 130	\$ 1,558	\$ 140	\$ 1,675
Out-of-State Tuition	297	3,556	319	3,823
TOTAL OUT-OF-STATE FEE	\$ 427	\$ 5,114	\$ 459	\$ 5,498
Cytotechnology****				
IN-STATE MAINTENANCE FEE	\$ 118	\$ 1,408	\$ 127	\$ 1,514
Out-of-State Tuition	275	3,291	295	3,538
TOTAL OUT-OF-STATE FEE	\$ 393	\$ 4,699	\$ 422	\$ 5,052
Health Information Management****				
IN-STATE MAINTENANCE FEE	\$ 118	\$ 1,412	\$ 127	\$ 1,518
Out-of-State Tuition	266	3,184	286	3,423
TOTAL OUT-OF-STATE FEE	\$ 384	\$ 4,596	\$ 413	\$ 4,941
Occupational Therapy****				
IN-STATE MAINTENANCE FEE	\$ 134	\$ 1,603	\$ 144	\$ 1,723
Out-of-State Tuition	309	3,701	332	3,979
TOTAL OUT-OF-STATE FEE	\$ 443	\$ 5,304	\$ 476	\$ 5,702

OTHER FEES: Student Health Insurance Fee Per Semester is \$406.50.

NOTES:

- * MINIMUM CHARGE: Two Semester Hours
- ** The College of Medicine Optional Academic Program expands the first two years of the regular medicine curriculum to three years. With the Expanded Program those students extending their education do so to provide research, to pursue additional academic work, or for a variety of personal needs.
- *** Phased-in fee beginning with FY 2002 entering class
- **** MINIMUM CHARGE: Four Semester Hours

VETERINARY MEDICINE

FULL-TIME STUDENTS Per Semester Rate

	CURRENT FEES		PROPOSED FEES	
	Fall & Spring 2001-02	Summer 2002	Fall & Spring 2002-03	Summer 2003
IN-STATE STUDENT FEES				
MAINTENANCE	\$ 3,581	\$ 3,581	\$ 3,939	\$ 3,939
PROGRAMS & SERVICES *	150	90	165	100
TECHNOLOGY	100	100	100	100
FACILITIES	25	25	25	25
Total In-State Fees	\$ 3,856	\$ 3,796	\$ 4,229	\$ 4,164
OUT-OF-STATE STUDENT FEES				
TUITION	\$ 6,896	\$ 6,896	\$ 7,103	\$ 7,103
MAINTENANCE	3,581	3,581	3,939	3,939
PROGRAMS & SERVICES *	150	90	165	100
TECHNOLOGY	100	100	100	100
FACILITIES	150	150	150	150
Total Out-of-State Fees	\$ 10,877	\$ 10,817	\$ 11,457	\$ 11,392
* Programs & Services Fees				
Student Activity	\$ 65	\$ 36	\$ 80	\$ 46
Debt Service	37	18	37	18
Health Services	48	36	48	36
Total Programs & Services Fees	\$ 150	\$ 90	\$ 165	\$ 100

UNIVERSITY FEES ARE DETERMINED BY THE BOARD OF TRUSTEES AND ARE SUBJECT TO CHANGE WITHOUT NOTICE

CHATTANOOGA**FULL-TIME STUDENTS**
Per Semester Rate

	CURRENT FEES		PROPOSED FEES	
	Fall 2001 - Summer 2002		Fall 2002 - Summer 2003	
	Undergraduate	Graduate	Undergraduate	Graduate
IN-STATE STUDENT FEES				
MAINTENANCE	\$ 1,349	\$ 1,607	\$ 1,450	\$ 1,728
PROGRAMS & SERVICES *	144	144	200	200
TECHNOLOGY	100	100	100	100
FACILITIES	25	25	25	25
Total In-State Fees	\$ 1,618	\$ 1,876	\$ 1,775	\$ 2,053
OUT-OF-STATE STUDENT FEES				
TUITION	\$ 3,265	\$ 3,265	\$ 3,510	\$ 3,510
MAINTENANCE	1,349	1,607	1,450	1,728
PROGRAMS & SERVICES *	144	144	200	200
TECHNOLOGY	100	100	100	100
FACILITIES	25	25	25	25
Total Out-of-State Fees	\$ 4,883	\$ 5,141	\$ 5,285	\$ 5,563
* Programs & Services Fees				
Student Activity	\$ 84	\$ 84	\$ 140	\$ 140
Debt Service	60	60	60	60
Total Programs & Services Fees	\$ 144	\$ 144	\$ 200	\$ 200

PART-TIME STUDENTS
Per Semester Hour Rate

Total charges not to exceed the full-time fees for in-state or out-of-state students.

