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May 20, 2005

UT Board, Finance Committee To Meet May 26

KNOXVILLE -- The University of Tennessee Board of Trustees will meet Thursday, May 26, in Knoxville.

The meeting is scheduled for 8:30 a.m. EDT in room 157 of the Plant Biotechnology Building on the agriculture campus.

The board will act on UT President John Petersen's recommendation of Dr. Roger G. Brown as the next chancellor of the University of Tennessee at Chattanooga.

Immediately following action on the UTC chancellor position, the finance committee of the board will convene for a budget workshop.

Following the workshop, the committee's capital projects subcommittee will meet to discuss statewide infrastructure needs.

Committee members are: Bill Stokely, committee chair, Knoxville; Johnnie Amonette, Memphis; Jim Haslam, Knoxville; Jerry Jackson, Dyersburg; Lynn Johnson, Kingsport; and Bucky Wolford, Chattanooga.


Ex officio members: Don Stansberry, vice chairman of the board; and UT President John Petersen.



Vice President, General Counsel,
and Secretary of the University
719 Andy Holt Tower
Knoxville, TN 37996-0170
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MEMORANDUM

TO: Members of the Board of Trustees

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

DATE: May 24, 2005

SUBJECT: Special Meeting of the Board of Trustees

Upon the call of the President, a special meeting of the Board of Trustees will be held at 8:30 a.m. EDT on Thursday, May 26, 2005 for the purpose of acting on the President's recommendation to appoint Dr. Roger G. Brown as the next Chancellor of The University of Tennessee at Chattanooga. In accordance with the Bylaws, the senior member of the Board, Mr. James A. Haslam II, will chair the special meeting due to the unavailability of the Chair and Vice Chair.

An agenda for the special meeting and supporting materials are attached.

Attachments

SPECIAL MEETING
BOARD OF TRUSTEES
THE UNIVERSITY OF TENNESSEE

8:30 a.m. EDT
Thursday, May 26, 2005

Room 157, Plant Biotech Bldg.
Knoxville, Tennessee

ORDER OF BUSINESS


- I. Call to Order
- II. Roll Call
- III. President's Recommendation for Appointment and Compensation of the
Chancellor of The University of Tennessee at Chattanooga
- IV. Adjournment



MEMORANDUM

Office of the President
800 Andy Holt Tower
Knoxville 37996-0180
Telephone (865) 974-2241
FAX (865) 974-3753

TO: Members of the Board of Trustees

FROM: John D. Petersen
President 

DATE: May 23, 2005

RE: Election of Chancellor for UT Chattanooga

In September 2004, I asked Dr. Verbie Prevost, Head and Professor of English at UT Chattanooga, to chair a search committee to identify candidates for the position of Chancellor at the University of Tennessee at Chattanooga. Dr. Fred Obear, Chancellor Emeritus of UT Chattanooga, had accepted the appointment of Interim Chancellor and agreed to stay until a permanent chancellor was named.

The search committee -- consisting of faculty, students, administrators, alumni, University of Chattanooga Foundation trustees, community members, and UT Board members -- reviewed proposals by several search firms before choosing Baker-Parker to assist with the search. Gary Daugherty, senior vice president of the firm who had previously worked with the university in other searches (including the recent search for the chancellor at UT Memphis), was assigned to work with the Chattanooga committee.

Advertisements outlining the position were placed in November issues of the *Chronicle of Higher Education* and *Black Issues in Higher Education*, as well as on the UT Chattanooga and Baker-Parker websites.

In February 2005, the search committee narrowed the list of candidates to 15 individuals. On March 3, the list was further narrowed and the names were released for eight candidates who were to be invited to campus for a series of interviews. The search committee completed an exhaustive round of interviews with the eight candidates the week of March 14-18, including meetings with a variety of Chattanooga campus and community constituents.

