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Faculty Senate - February 22, 2010 University System Relations

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Recommended Citation

Faculty Senate, "Faculty Senate - February 22, 2010 University System Relations" (2010). *Minutes, Senate Committee Meetings*.

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**University System Relations Committee Meeting
Monday February 22, 2010, University Center Chickasaw (218), 2:00-3:00PM**

MINUTES

Members: Beauvais Lyons (Chair), David Atkins, Russel Hirst, John Lounsbury, Dan Murphy (FAR), John Nolt, Candace White.

Members Absent: Greer Fox, Svetlana Zivanovic.

Invited Guests: Jim Murphy at 2:10pm Eastern Time by teleconference (Phone: 615-252-2303)

1. Approval of the Minutes from January 11, 2010 posted at:
http://web.utk.edu/~senate/docs/2009-10/System_Relations_1-11-10.pdf
Approved by consensus.
2. Discussion of the next Presidential Search Process with Jim Murphy regarding election of the UT President.

There was discussion of House Bill 3542 regarding the qualifications for university presidents. Jim Murphy feels it is only there to broaden the pool for leadership positions at Tennessee universities. Some potential leaders might be Dale Simms who is working with TBR, former Comptroller John Morgan, and maybe others. The bill may not apply as it only lists chancellor in the UT system, but it may be amended. He said there is no interest by the UT Board of trustees in this bill. There is more interest on the Board of looking internally for the next leader of the UT system.

Board policy regarding Presidential elections was discussed.

http://bot.tennessee.edu/docs/bylaws_100909_IV.pdf

(a) Election of the President. In the event of a vacancy, or notice of an impending vacancy, in the office of the President, the Chair, or in the Chair's absence the Vice Chair, shall recommend to the Board the appointment of a search committee composed of appointed members of the Board of Trustees and members of the faculty. The search committee shall take appropriate action to prepare and submit for consideration of the Board a panel of nominees for the position of President. The number of nominees shall be determined by the Board upon the recommendation of the search committee.

In carrying out its duties, the search committee may appoint an advisory committee composed of University faculty, staff, and students, as well as alumni and other representatives of the University's external

constituencies, to assist and advise during the search process. The search committee may adopt such rules and procedure as it deems necessary in performing its duties and shall comply with all applicable legal requirements.

Jim Murphy said at the Board of Trustees meeting this week the board will approve the timeline. One thing they are looking at is how open the process will be, and how broad the participation will be. As open as it was, they heard that they missed some potential candidates due to the openness of the process. How one balances these needs is reflected in the new process. Jim said that a search firm has to be used in order to approach good presidents who are currently seated. The charge to the search firm is to bring a robust list to the process.

Candace White asked about the timeline. At the February 26th Board of Trustees meeting the process will be approved. May 13th select the search firm and compensation package. In June the Board will appoint the search committee, who will then create a Search Advisory Committee made of faculty, staff, students, alumni and community representatives by July 1st. On July 7th the Search Advisory Committee will review the advertisement, and from July 14th to October 6th there will be a non-public phase of the search, with October 6th the search will be open to the public. From October 6-18 all interviews will be conducted, with the Search Advisory Committee participating. On October 19th the Advisory Committee will present their assessments of the candidates to the Search Committee. The Search Committee will conduct campus interviews with the finalists and will hope to have the new president selected by October 22nd.

Dan Murphy asked how this search will be different from the prior one. Jim Murphy said that there will not be forums held on the campuses to ask people what they want in a president, and that there will be a shorter public phase of the process.

John Lounsbury asked about how to frame the interview process so that key leadership qualities of the candidates are identified.

Candace White expressed concern that the job description should stress the role of the new person as system president. Jim Murphy said that felt the nature of the job is being clarified and that more authority is being invested with the chancellors. The key duties of the new president will be with fundraising and government relations, with additional responsibilities in research and human resources. Jim Murphy said that Interim President Simek is working to better clarify

In response to a question from Beauvais Lyons, Jim Murphy said that campus-based groups will play a role in recommending representatives to

the Search Advisory Committee.

Russ Hirst expressed concern about making sure we get the right person, and what the limits are asking personal questions. Jim Murphy said that the Search Advisory Committee will make visits to the campuses to learn more about backgrounds of candidates. Beauvais Lyons said the faculty often has a great deal of information on potential finalists through their collegial networks and asked how to use this network while keeping confidentiality. Beauvais suggested that the UT Faculty Council could be a good resource.

Candace White asked about other changes, particularly the relocation of the Presidential offices off the Knoxville campus, or establishing new reporting lines for the Institute of Agriculture. Jim said this is all in discussion, but that certainly the relation of the Office of the President off of the Knoxville campus, but most likely remain in Knoxville.

Jim Murphy said that the Institute of Agriculture would remain reporting to the president, as well as Cherokee Farm, but with more campus input.

Beauvais Lyons expressed thanks to Jim Murphy for joining us for this meeting and wished him well at the BOT meeting this week.

Following the phone call John Lounsbury also suggested that the board should insist on conducting a structured assessment process that might include using a personality questionnaire as is used for executive appointments with fortune 500 corporations.

It was suggested that the minutes from this meeting should be shared with the University Faculty Council and the Faculty Trustees so that arrangements are made this semester to identify faculty, student, staff and alumni representatives to serve on the Search Advisory Council before representative bodies leave in May.

3. Future Meeting dates: Monday March 29 (possibly with student leaders and the UTK Employee Relations Council to make sure they are involved in the presidential search process.), and Monday April 26, 2010 (subject to be determined).
4. Adjournment at 3:25pm