	CURRENT FEES		PROPOSED FEES	
	Fall 2001 - Summer 2002		Fall 2002 - Summer 2003	
	Undergraduate	Graduate	Undergraduate	Graduate
IN-STATE STUDENT FEES				
MAINTENANCE	\$ 113	\$ 179	\$ 121	\$ 192
PROGRAMS & SERVICES *	12	12	17	17
TECHNOLOGY	12	12	12	12
FACILITIES (first hour only)	25	25	25	25
Total In-State Fees	\$ 137	\$ 203	\$ 175	\$ 246
OUT-OF-STATE STUDENT FEES				
TUITION	\$ 262	\$ 337	\$ 293	\$ 390
MAINTENANCE	113	179	121	192
PROGRAMS & SERVICES *	12	12	17	17
TECHNOLOGY	12	12	12	12
FACILITIES (first hour only)	25	25	25	25
Total Out-of-State Fees	\$ 424	\$ 565	\$ 468	\$ 636

* Includes \$12 for Student Activity Fee and \$5 for Debt Service Fee.

STUDENT FEES

MARTIN**FULL-TIME STUDENTS**
Per Semester Rate

	CURRENT FEES		PROPOSED FEES	
	Fall 2001 - Summer 2002		Fall 2002 - Summer 2003	
	Undergraduate	Graduate	Undergraduate	Graduate
IN-STATE STUDENT FEES				
MAINTENANCE	\$ 1,349.00	\$ 1,607.00	\$ 1,450.00	\$ 1,728.00
PROGRAMS & SERVICES *	191.00	191.00	199.00	199.00
TECHNOLOGY	100.00	100.00	100.00	100.00
YEARBOOK			8.50	8.50
Total In-State Fees	\$ 1,640.00	\$ 1,898.00	\$ 1,757.50	\$ 2,035.50
OUT-OF-STATE STUDENT FEES				
TUITION	\$ 3,265.00	\$ 3,265.00	\$ 3,510.00	\$ 3,510.00
MAINTENANCE	1,349.00	1,607.00	1,450.00	1,728.00
PROGRAMS & SERVICES *	191.00	191.00	199.00	199.00
TECHNOLOGY	100.00	100.00	100.00	100.00
YEARBOOK			8.50	8.50
Total Out-of-State Fees	\$ 4,905.00	\$ 5,163.00	\$ 5,267.50	\$ 5,545.50
* Programs & Services Fees				
Student Activity	\$ 90.00	\$ 90.00	\$ 112.00	\$ 112.00
Debt Service	87.00	87.00	87.00	87.00
Total Programs & Services Fees	\$ 177.00	\$ 177.00	\$ 199.00	\$ 199.00

PART-TIME STUDENTS
Per Semester Hour Rate

Total charges not to exceed the full-time fees for in-state or out-of-state students.

	CURRENT FEES		PROPOSED FEES	
	Fall 2001 - Summer 2002		Fall 2002 - Summer 2003	
	Undergraduate	Graduate	Undergraduate	Graduate
IN-STATE STUDENT FEES				
MAINTENANCE	\$ 130.00	\$ 206.00	\$ 121.00	\$ 192.00
PROGRAMS & SERVICES *	16.00	22.00	18.00	25.00
TECHNOLOGY	9.00	12.00	9.00	12.00
Total In-State Fees	\$ 155.00	\$ 240.00	\$ 148.00	\$ 229.00
OUT-OF-STATE STUDENT FEES				
TUITION	\$ 273.00	\$ 363.00	\$ 293.00	\$ 390.00
MAINTENANCE	98.00	166.00	121.00	192.00
PROGRAMS & SERVICES *	16.00	22.00	18.00	25.00
TECHNOLOGY	9.00	12.00	9.00	12.00
Total Out-of-State Fees	\$ 396.00	\$ 563.00	\$ 441.00	\$ 619.00

* Undergraduate fee includes \$11 for Student Activity Fee and \$7 for Debt Service Fee. Graduate fee includes \$15 for Student Activity Fee and \$10 for Debt Service Fee.