On March 23, the search committee recommended four candidates to me for consideration. The finalists were: Dr. Roger Brown, Provost and Vice Chancellor for Academic Affairs, University of North Carolina at Pembroke; Dr. Stephen F. Flatt, President, Lipscomb University; Dr. Peter Hoff, Former President, University of Maine; and Dr. Martha D. Saunders, Vice President for Academic Affairs, Columbus State University. In early April, three of these candidates came to Knoxville to meet with me, Executive Vice President Jack Britt, and other members of the President's Staff. Dr. Flatt withdrew from the search prior to his interview.

After careful consideration, I recommend to the Board of Trustees the election of Dr. Roger Brown as chancellor for the UT Chattanooga campus, effective June 15, 2005. He will receive an annual base salary of \$208,000. He will receive an annual expense account of \$7,000, prorated monthly, to assist him in meeting expenses incurred from official obligations. As a condition of employment and for the convenience of the university, he will be provided residence in a university-provided facility. The university will provide Dr. Brown with a vehicle from the university's motor pool, and he will receive moving expenses not to exceed \$20,000, in accordance with university policy. His administrative appointment is on an annual basis, subject to annual review. This proposed compensation package was approved by the Executive and Compensation Committee of the Board at its meeting on April 29.

A proven academic leader and native Tennessean, Dr. Brown has most recently served as Provost and Vice Chancellor for the University of North Carolina at Pembroke since 2000. Prior to that appointment, he was senior associate provost at the University of North Carolina at Charlotte. He has held faculty appointments in political science at UNC Pembroke, UNC Charlotte, and Iowa State University.

Dr. Brown received bachelor's and master's degrees in Political Science from the University of Tennessee in Knoxville and his doctorate in Political Science from The Johns Hopkins University. He holds memberships in the American Association of Higher Education, the American Political Science Association, the Academy of Political Science, and the International Association for Conflict Management, among others. He is well-published in numerous juried journals and reviews and is the recipient of numerous grants.

I am confident Dr. Brown brings the vision, leadership, talent, and dedication necessary to build upon the success of UT Chattanooga.

ROGER GLENN BROWN, Ph.D.

**Provost and Vice Chancellor for Academic Affairs
University of North Carolina at Pembroke**

Business Address:

Office for Academic Affairs
University of North Carolina at Pembroke
Pembroke, NC 28372-1510

EDUCATION

B.S., Political Science, The University of Tennessee
M.A., Political Science, The University of Tennessee
Ph.D., Political Science, The Johns Hopkins University

EMPLOYMENT

Academic Administration

University of North Carolina at Pembroke, 2000-present, Provost and Vice Chancellor for Academic Affairs
University of North Carolina at Charlotte, Senior Associate Provost 1999-2000;
Associate Provost, 1998-1999;
Interim Senior Associate Vice Chancellor for Academic Affairs, 1997-98,
Chair, Department of Political Science, 1995 – 1997;
Masters of Public Administration Coordinator and Associate Chair, Department of Political Science, 1991 – 1995

Faculty Positions

University of North Carolina at Pembroke, Professor, 2000-
University of North Carolina at Charlotte, Professor, 1996-2000; Associate Professor, 1990 – 1996; Assistant Professor, 1985 - 1990
Iowa State University, Assistant Professor, 1983-1985

AWARDS, ACTIVITIES, AND MEMBERSHIPS:

American Association of State Colleges and Universities, Sino-American Leadership
Development Training for Higher Education Leaders in China, 2002-2004, member of

inaugural delegation of U.S. university administrators under AASCU executive leadership development program
Member, Chief Justice's Advisory Committee on the Political Conduct of Judges, appointed by Chief Justice of North Carolina Supreme Court, 2004
Rotary International, Lumberton, North Carolina 2000-present
Leadership Charlotte, Class XX, 1998-99
Charlotte Chamber of Commerce, Public Safety Committee, 1997- 2000
Snowmass Institute, Strategic Management for College and University Executives, Summer 1998
Citizen Ambassador, People to People Program in South Africa, September 1996
Nations Bank (Bank of America) Teaching Excellence Award Finalist 1994

American Association of Higher Education
American Political Science Association
Academy of Political Science
International Association for Conflict Management
International Personnel Management Association
Southern Political Science Association

