



QUARTERLY MEETING

# AGENDA

WEDNESDAY, NOVEMBER 12, 2025

# Experience Excellence 2022-2030

#### Vision

Eastern Kentucky University will be excellent in all that we choose to do.

#### Mission

Eastern Kentucky University is the School of Opportunity where everyone belongs. World-class faculty and staff create opportunities for personal growth through exceptional experiences, to ensure students realize their fullest potential and achieve excellence. EKU graduates shape the success and vitality of their professions and communities.

### **Strategic Priorities**

### Goal 1: Knowledge

Knowledge is at the center of EKU's commitment to serve as the School of Opportunity. From academic teaching and learning to experiential co- and extracurricular activities, EKU strategically advances academic and student success programs that support EKU's learners.

#### Goal 2: Innovation

Innovative thinking and bold action will elevate and differentiate EKU. Innovation will enhance organizational stewardship, intellectual and creative capacity, and economic vitality within EKU and the communities we serve.

#### Goal 3: Transformation

EKU is dedicated to transforming lives and communities. EKU's learning environments support intellectual growth, creativity, empowerment, and life-changing experiences by centering access, opportunity, dignity, and respect.

### **Guiding Values**

- **Opportunity** Community Engagement, Multiple Perspectives and Lived Experiences, Professional Growth, Hospitality, Celebration
- Trust Consistency, Effective Communication, Accountability, Efficiency, Leadership

### Eastern Kentucky University Board of Regents

Quarterly Meeting Agenda

November 12, 2025 9:00 a.m.

Powell 219
Eastern Kentucky University

### **SCHEDULE**

9:00 a.m. Convene Board Meeting, Powell 219

11:30 a.m. Lunch, Case Dining, Regents Room

1:00 p.m. Reconvene Board Meeting (if necessary), Powell 219

### Eastern Kentucky University Board of Regents

### Quarterly Meeting Agenda

November 12, 2025 9:00 a.m.

# Powell 219 Eastern Kentucky University

I.

Call to Order

II.	Info	ormation Items	
	A.	University Reports	
	B.	<ol> <li>Financial Update (Brian Mullins, Vice President of Finance and Administration and CFO)</li> <li>Academic Affairs Update (Dr. Sara Zeigler, Provost &amp; Senior Vice President)</li></ol>	14 21
		<ol> <li>Written Reports         <ol> <li>Faculty Senate Update (Dr. John Brent, Chair)</li></ol></li></ol>	37 38 no
III.	Act	ion Items	
	A.	i. Approval of Updates for Senate Joint Resolution 55 Compliance (Dana Fohl, J.D.)  a. Policy 1.6.4 Antisemitism	50 60
		a. Policy 1.5.7 Institutional Viewpoint Neutrality	75 82 84 87 08
	В.	Approval of Model Laboratory School Tuition & Fees for 2026-2027	13

		Approval of White Hall Transfer to the Commonwealth of Kentucky	
IV.	Nev	w Business	

- V. Executive Session
- VI. Adjournment



# FINANCIAL UPDATE- FY26 As of September 30, 2025 Board of Regents – Novembe<u>r 12, 2025</u>

# Q1 FINANCIAL OUTLOOK

Overall position is trending better than FY25

• Net Position as of September 30, 2025:

• Overall: \$50.2M

• E&G: \$42.4M

Auxiliaries: \$7.9M

YoY improvement of \$9.8M

• Revenue as of September 30, 2025:

• Tuition and Class Fees are trailing budget by \$1.3M

Private gifts are ahead YoY by \$644k

• Auxiliaries are ahead YoY by \$403k

Expenses as of September 30,2025:

• Scholarships expense is \$2.4M under budget

• Mandated waivers are up \$630k

Institutional support is flat YoY



# **REVENUES**

REVENUES			FY 2026	_				
		opted Budget	YTD Activity	% Budget to Actual	F	Y 25 Actuals	Yc	Y Variance
Tuition and Class Fees	\$	174,303,613	\$ 87,790,495	50%	\$	82,965,979	\$	4,824,516
State Appropriations	\$	81,632,000	\$ 24,489,600	30%	\$	24,723,600	\$	(234,000)
<b>Government Grants and Contracts</b>		657,000	\$ 159,134	24%	\$	471,413	\$	(312,279)
Private Gifts, Grants and Contract	\$	2,976,116	\$ 1,089,767	37%	\$	445,559	\$	644,208
Educational Sales and Services		8,625,678	\$ 4,133,034	48%	\$	4,341,180	\$	(208,147)
Other Sources		5,438,510	\$ 1,637,495	30%	\$	2,705,092	\$	(1,067,597)
E & G Total		273,632,917	\$ 119,299,525	44%	\$	115,652,823	\$	3,646,702
Auxiliary Revenue		37,893,100	\$ 16,613,380	44%	\$	16,209,673	\$	403,707
E & G and Auxiliary Funds Total		311,526,017	135,912,905	44%	\$	131,862,496	\$	4,050,409
Restricted Funds		89,770,000	\$ 45,961,027	51%	\$	39,678,019	\$	6,283,008
Total All Funds		401,296,017	181,873,932	45%	\$	171,540,515	\$	10,333,417