UNIVERSITY FEES ARE DETERMINED BY THE BOARD OF TRUSTEES AND ARE SUBJECT TO CHANGE WITHOUT NOTICE

EXECUTIVE MBA PROGRAMS

	CURRENT FEES	PROPOSED FEES
	FY 2001-2002	FY 2002-2003
1-YEAR PROGRAMS		
Executive MBA - Knoxville	\$ 39,500	\$ 39,500
Executive MBA - Chattanooga	\$ 20,000	\$ 20,000
Executive MBA - Taiwan	\$ 21,500	\$ 21,500
Physician MBA - Knoxville	\$ 48,000	\$ 48,000
Professional MBA - Knoxville	\$ 25,500	\$ 25,500
* Effective January 2002		
** Effective Fall 2002		

INDEPENDENT STUDY

	CURRENT FEES	PROPOSED FEES
	FY 2001-2002	FY 2002-2003
SEMESTER HOUR COURSES		
1 Semester Hour	\$ 120	\$ 129
2 Semester Hours	\$ 240	\$ 258
3 Semester Hours	\$ 360	\$ 387
4 Semester Hours	\$ 480	\$ 516

DISABLED/ELDERLY PERSONS

Disabled/Elderly Persons covered under Tennessee Code 49-7-113

	CURRENT FEES	PROPOSED FEES
	FY 2001-2002	FY 2002-2003
COURSES FOR CREDIT		
Per Semester Hour	\$ 7.50	\$ 7.50
Maximum Fee per Semester	\$ 75.00	\$ 75.00
AUDIT COURSES	No Charge	No Charge

MARTIN - NEW COLLEGE*

	CURRENT FEES	PROPOSED FEES
	FY 2001-2002	FY 2002-2003
PER CREDIT HOUR FEES		
IN-STATE STUDENT FEES		
Maintenance	\$ 113	\$ 121
Online Support	30	40
Total In-State Fees	\$ 143	\$ 161
OUT-OF-STATE STUDENT FEES		
Tuition	\$ 273	\$ 293
Maintenance	113	121
Online Support	30	40
Total Out-of-State Fees	\$ 416	\$ 455

*This fee is applicable to the University of Tennessee Martin's online courses for the Bachelors in University Studies (BUS) for FY 2003.

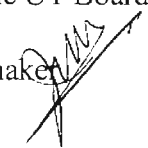
New College online course fees are charged per credit hour with no maximum credit hour cap. This applies to all students, including on-campus students.



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MEMORANDUM

TO: Members of the UT Board of Trustees

FROM: John W. Shumaker 

DATE: July 10, 2002

SUBJECT: Employee Compensation Plan

The FY 2003 Appropriations Bill (PC 842) requires a compensation plan be approved by the Board of Trustees for each campus and administrative office before any increase in employee compensation beyond the state-funded salary policy can be granted. The proposed plan encompasses strategies to provide a fair compensation for work performed that is consistently applied to all university campuses and units.

The University of Tennessee recognizes its greatest asset is its employees. Retaining and attracting outstanding employees is key to successfully achieving our mission. The University could not achieve its teaching, research and service objectives without a skilled and dedicated workforce operating efficiently at many levels of the organization.

It is important our salary plan allows for flexibility in administration but maintains fairness in its approach. In addition to the State's general salary increase of an average of 2% effective on January 1, 2003, the University will implement some salary increases throughout the year to recognize increased workloads, reward exceptional accomplishment and achievements, address pay equity issues, and recognize market realities in order to sustain our workforce. Of primary importance is the implementation of the job audit review results that have been in process for the past year to ensure employees are appropriately classified. These reviews have identified the need for title and/or job classification adjustments. The results of this evaluation have already been implemented at two of our University units. We are ready to implement adjustments for the remaining units.

University administrators take the salary setting process seriously. In accordance with the enclosed plan, all proposed salary increases are reviewed by the Office of Human Resources, the campus/unit Business Officer and approved by the appropriate chancellor or vice president or their designee. In addition, salary increases resulting in a salary of greater than \$75,000 or an increase over 10% are also submitted to the University President or his designee for final approval.

Employee Compensation Plan

Page two

July 10, 2002

The evaluation, review and adjustment of salaries must be an ongoing process in order to keep the University in a viable position to achieve its mission of teaching, research and service. The enclosed compensation plan is designed to help The University accomplish that goal.

Upon approval by the Board of Trustees, the approved plan shall be submitted to the Commissioner of Finance and Administration and the Office of Legislative Budget Analysis as an informational item in accordance with the FY 2003 Appropriations Act.

Your approval of the proposed Employee Compensation Plan is recommended. Sylvia Davis and I are available to answer any questions you may have.

ssd

Attachment

c: Sylvia Davis

THE UNIVERSITY OF TENNESSEE COMPENSATION PLAN

Introduction

The University of Tennessee is charged with a threefold mission of instruction, research, and public service. To help achieve that mission, the University set an objective of providing equity, incentive, and external credibility in the administration of the University's compensation program. University Personnel Policy 405, Compensation Philosophy, provides that within the framework of applicable law, and consistent with the judicious expenditure of funds entrusted to it, The University of Tennessee shall attempt to employ competent personnel at competitive rates; motivate those employees to perform well; and create inducements, both through basic compensation and fringe benefits, to retain competent employees for productive periods of service.

