



THE UNIVERSITY OF TENNESSEE  
KNOXVILLE

(865) 974-1923 • Voice  
(865) 974-4879 • Fax  
glenn@utk.edu

Robert Glenn  
President, Faculty Senate  
273 Communications- UEB  
University of Tennessee  
Knoxville, TN 37996-0324

Friday, June 8, 2001

[Trustee Name  
Address1  
Address2  
Address3]

Dear [Member, UT Board of Trustees]:

The University of Tennessee is entering a period of transition at a time when we face considerable challenges. On behalf of the Faculty Senate at UT-Knoxville I am writing today to Interim President Fly to offer the assurances of the faculty that we will work with him and other University officers at this difficult time in our efforts to achieve excellence in teaching, research, and service.

The latest of our challenges is the need to locate an outstanding individual to be President of the University, and to conduct the search for that individual in a way that promotes a consensus concerning the mission of the institution and that fosters morale and support among faculty and students.

At comparable times in the University's history, faculty have prepared documents on the search process and on University governance. Many of these statements are available on the web site of the Knoxville Faculty Senate, and since there is some consistency among them it has not seemed necessary to us to revisit the central questions. By date, some of the previous faculty statements are posted at:

1970	<a href="http://web.utk.edu/~senate/Selection-President70b.html">http://web.utk.edu/~senate/Selection-President70b.html</a>
1974	<a href="http://web.utk.edu/~senate/FacSelectionAdms.html">http://web.utk.edu/~senate/FacSelectionAdms.html</a>
1988	<a href="http://web.utk.edu/~senate/Res1-19-88.html">http://web.utk.edu/~senate/Res1-19-88.html</a>
1988	<a href="http://web.utk.edu/~senate/VP-Selection_10-17-88.html">http://web.utk.edu/~senate/VP-Selection_10-17-88.html</a>
1998	<a href="http://web.utk.edu/~senate/PresSearch_10-19-98.html">http://web.utk.edu/~senate/PresSearch_10-19-98.html</a>

I am enclosing the most recent of these statements, a set of recommendations for search procedures and selection criteria developed by the Senate when President Johnson retired. We believe the same recommendations may be useful today, as the Board considers how to conduct the current search.

The 1998 document and earlier faculty statements are based on the Board's language in the *Faculty Handbook* stating that "The voice of the faculty in [the selection of University officers] is indispensable. Its advice cannot be lightly given or peripherally received" (1996 edn. Section 1.7, p. 22). We believe that a central role for faculty in a search process, as outlined in the recommendations in the attached Senate document, would promote consensus concerning leadership and would advance the University's commitment to academic freedom and tenure, intellectual diversity, teaching and research, affirmative action, and shared governance. By contrast, relegating faculty to a peripheral role, as has sometimes happened in previous searches, burdens a new President with an atmosphere of resentment and distrust and forfeits the expertise which faculty can bring to the search process.

Senate officers and the Senate's Executive Committee will be happy to meet with the Board or its representatives to talk about the search process, and we offer our support as the Board begins this important task.

Sincerely,

Robert W. Glenn  
President, Faculty Senate

Enclosure