# **EXPENDITURES**

EXPENDITURES			FY 2026	_				
		opted Budget	YTD Activity	% Budget to Actual	FY 25 Actuals			Y Variance
Instruction	\$	89,267,576	\$ 18,493,086	21%	\$	18,855,325	\$	(362,239)
Research	\$	299,035	\$ 3,808	1%	\$	4,825	\$	(1,017)
Public Service	\$	1,488,205	\$ 287,786	19%	\$	299,545	\$	(11,760)
Academic Support	\$	26,552,036	\$ 7,689,366	29%	\$	7,323,765	\$	365,601
Student Services	\$	34,256,532	\$ 8,386,955	24%	\$	7,677,375	\$	709,580
Institutional Support	\$	55,855,899	\$ 18,133,417	32%	\$	18,100,539	\$	32,878
Operation and Maintenance of Plan	\$	23,272,559	\$ 4,948,052	21%	\$	3,818,914	\$	1,129,138
Scholarships and Fellowships	\$	42,641,075	\$ 19,002,578	45%	\$	24,203,604	\$	(5,201,026)
E & G Total	\$	273,632,917	\$ 76,945,048	28%	\$	80,283,892	\$	(3,338,844)
Auxiliary Expense	\$	37,893,100	\$ 8,755,224	23%	\$	11,193,880	\$	(2,438,656)
E & G and Auxiliary Funds Total		311,526,017	\$ 85,700,272	28%	\$	91,477,772	\$	(5,777,500)
Restricted Funds	\$	89,770,000	\$ 48,337,995	54%	\$	47,478,070	\$	859,925
Total All Funds	\$	401,296,017	\$ 134,038,267	33%	\$	138,955,842	\$	(4,917,575)

# **NET POSITION**

Total				FY 2026				FY 2025							
		S	epto	ember 30, 2025	H			September 30, 2024							
		Revenue		Expense	N	Net Position		Revenue		Expense		Net Position		YoY Change	
Educational and General	\$	119,299,525	\$	76,945,048	\$	42,354,477	\$	115,652,823	\$	80,283,892	\$	35,368,931	\$	6,985,546	
Auxiliary	\$	16,613,380	\$	8,755,224	\$	7,858,156	\$	16,209,673	\$	11,193,880	\$	5,015,793	\$	2,842,363	
Total	\$	135,912,905	\$	85,700,272	\$	50,212,633	\$	131,862,496	\$	91,477,772	\$	40,384,724	\$	9,827,909	

# STRENGTHS & CHALLENGES

## **Strengths**

- Reduced Scholarship Expense:
  - 45% of budget, \$2.4M savings
  - 29% decrease YoY
- Private Gifts
- Year-End Operating Margin Goal: \$4-8M
- Budgeted Net Position: Improve by \$2.5M YoY

# Challenges

- State Mandated Waivers:
  - 5 Yr increase of 89%
  - On track for >\$6M
- Cost Control Actions
  - Focusing expenditures on strategic action, limiting discretionary spending
- Recruiting and Retaining Senior Finance Personnel





# **OUTLOOK**

- Key indicators are trending well
  - Financials are currently on track to improve overall net position
  - Revenues have increased YoY and are trending moderately below budgeted amounts
  - Expenses are trailing YoY and are below budgeted amounts
- Continued focus to Increase:
  - Enrollment and retention
  - Unrestricted cash reserves
  - Gifts and endowment

# THANK YOU QUESTIONS?





# **Academic Affairs Update**

# Faculty Center for Teaching & Learning

# **New Faculty Seminar (NSF)**

Building on the annual New Faculty Symposium, New Faculty Seminar (NFS) is a yearlong program design to support new, full-time faculty throughout their first year.

NFS provides timely content and follow-up resources in areas of priority.

### **Topics**

- 5 Paths to Leadership (Faculty Leadership Development)
- Student Support & Resources
- Establishing a Record of High-Quality Teaching Teaching Award Panel
- Partner with a Librarian
- Soft Skills for Faculty
- Advising & Retention An Overview of Resources & Approaches
- Faculty Leadership Roundtable Advice from Faculty Leaders





# Faculty Center for Teaching & Learning

# Faculty Scholars Community Session - Mentoring and Being Mentored

- Designed for tenure-track faculty in their 2nd year at EKU
- Provides support and community for success
- Second session (October) led by Rusty Carpenter and Gill Hunter - focused on mentoring and being mentored
  - Explored approaches for mentoring students and colleagues, especially at pivotal transition points in education and professional lives
  - Guided faculty through role-play, scenario-based learning opportunities to shape effective mentor relationships and approaches





# Sponsored Programs and Research Administration

# By the numbers (current fiscal year, 1st quarter):

# 24 sponsored program proposals submitted, including:

- 16 Federal, 5 State, and 3 Private
- Approximately \$6,000,000 requested
- 10 Research Proposals

# \$1,047,506 in sponsored funding in Q1 FY 2026

\$494,449 of that funding is research based

22 Human Subject Protocol Reviews (Institutional Review Board)



# College of Education and Applied Human Sciences

# Council for Accreditation of Educator Preparation (CAEP) National Conference

- The School of Education was awarded the 2025 Frank Murray Leadership Award for Continuous Improvement.
  - Educator preparation program completed the CAEP accreditation cycle with <u>no</u> stipulations or areas for improvement.
- Record high of ten future teachers are conducting a portion of their student teaching in Dublin, Ireland this year.
- Dr. Kellie Ellis, chair of Department of Clinical Therapeutic Programs, was reappointed by Governor Beshear to serve a second term as Faculty Representative on the Council on Postsecondary Education.