Three compensation plans are established to ensure the fulfillment of this philosophy: the Executive Plan, the Faculty Plan, and the Staff Salary Administration Plan. Each of the plans is discussed below.

Executive Plan

The method of job evaluation and salary determination used for executive level jobs is one where compensation is dictated almost exclusively by market demands. This practice is generally referred to as "direct market pricing." Market rate information for comparable job titles and jobs is obtained from surveys such as the College and University Professional Association for Human Resources (CUPAHR) "Administrative Compensation Survey," the CUPAHR "CEO Survey," and similar surveys conducted by UT and by other peer institutions. Salaries at time of hire are dictated by market pay levels and the market demands for individuals with comparable skills and abilities. Subsequent salary increases are based primarily upon annual State funding allocations. In addition, market adjustments are made from time to time to ensure retention of individuals who possess the skills that are critical to the success of the University. Given the availability of funds, there is also a component to salary increases which is based upon the performance of individuals and their value to the University.

Faculty Plan

The method of job evaluation and salary determination used for faculty jobs is also based on "direct market pricing." Faculty hiring rates are based upon market pay levels at comparable institutions within the appropriate rank and discipline or specialty area in which the faculty member is working. The comparative market pay data needed to administer the Faculty Plan are obtained from surveys performed by the respective UT campus or institute, the Integrated Postsecondary Education Data System (IPEDS), the College and University Professional Association for Human Resources (CUPAHR), the American Association of University Professors (AAUP), Oklahoma State University, and other organizations as appropriate.

Salary increases are based primarily on funding allocations received from the State. However, for faculty positions, it is imperative to consider market competitiveness. Therefore, as funds become available, additional increases for faculty with critical skills and abilities may be provided on an individual basis in accordance with market demands; and, when sufficient funds are available, there is a component to salary increases based upon individual performance. Faculty promotions and resulting salary increases are based on plans established by each academic campus and the Institute of Agriculture.

Staff Salary Administration Plan

The method of job evaluation for staff positions is a “point-factor” system. Each position is evaluated using three factors: know-how, problem solving, and accountability. Based on the degree to which these factors are required by the position, a job size value (expressed in points) is assigned. The evaluation factors used were developed by Hay Associates and adapted by Hay for use by The University of Tennessee.

All positions are then placed in pay levels (from pay level 30 through 53) based on the position job size value. Salary pay ranges are established by University Human Resources officers for each pay level based upon appropriate market salary data. Relevant market data is obtained from salary surveys such as the College and University Professional Association for Human Resources “Administrative Compensation Survey,” the Tennessee Hospital Association survey, and surveys of local businesses and peer institutions. After salary survey data has been analyzed by means of a linear regression, a salary line model is developed which is used to calculate the midpoint of the base pay range. From that point, minimums and maximums of the base and subsequent pay ranges are calculated using a standard formula.

Each staff position is also assigned to a job family. Occasionally, based on market demands, salary surveys are conducted on jobs within a certain job family (e.g., crafts or information technology, etc.). Consequently, separate salary schedules may be established for each of the pay levels within a particular job family.

Hiring rates are based upon the salary range for the position and the market demands for persons with the requisite skills and abilities. Individual salary increases are based primarily upon State funding allocations. If additional funds are available, consideration is given to the position of an employee’s salary within the appropriate range and the market demands for the job. Whenever funds are available, there is a component to salary increases based upon individual performance.

General Pay Plan Issues

The assignment of job titles to individual positions depends upon the type of position. Faculty titles are generally assigned by the campus or institute Office of the Academic Vice Chancellor or Provost in conjunction with the human resources officer. Job titles for executive and staff positions are assigned based upon a review of the job content by the campus or institute human resources officer. New job titles are requested by the campus or institute human resources officer and reviewed by the staff of the Office of Human Resources. Titles are reviewed by a committee of human resources

officers to determine the appropriateness of the proposed title. Once reviewed and approved, the job title, associated grade level, and other attributes of the title are implemented.

A promotion involves an increase in position or rank resulting from the assumption of duties of a position at a higher classification or the assumption of duties which warrant a reclassification to a higher level. Salary increases for non-exempt staff which result from promotions may be awarded as follows: the dollar difference between the starting salary of the present job and the starting salary of the job to which the employee is being promoted; or, when warranted by circumstances such as exceptional employee qualifications or limited market availability, up to eight percent (8%) above the starting salary of the new job. Provided sufficient funds are available, faculty, executive, and exempt employees, when promoted, may receive salary increases that are based upon the market demand for the new level of job responsibilities and for persons with comparable skills and abilities. In addition, promotional increases for all employees may take into consideration the position of the employee's salary within the appropriate salary range.