Honor Societies

Phi Kappa Phi, National Honor Society
Pi Alpha Alpha, National Public Administration and Public Affairs Honor Society
Phi Beta Delta, International Honor Society
Kappa Delta Pi, International Honor Society in Education

SCHOLARLY ACTIVITY

Grants

Co-Principal Investigator, Cardiovascular health study in minority communities, with Maya Angelou Center for Minority Health, Wake Forest University Medical Center, proposal for \$3 million, under review

Principal Investigator, Partners in Innovation Program, Biotechnology Collaborative Project, National Science Foundation, proposal for \$.6 million, funded for 2005-2007

Principal Investigator, Pell Grant Program, UNC Pembroke, 2000-

Co-director (with R. Mundt, C. Thompson), Project to Enhance Public Administration in Jordan, Syria, and the Palestinian Governed Areas, U.S. Information Agency, (\$186,000), 1994-96

Consultant and Lecturer, Democracy in Africa Project, U.S. Information Agency, Nigeria, 1993-94

James Hart Fellowship for dissertation research, The Johns Hopkins University, 1981-82

Selected Recent Publications: (information about publications before 1998 available on request)

Roger G. Brown and M. Maureen Brown, "Strategic Planning for Human Resources Managers," in Stephen Condrey, ed., Handbook of Human Resource Management in Government, 2nd ed. (San Francisco: Jossey-Bass, 2005), forthcoming.

Carole L. Jurkiewicz and Roger G. Brown, "Power Does Not Corrupt Absolutely: An Empirical Study," Journal of Power and Ethics (Spring 2000)

Carole L. Jurkiewicz and Roger G. Brown, "GenXers vs. Boomers vs. Matures: Generational Comparisons of Public Employee Motivation," Review of Public Personnel Administration, 18, No. 4 (Fall 1998), pp. 18-37

Carole L. Jurkiewicz, Tom K. Massey, and Roger G. Brown, "Motivation in Public and Private Organizations: A Comparative Study," Public Productivity and Management Review, 21, No. 3 March 1998), pp. 230-250

Roger G. Brown and Terrel L. Rhodes, "Legislation, Litigation, Standards, Regulations, Policies, and Other Oughts," in Ronald J. Anderson, et. al., editors, Enhancing Diversity: Educators with Disabilities (Washington, DC: Gallaudet University Press, 1998), pp. 160-172

M. Maureen Brown and Roger G. Brown, "Strategic Planning for Human Resources Managers," in Stephen Condrey, ed., Handbook of Human Resource Management in Government, (San Francisco: Jossey-Bass, 1998), pp. 410-430

SERVICE

University Service:

UNC Charlotte, Director, Self-study for Reaffirmation of Accreditation, Southern Association of Colleges and Schools, 1999 (self-study in 2000-2001);

Chair, Ph.D. in Biotechnology Development Committee, 1998-1999;

Principal committee member, Self-study, NCAA Certification Review, Athletics Department, UNC Charlotte, 1996-97 (resulted in complete certification);

Faculty President-elect, 1994-95 (Did not serve as president because of appointment as Chair, Political Science);

Chair, Faculty Employment Status Committee, 1993-95;

Director, NASPAA Accreditation Self-Study and Site Visit, Master of Public Administration Program, University of North Carolina at Charlotte, 1991-93 (MPA Program was accredited for full seven years in June 1993; this was the original accreditation)

Founder and Director, UNC Charlotte Executive Forum for city and county managers, 1992-95

Chair, Internal Review Panel for Sociology, Anthropology, and Social Work Self-Study, 1993-94

Member, University Hearings Committee, 1986-94;

Chair, Hearing Panel, 1993

Chair, Staff and Faculty Benefits Committee, 1987-1989; Member, Staff and Faculty Benefits Committee, 1985-1993; Member, Public Policy Ph.D. Planning Committee, 1992-1995

Member, Chancellor's Task Force for Racial Harassment Issues, 1992-94

Member, Council on Race Relations, 1994-1998

Member, Chancellor's Committee on the Campus Climate for Women, 1987-1990

Other Community Outreach and Service:

Charlotte and Mecklenburg County, North Carolina: Member, Community Bond Referendum Committee, 1999 (bond campaign resulted in \$300 million in funding for community college, parks, courthouse, and land preservation);

Director, "Safe City" Focus Group Project, Charlotte City Manager's Office, Charlotte-Mecklenburg Police Department, 1999

Member, HIV/ AIDS Workplace Alliance Task Force, 1996-1999

Consultant, Gaston County Information Management Needs Assessment, 1996-97

Consultant, Charlotte-Mecklenburg County Police Department Information Management Needs Assessment, 1996

Facilitator and Analyst, Charlotte Mecklenburg Police Department, Focus Groups on Information Services Reengineering Project, 1995-96

Member, Advisory Search Committee, Neighborhood Development Key Business Executive (department head), City of Charlotte, Summer 1994

Facilitator, Executive Management Training, Cleveland Memorial Hospital, 1993-94

Facilitator, City Council Orientation, Charlotte City Council, November 1993

Director, Mission Statement workshop with the command staff of the Gaston County Police Department, April 1993

Director, Community Policing Reengineering Project, Charlotte Police Department, Spring 1992

Advisor, City Manager's Office, City of Charlotte, on analysis of the results of an employee survey on the City's mission statement; participated in a department head's meeting to discuss the interpretation and feedback of the survey results; participated with the City Manager in a citywide press conference on the result of the survey, January-March 1991

Media interviews, various political issues, WSOC-TV, WBTB-TV, WFAE-FM, WBT-FM, The Charlotte Observer, The Raleigh News and Observer, 1986-2001

Selected Professional Research Papers and Presentations:

Panelist, International Education, American Association of State Colleges and Universities, Tampa, Florida, February, 2004, "Sino-American Leadership Training Program"

Group Presenter, "Human Resource Management in the United States," Citizen Ambassador Program, People to People International, Johannesburg and Capetown, South Africa, September, 1996

“Implementation of the Americans with Disabilities Act in State and Local Government,”
(with Ronald Anderson and Terrel L. Rhodes), paper presented at the Southern Political
Science Association, Tampa, Florida, November 3, 1995

“Regional Responses to Federal Mandates: Local Government Funding Dilemmas,”
presented at the German-American Symposium on National and Regional Identity,
Padagogische Hochschule Ludwigsburg, Ludwigsburg, Germany, May 29, 1995

Updated: November 2004

Administrative Responsibilities And Significant Accomplishments as Provost and Vice Chancellor for Academic Affairs at the University of North Carolina at Pembroke, 2000-2004:

Description of Position: As Provost and Vice Chancellor, I serve as the chief campus academic officer, with principal responsibility for the University's undergraduate and graduate programs, including all matters pertaining to academic program planning, development and review; academic personnel (reappointment, promotion, tenure, salary administration, and faculty relations); budget and resource allocation; academic support; research; and community outreach. One of five divisions in the University, the Division of Academic Affairs is organized into the College of Arts and Sciences, two professional schools, Business Administration and Education, and the School of Graduate Studies, each led by a dean reporting to the Provost.

The Division also includes the full range of academic support responsibilities, organized administratively into functional units, each lead by an Associate Vice Chancellor or a Director: Academic Affairs Administration; Academic Support Programs; Library; Information Services; International Programs; and Outreach Programs (including Continuing Education and Extension and the Regional Center), and the Center for Sponsored Research and Programs. Total budgetary responsibility is approximately \$30 million, with over 215 tenured or tenure-track faculty, 90 FTE in other teaching positions, and 150 administrative staff and technical support personnel. As Provost, I am the senior vice chancellor and act for the Chancellor in his absence.