# College of Health Sciences

# **Kentucky Council on Postsecondary Education Funding**

- \$109,931.86 awarded to purchase equipment essential for healthcare workforce training.
  - Award will benefit multiple programs in the College
    - Exercise and Sport Science
    - Department of Occupational Science and Occupational Therapy
    - Medical Lab Sciences
    - Center for Retention, Progression, and Graduation
  - Funding will allow for the purchase of vital equipment that will provide students with hands-on training and replicate clinical work environments, helping to prepare a strong healthcare workforce.



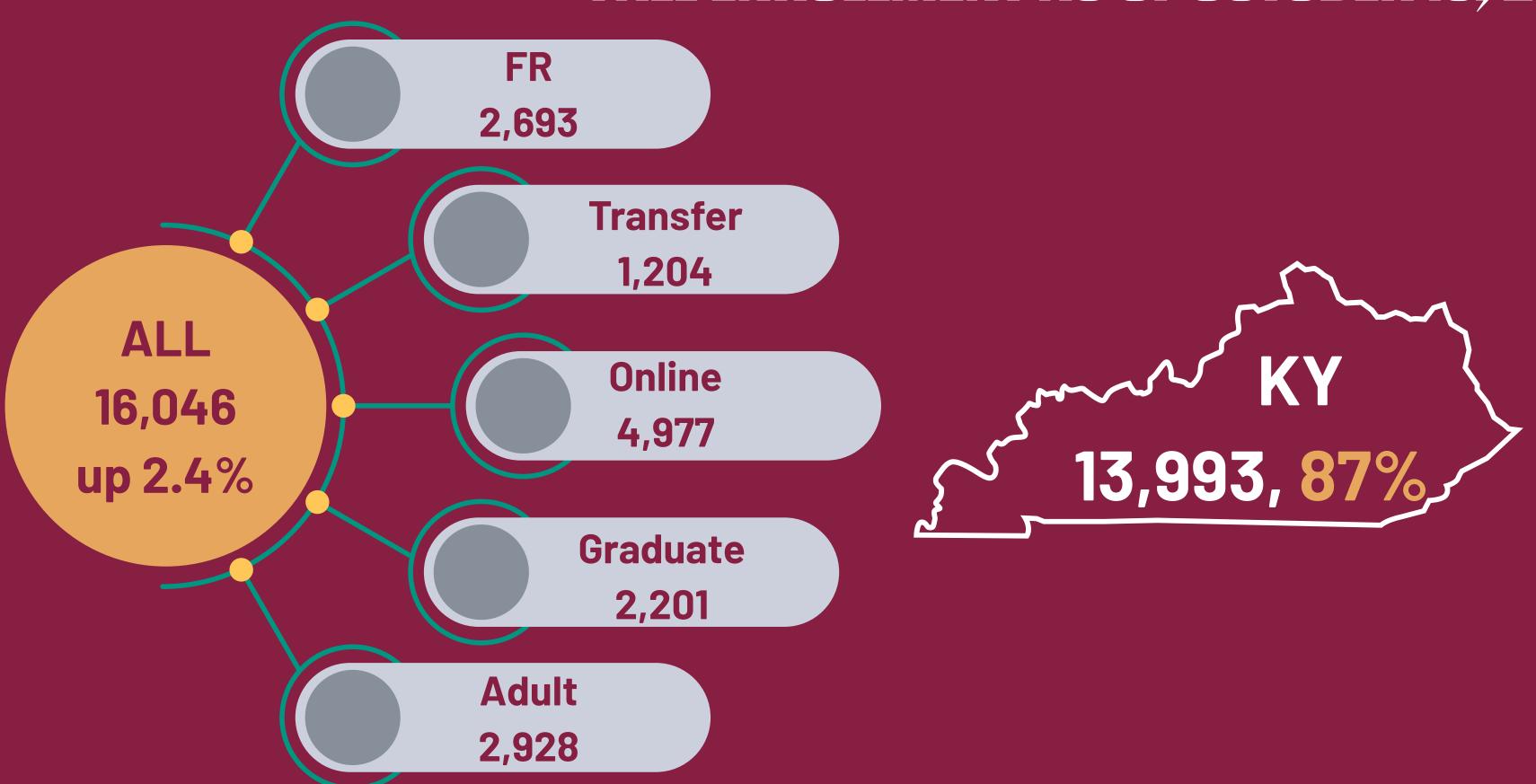
# **QUESTIONS? COMMENTS?**



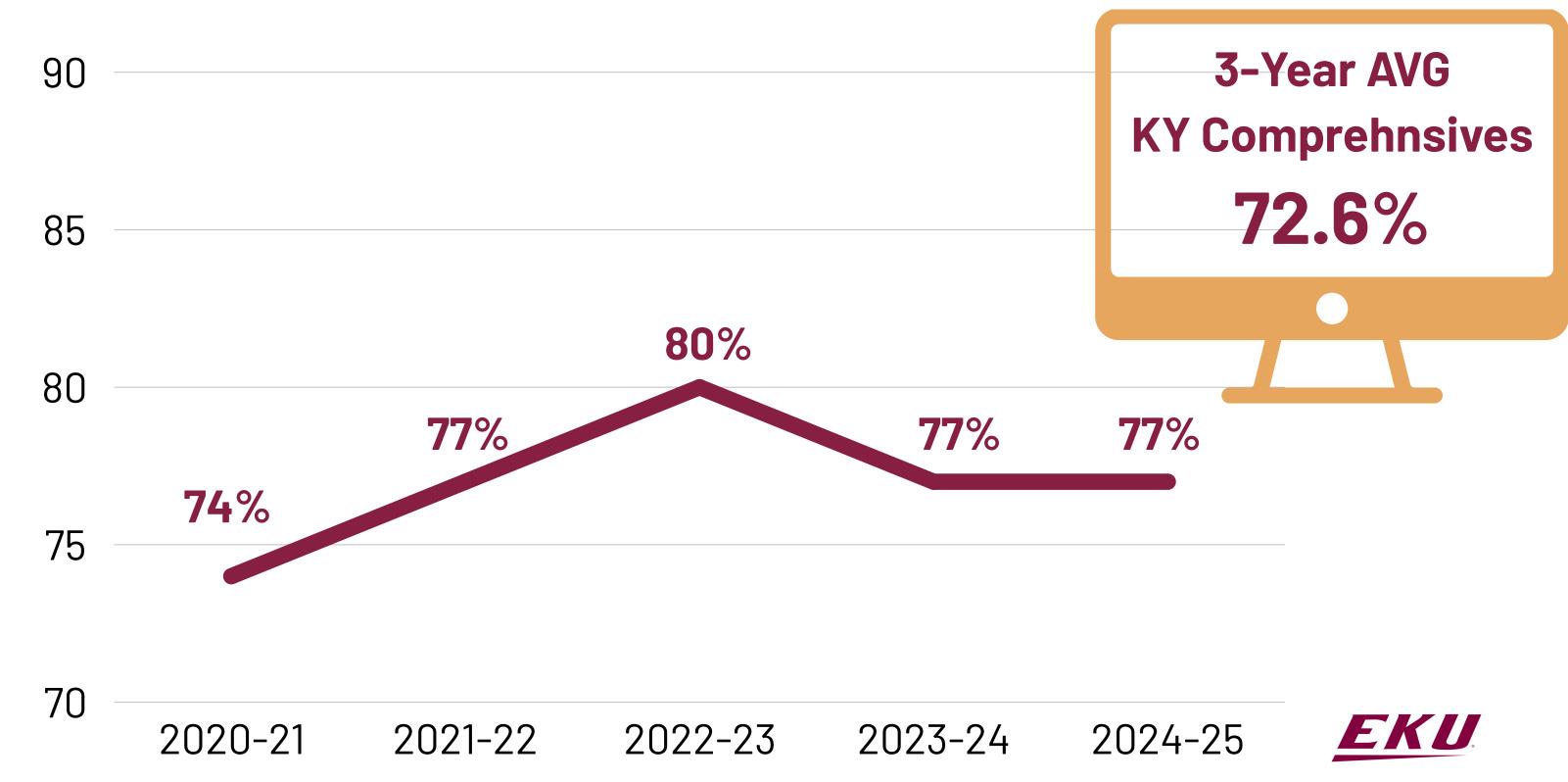


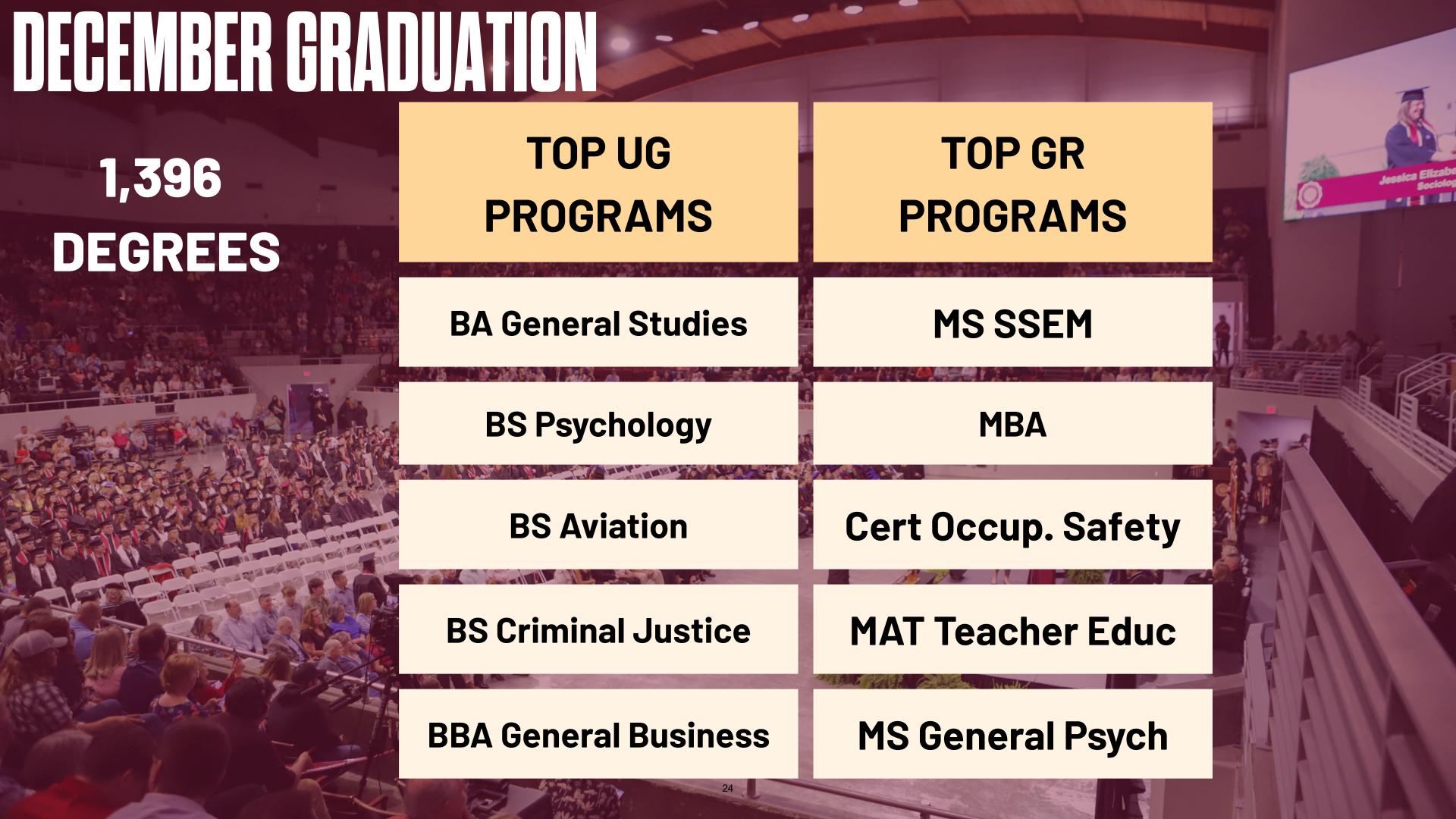
# STUDENT SUCCESS UPDATE

# FALL ENROLLMENT AS OF OCTOBER 15, 2025



# FIRST-TIME FRESHMAN RETENTION



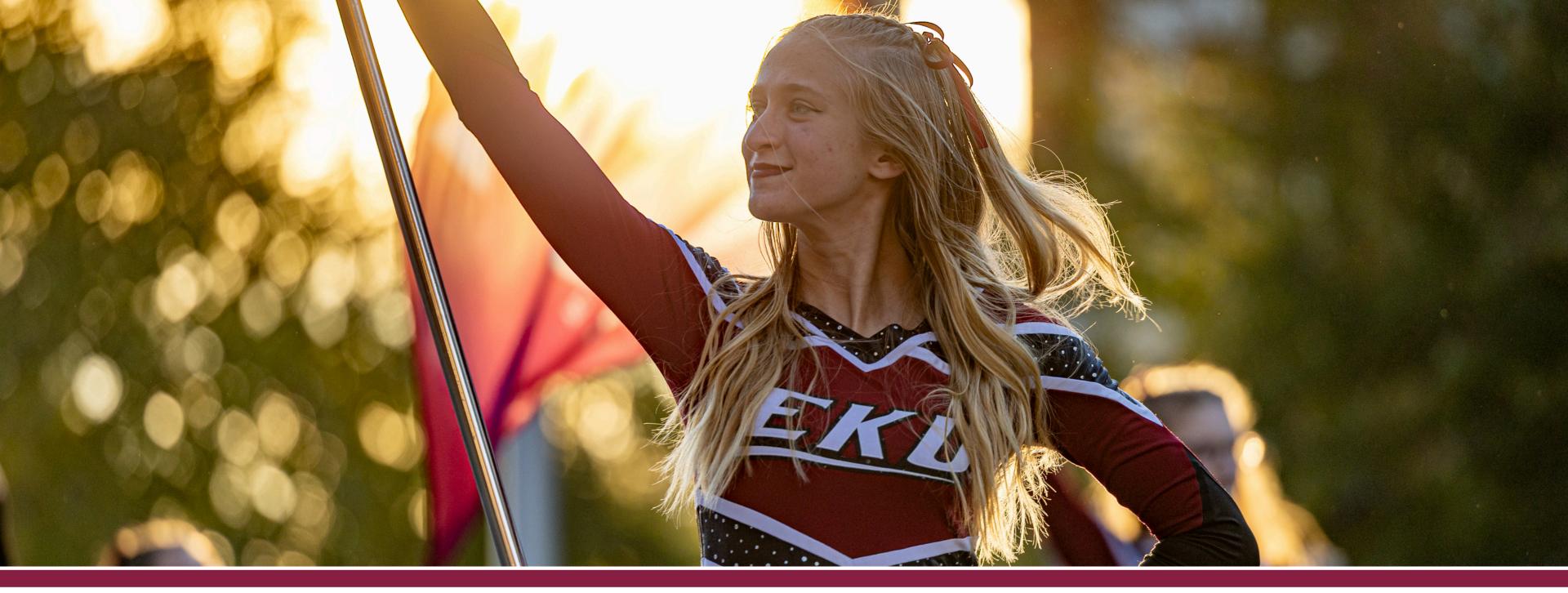


# AID OPTIMIZATION

# Summer 2025

- EABPartnership
- PeerComparison
- PredictiveModeling
- Recommended Model





# INTRODUCING THE EASTERN EXPERIENCE SCHOLARSHIP MODEL



TIER

**GPA / ACT** 

**AWARD** 

Regents Award

GPA ≥ 3.8 ≥ 28 ACT or ≥ 1310 SAT

\$9,000

President's Award

GPA 3.8-4.00

\$7,000

One Eastern Award

GPA 3.4-3.79

\$5,000

**Excellence Award** 

GPA 3.00-3.39

\$3,000

**Promise Award** 

GPA 2.00-2.99

\$1,000







