

# UT HEALTH SCIENCE CENTER. minutes

## University Council Meeting

April 2, 2025  
2:00pm-3:30pm

### Attendees:

Brigitte Grant, Chandra Alston, Wendy Likes, Charlie Snyder, Cindy Russell, Donald Thomason, Jessica Snowden, Paul Wesolowski, Peter Buckley, Raaj Kurapati, Reginald Frye, Jessi Gold, Tracy McClinton, Michael Alston, Keshia Giboney, George Ninan, Debbie Long, Vikki Massey, Mike Ebbs, David Mills, Melisa Moore, James Haynes, Ashley Harkrider, Robert Craft, Margaret Bohm

### Absent:

Ken Tilashalski- Blake Dingman (Attended)

Dr. Buckley called the meeting to order 2:00 pm central.

### DASH Updates (Raaj):

- Thanks to Faculty Senate Research Group- for their expert and well delivered feedback to the central DASH leadership team. A plan of correction invoking short term, intermediate, and long-term changes is being rolled out. The continued use of the dedicated website at UT Health Science Center as well as the support and guidance of the task force will be helpful going forward.

### Updates on Federal- State Executive Orders and legal situations – (Raaj, Jessica and Cindy):

- Everything we are doing is being coordinated with UT System for a unified and coherent approach.
- Research - stopping grants, indirect cost rates, new notices coming out slower than usual. Jessica Snowden and research office meeting with colleges and researchers. Have started a Contingency Planning Group that meets every 2 weeks to assess situations and recommend strategies to more quickly address the rapidly changing environment.
- Dear Colleague letter - ensuring that race is not a factor in recruiting, admissions, scholarships, support services, student organizations, diversity statements, accreditation requirements. Cindy and AFSA leaders meeting with deans and relevant people in colleges.
- January 21, 2025, Executive Order on “Ending Illegal Discrimination and Restoring Merit-based Opportunity” - gave us the opportunity to increase efficiencies in hiring processes. Changes in involvement by the Office of Access and Compliance - no longer a required charge to search committees, no longer will be approving candidate pools, no longer involved with search exemptions. HR and Faculty Affairs coordinating to support hiring of staff and faculty. As a collective leadership, we are continuing - like Higher Education institutions nationwide- to evaluate this unstable situation with respect to personnel, programmatic, and financial considerations.

### **Giving Day 4.29.25 (Brigitte Grant):**

- Focus on cancer research and the match for gifts
- Marketing Advertising- Daily Memphian, Digital Billboard, Facebook and LinkedIn
- Reminder that Giving Day is focused on our external community - alumni and others
- Fall Family Campaign is when we focus on our internal faculty and staff

### **Chancellor Updates (Dr. Buckley):**

#### — Searches

- COM Executive Dean
- VC Strategic Communications and Marketing
- Interim Dean College of Health Professions - not an immediate search but will start working toward one shortly with involvement of the college faculty and staff; Interim Dean Harkrider is off to a great start; plans to be in Memphis regularly.

#### — Commencement

- Monday, May 12 - 4 ceremonies starting at 8:45 am and concluding with the final ceremony starting at 6pm
- Wednesday, May 14 - Knoxville commencement for ASP students

#### — Korn Ferry “Leadership in a Crisis”

- 8 Steps leaders can take now
  - 1) Be purposeful
  - 2) Be empathetic
  - 3) Be calm, clear, and confident.
  - 4) Be both action oriented and reflective.
  - 5) Be inspiring.
  - 6) Be resilient.
  - 7) Be aware of mindsets.
  - 8) Be courageous.

Meeting Adjourn at 3:30pm central.