Academic Planning, Assessment, and Organizational Development:

- Managed academic program planning, faculty and staff hiring, and resource allocation to accommodate enrollment growth of 54 percent in four years. Led the recruitment and hiring of over 60 new tenure-track faculty members on a beginning base of just 150 tenure-track faculty in the year 2000.
- Provided leadership for initiation and implementation of comprehensive campus-wide, college, and departmental academic planning process to guide institutional development and resource allocation. Led development of the Campus Academic Plan and secured unanimous vote of approval from the Faculty Council and the Board of Trustees.
- Directed outcomes assessment activities and supervised the Follow-up Reports leading to reaffirmation of full, ten-year accreditation by the Southern Association of Colleges and Schools. Specifically, I work with deans, department chairs, and associate vice chancellors to develop assessment processes and performance indicators for student learning outcomes in general education, departmental majors, and academic support services. I also serve as the principal liaison to SACS, and I develop the schedule for the Self-Study and consult with the non-Academic Affairs divisions as they prepare their self-studies for SACS.
- Provided leadership for development of UNC Pembroke's first comprehensive campus-wide plan for information technology and an ongoing planning process involving all colleges and major administrative units. These efforts, combined with a related strategy

of aggressive resource reallocation, produced significant improvements in the campus infrastructure, including completion of the campus network, planning for a new telephone system (Cisco VoIP), provision of computers to all faculty, and gradual migration toward a substantially more decentralized computing environment.

Academic Program Development and Implementation:

- Oversaw the growth of on-line course development and delivery of distance education degree programs that have accounted for increase over 400 percent in three years in student credit hours delivered. Implemented totally on-line degree programs in Masters of Public Administration and B.S. in Business Administration.
- Provided leadership for development of proposals and subsequent implementation of UNC Pembroke's programs in Bachelor of Science in Nursing, B.S. in Environmental Sciences, B.A. in Musical Theater, Master of Arts in Teaching and Masters of Music Education. Currently leading the development of the first School of Optometry in either North Carolina or South Carolina.
- Achieved three consecutive years of "exemplary" ratings from the State Department of Public Instruction for the UNC Pembroke School of Education (2000- 2002), based on 13 quality measures. One of 47 public and private Schools and Colleges of Education in N.C. that were rated, and we were in the top four each year.
- Developed formal justification to establish and accredit the university's first off-campus, international program, Masters of Public Administration, taught entirely overseas at the China University of Mining and Technology in XuZhou, China. The first cohort is scheduled to receive their MPA degrees in December 2004.
- Selected as a founding participant in the American Association of State Colleges and Universities' Sino-American Leadership Training (SALT) Program, resulting in my travel for past three years to Beijing to work with Chinese university leaders. The president of our SALT Chinese partner university, Harbin Normal University, returned my visit in 2004, and plans are developing for further exchange programs for faculty, students, and administrators. In January 2005, UNC Pembroke faculty will initiate a Masters in English Education Program at Harbin Normal University.
- Founded and implemented the UNC Pembroke Honors College in 2000-2001. Enrolled 23 top-achieving students in Fall 2001, established common academic, social, and cultural experiences throughout 2001-2002 year. Currently, over 75 Honors College students are enrolled at UNC Pembroke. Last year, added the Undergraduate Research Center to the Honors College.
- Coordinated faculty planning, equipping and furnishing, and occupancy of new academic buildings for the sciences, social sciences, and humanities.

Academic Personnel and Faculty Relations:

- Successfully recruited new deans of Arts and Sciences, Business Administration, Education, and the Graduate School, and oversaw the appointment of two distinguished professors.
- Recruited and appointed Associate Vice Chancellors for Information Services, Outreach, and International Programs, as well as the Director of the Regional Center, the Director of Sponsored Research and Programs, and the Director of the Teaching and Learning Center.
- Prepared extensive analysis of deficiencies of academic personnel system and proposed significant revisions to policies and procedures governing faculty appointment, reappointment, and tenure. Substantially decentralized academic personnel system and implemented other changes to simplify and expedite the hiring process.

Faculty Roles and Rewards:

- Developed and implemented a series of initiatives to reexamine the relationship between expectations for faculty activity and the faculty reward system. Decentralized from the Provost to the Deans the process of developing salary increase plans based on annual merit evaluations of every full-time faculty member.
- Directed the development of new rewards and incentives, including course releases and stipends, for department chairs, graduate program directors, and undergraduate program coordinators.