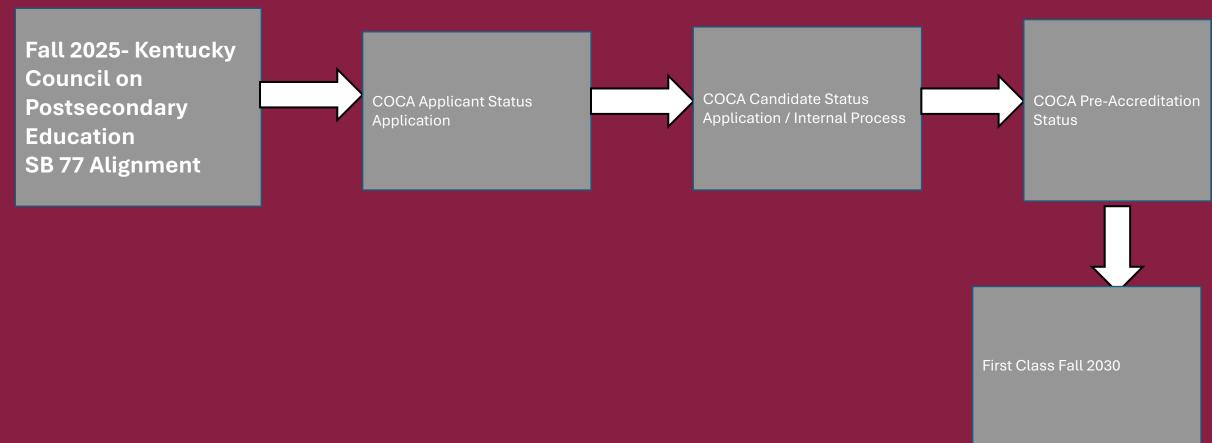
# QUESTIONS, COMMENTS?





Proposed EKU College of Osteopathic Medicine

# Proposed EKU College of Osteopathic Medicine Accreditation Pathway



# Eastern Kentucky University Faculty Senate

# Report of the Faculty Senate Chair to The Board of Regents

presented by:

John J. Brent, Ph.D.
Associate Professor, Interim Chair, & Faculty Senate Chair School of Justice Studies
College of Justice, Safety, and Military Sciences
Eastern Kentucky University
Email: JohnJBrent@EKU.edu
Work Phone: (859)866-8152

On this date:

12<sup>th</sup> of November 2025

### **Section I. Recent Meetings and Reports**

### **Executive Committee Meeting**

The Executive Committee held meetings on September 29<sup>th</sup> and October 20<sup>th</sup>. The Faculty Senate met on October 13<sup>th</sup> (another scheduled for November 3<sup>rd</sup>). During these meetings, several items were actioned. These items included the following (among others):

### **Section II: New Business Items**

### **Guest Speakers**

During the Faculty Senate meeting, Drs. Matthew Winslow, Jade Robinson, and Alison Buck provided updates from the Essential Education Transformation Committee. Their presentation focused on the form, content, and structure of the proposal general education model. Dr. Lisa Bosely, serving as EKU's Faculty Grievance Liaison, provided updates on the Faculty Grievance Policy. Her presentation provided information about the policy and work being done.