A lateral transfer implies the assumption of duties of another position at the same level. When an employee accepts a lateral transfer, generally no adjustment in salary is made. A transfer to a lower level position or the assumption of duties at a lower classification may result in a salary decrease.

Salary increases for passing the Certified Professional Secretary (CPS) examination are provided to non-exempt employees who are in clerical-secretarial and clerical-management positions. The salary increase is nine percent (9%).

Salary increases may be provided when additional responsibilities are assumed by an employee and a promotion to a higher job classification is not warranted, or when the duties are assumed on a temporary basis.

An exceptional rate process is available to establish salary rates for jobs that require more competitive salaries than those provided by standard University pay ranges. These exceptional rates may be developed for a single job or a job family. Jobs for which the exceptional rate process has been used include, but are not limited to, the medical and technical job families.

Student employees are paid no less than the federal minimum wage. Individual salaries are established based upon the requirements of the job and the skills of the student employee.

Longevity pay is provided to reward employees for their years of service to the University and the State. The employees eligible for longevity pay are regular full-time employees and certain regular part-time employees who have completed 36 or more full-time equivalent months of service with The University of Tennessee, The Tennessee Board of Regents, or any other agency of the State of Tennessee. Longevity pay is paid at the rate of \$100 per year of eligible service up to a maximum of \$2,500.

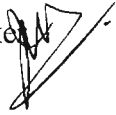
Salary range adjustments are normally made annually provided sufficient State funding is available. Other range adjustments may be made as changes occur in market demand and/or market rates for certain positions.



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MEMORANDUM

TO: Members of the UT Board of Trustees

FROM: John W. Shumaker 

DATE: July 10, 2002

SUBJECT: Essential Services Act – Employee Redress Plan

The FY 2003 Appropriations Bill, Section 56, directs the University of Tennessee Board of Trustees, the Tennessee Board of Regents, and the state Department of Personnel to develop plans “to redress the loss of salary, compensatory time, and annual time that directly resulted from the Essential Government Services Act of 2002. Each plan shall provide for redress to any affected employee, including employees who worked during the period July 1-5, 2002, and employees who were furloughed during such period.”

The legislation further states the approved plans are also subject to approval by the State Funding Board whose role is to ensure consistency among the plans proposed for implementation. Staff have been working closely working with the other parties in the development of UT’s plan.

The attached University of Tennessee Employee Redress Plan is recommended for your approval. In summary, the University’s proposed plan allows furloughed employees scheduled to work between July 1 and 3 to be paid for their scheduled work hours without having to use annual leave, compensatory time, or other leave balances. Employees who worked during the furlough period will be provided hour for hour annual leave for actual hours worked.

Sylvia Davis and I are available to answer questions concerning the proposed plan.

Attachment

c: Sylvia Davis

THE UNIVERSITY OF TENNESSEE
Essential Services Act of 2002
Employee Redress Plan

1. Full-time and part-time, regular employees furloughed on July 1, 2, and 3 will be paid for their normal work hours if they were scheduled to worked those days. Employees will not have to use annual leave, compensatory time, or any other available leave balance to be compensated for these days.
2. Employees on scheduled leave during the period July 1 –3 are not considered available for work and thus not impacted by the furlough. These employees should report the applicable leave type in order to receive pay for time away from work.
3. All employees working on July 1, 2, and 3 will be paid in accordance with normal University policies. In addition, full-time and part-time regular employees will receive an increase to their annual leave balance equal to the amount of hours they worked up hour for hour.
4. Term and student employees will be paid for hours worked. No pay will be provided for hours not worked. Departments are encouraged, where possible, to provide term and student employees the ability to work additional hours so they have an opportunity to earn compensation for hours they were unable to work due to the partial shutdown.
5. The date for assessing the maximum annual leave balances available for carry forward into the next year will be shifted from December 31, 2002 to June 30, 2003 to provide employees with sufficient time to schedule the use of additional hours. On June 30, 2003 any annual hours in excess of the maximum allowable carry forward amount will be transferred to sick leave. The normal maximum leave carry forward calculation will also be performed on December 31, 2003 and continue as previously provided in University policy.
6. The University of Tennessee Payroll Office shall issue the final guidelines for implementing this policy to ensure the proper reporting of leave for the University's records.