#### **Policy Updates**

Since the last AY, several new policies were published. These include:

- Institutional Viewpoint Neutrality Policy, 1.5.7
- Annual Evaluation of President, 1.5.5
- Naming Policy, 3.1.2
- Student Location, 5.1.4
- Contract Review, Approval, and Execution, 6.2.2
- Space Utilization, 7.1.2

Additionally, several policies were noted as being in development. These include:

- Annual Review of Tenured Faculty, 4.6.17ACR (Revisions)
- Post-Tenure Review, 4.6.7ACR (Revisions)
- Dismissal of Faculty, 4.6.16POL (Revisions)
- Eval of Non-Tenured Tenure-Track Faculty, 4.6.5ACR (Revisions)
- Tenure and Promotion, 4.6.4POL (Revisions)
- Eval of Adjunct Faculty, 4.6.14ACR (Revisions)
- Eval of FT Faculty Not Eligible for Tenure, 4.6.6ACR (Revisions)
- Eval of Library Faculty, 4.6.18ACR (Revisions)
- Use of Artificial Intelligence in the Workplace (New Regulation)
- Academic Integrity, 4.1.3ACR (Revisions)
- Course Syllabi 4.1.4ACR (Revisions)
- Registered Student Organization Banking, 6.1.1 (Revision)
- Student Organizations, 5.1.2 (Revision)
- Course by Special Arrangement 4.3.13ACR (Revisions)
- Determining Quals for Faculty Teaching Credit-Bearing Courses 4.6.1ACR (Revisions)

#### **Essential Education**

During the meeting, the Essential Education Transformation Committee (EETC) presented on the development of their work proposing a new model for general education at EKU. The presentation outlined the proposed structure and composition of the revised general education

program, along with a timeline for implementation. Committee members provided details on the framework and explained how the new model would address current challenges and better serve student needs. Following the presentation, the discussion was brought to Faculty Senate and other campus committees to gather feedback and ensure broad input from stakeholders.

### **Committee Report Schedule**

During the meeting, a proposal was presented to establish a structured committee report schedule. The proposed schedule would coordinate committee reports to ensure timely delivery of information. This strategic approach aims to better inform university operations by providing relevant updates when they are most needed for planning and decision-making. Additionally, the scheduled reporting framework would enhance the Board of Regents' situational awareness by delivering key insights and recommendations at critical points in the governance cycle. By aligning committee work with institutional timelines this initiative seeks to strengthen communication channels and improve decision-making processes across the university.

### **Establishing Faculty/Staff Liaisons**

The Executive Committee, Faculty Senate, and Staff Council have established liaison for each committee. The intent is to develop closer working relationships between faculty and staff which is essential for a collaborative campus environment. Current initiatives aim to foster better communication and a shared understanding what each are trying to accomplish. These efforts break down silos and encourage cross-functional collaboration that benefits the entire community. By building these bridges, the institution enhances productivity, improves morale, and creates a cohesive working culture.

### **Lunch and Learn**

The fall Faculty Lunch and Learn session with President McFaddin is scheduled for November 4<sup>th</sup>. This session provides insights into the evolving landscape affecting higher education and EKU. Participants will explore external forces and their impact on our institution, colleges, departments, and students. The session offers an opportunity to engage in dialogue with colleagues and gain perspective for informed decision-making.

#### **Section III. Ongoing Efforts and Accomplishments**

#### **Collaborative Learning/Informational Session(s)**

Senators expressed interest in collaborating with the Faculty Center for Teaching & Learning (FCT&L) to host a series of informational and training sessions on a range of important topics. Suggested areas of focus included the use of technology in teaching and research, effective communication strategies, approaches to addressing enrollment challenges, and an overview of finance and budgeting processes. These sessions will be designed as collaborative efforts, bringing together a variety of experts to quip attendees with the practical knowledge and tools need to support both their professional development and the university's broader mission

#### **Standing Committee Charges**

During the Faculty Senate meeting, Senators finalized working charges for each standing committee. With charges now established, the following committee work (among other action items) is actively underway:

- The Academic Quality Committee will continue to support instructional efforts, review programs, evaluate recent policies pertaining to academic affairs, and monitor for additional programmatic needs.
- The Budget Committee will review the BookSmart program, assess the impact of new billing models, continue to review budgeting processes, and assess financial impacts on the university
- The Elections and Nominations Committee will examine the composition of Senate, review eligibility of voting for positions, examine term limits for Senate, improve voting processes, and review new senator orientation practices.
- The Welfare Committee will continue to examine compensation schedules, how external conditions impact higher education and faculty, review course overload policies and outside work, and monitor for other relevant updates.
- The IT Committee will review EKU's authentication methods, facilitate knowledge management of senate and university records, and assess tools for monitoring online assessment and learning.
- The Rules Committee will oversee and coordinate with all Senate Standing Committees to assess and update internal procedures, update bylaws as needed, and make other necessary updates to Faculty Senate governing policies and procedures.
- The Faculty Rights & Responsibilities Committee will continue to review policies impacting faculty/academic affairs, and continue to monitor rights, privileges, and responsibilities of faculty members as central contributors to the university's mission of teaching, research, and service.

### Problem Solver Meetings and the Virtual Suggestion Box

Provost Zeigler, Faculty Regent Noblitt, Vice Chair Howell, and I held two "Problem Solvers" meetings. Discussion topics included:

- Full-time plus changes after add/drop
- Mid-Term Recovery Program
- Enrollment Trends and Strategies
- HB4 and HB 424
- The integrity of online learning given AI
- DO Program Prospects

- Budgeting at the National Level
- Booksmart Program
- Records keeping
- Updates to General Education
- Webpage updates and issues
- Plans for the Planetarium

I thank the Board for their time and attention, as well as their ongoing support.

Very Respectfully,

John J. Brent Faculty Senate Chair



#### Staff Council Report for the Board of Regents 11.12.25

Chairman Eaves, Members of the Board, and President McFaddin,

Thank you for the opportunity to provide this written update on the initiatives and activities of the EKU Staff Council.

Looking ahead, Staff Council is eagerly preparing for election of new members in November. Staff Council is considered complete at twenty-five (25) seats and currently has sixteen (16) members. We have working to recruit interested Staff and the Council is pleased to report that to date we have received sixteen (16) nomination forms.

As the fall semester winds down we are actively planning for spring semester events. Additionally, Staff Council members look forward to helping plan and facilitate EKU's annual Staff Professional Development Day in January.

We appreciate the ongoing support of the Board of Regents and look forward to continuing our work in support of EKU staff. Thank you for your time and commitment to the success of our university community.

Respectfully submitted, 10.30.25 Micah Hunsucker, Chair



Aaron G. Barker Student Body President aaron.barker@eku.edu 606-547-5999

#### EASTERN KENTUCKY UNIVERSITY STUDENT GOVERNMENT ASSOCIATION

116 Powell Student Center 521 Lancaster Avenue Richmond, Kentucky eku.edu/in/sga

The Student's Voice Since 1954

#### Student Government Association Update: November 2025

Members of the Board:

As the semester progresses, the Student Government Association has been diligently working on various initiatives that advance the Association and benefit the students of Eastern Kentucky University.

Since we last convened, SGA's Joint Committee on Senate Membership and Elections reform has begun reviewing data collected through our membership survey. The committee is identifying best practices to ensure that all student populations—by year, college, and residence hall—are represented by SGA now and in the years to come.

Looking ahead to the latter half of the fall semester, our semesterly Safety Walk is planned for November 5, 2025. New this year, SGA invited Bryan Makinen to speak with the senators one week prior to the walk, allowing him to provide campus operations updates. This was an informative session that helped senators gain a better understanding of current and future campus projects, as well as how past Safety Walks have contributed to services such as the blue light call boxes and the EKU S.A.F.E. app.

On November 10, 2025, the Kentucky Board of Student Body Presidents will be meeting on Eastern's campus for our first in person meeting. The board plans to adopt a set of bylaws to provide additional structure, as well as map out a plan we can work together on for a state wide initiative.

Looking towards the spring semester, I plan to establish a President's Advisory Council that allows registered student organization presidents to regularly meet as a group. This initiative aims to enhance communication among RSOs and strengthen the connection between student organizations and the Association.

Sincerely,

Aaron G Barker

Aaron G. Barker

Student Body President | Student Regent

#### **EKU POLICIES & REGULATIONS REPORT**

The following regulations were approved at the executive level in the Summer 2025 and Fall 2025 Semesters, after proceeding through the University vetting process. Pursuant to University Policy 1.1.1, the Board of Regents retains full Policy-making authority, and designates to the President the authority to approve internally developed Regulations. In support of the University's preparation for its 10-year SACSCOC reaffirmation, this report further summarizes progress to date under EKU's ongoing policy review and update project. Designated stakeholders include University Counsel, the President, each policy's responsible office, the Provost, the Provost Cabinet, Staff Council, Faculty Senate, the President's Cabinet, and the Executive Director of Human Resources.

For efficiency purposes on an as-needed basis, the University Policy Designee may make non-substantive, legal, or editorial changes to University Policies and Regulations. Several of these changes are reported below, and proper notice was given of these changes to the President's Council, the Provost Cabinet, Staff Council, and the Executive Committee of the Faculty Senate.

Copies of these regulations are available upon request.

#### POLICIES BEING PRESENTED FOR BOARD APPROVAL

#### **INSTITUTIONAL VIEWPOINT NEUTRALITY 1.5.7**

University Policy 1.5.7 has received updates to reaffirm EKU's commitment to intellectual diversity and the protection of personal expression while preserving institutional neutrality. The revisions strengthen the nondiscrimination clause by specifying that the University shall not discriminate based on social or political viewpoints and add cross-references to Academic Regulation 4.1.1, Academic Freedom. A new section on statements made in a private capacity outlines appropriate boundaries for employee expression, prohibiting the use of University resources, branding, or email signatures for statements made in a private capacity. The policy further refines the definition of "official statements" to include examples.

#### **ANTISEMITISM 1.6.4**

Drafted in compliance with Senate Joint Resolution 55 (2025 Regular Session), University Policy 1.6.4 implements state directives requiring public universities to combat antisemitism. The policy recognizes that the Commonwealth of Kentucky adopted as guidance the International Holocaust Remembrance Alliance (IHRA) definition of antisemitism. The policy reinforces protections under University Policy 1.4.1, Discrimination and Harassment, and affirms the University's

commitment to religious freedom and equal protection. It requires semesterly notifications to students, recognition of Jewish student organizations as community resources, and data reporting on antisemitism-related complaints, while upholding First Amendment rights and institutional viewpoint neutrality under Policies 1.5.7 and 9.3.3.

#### **DISMISSAL OF FACULTY 4.6.16**

Revised in compliance with House Bill 424 (2025 Regular Session), Academic Regulation 4.6.16 updates EKU's faculty dismissal procedures and related committee processes. The regulation clarifies the roles of the Faculty Evaluation Appeals Committee (FEAC), the Faculty Committee on Dismissal (FCD), and the Office of Human Resources, and faculty participants using silent advisors. Procedural timelines are adjusted, definitions modernized, and obsolete language regarding the replacement of dismissed tenured faculty is removed.

#### ANNUAL REVIEW OF TENURED FACULTY 4.6.17

Elevated to a University Policy to meet statutory requirements under House Bill 424, Policy 4.6.17 establishes the Board-approved framework for tenured faculty evaluation and productivity review. The policy incorporates a new Tenured Faculty Evaluation Rubric, aligns performance standards and procedures with KRS 164.360, and updates the review cycle from three to four years. Revisions also include clarifying roles in setting departmental standards, adding collegiality as an evaluation criterion, and streamlining the evaluation process.

#### APPROVED POLICIES/REGULATIONS

#### **POST-TENURE REVIEW 4.6.7**

Revised in compliance with House Bill 424 (2025 Regular Session), Academic Regulation 4.6.7 updates EKU's post-tenure review process to align with new statutory requirements for faculty evaluation, as revised in Policy 4.6.17. The regulation revises the evaluation rating language, shifts the triggering review from Year Three to Year Four, updates development plans, and links post-tenure review directly to annual evaluation outcomes using the new Tenured Faculty Evaluation Rubric. Procedural timelines are shortened, committee structures are clarified, and the Provost's decision on sanctions is now final.

#### **USE OF ARTIFICIAL INTELLIGENCE IN THE WORKPLACE 11.2.7**

Effective: October 28, 2025

Administrative Regulation 11.2.7 establishes institutional standards for the responsible use of Artificial Intelligence (AI) tools in University operations. Developed in consultation with EKU's Cross-Functional AI Strategy Council, the regulation applies to all employees, student workers,

contractors, and affiliates using AI in University work. It focuses on three core areas: protecting confidential and personally identifiable information, requiring ethical and lawful use, and defining permissible AI tools and University-contracted AI tools.

#### CLASS MEETINGS 4.1.13 & CANCELLATION OR DELAY OF CLASSES 4.8.2

Effective: September 30, 2025

Substantive revisions to Academic Regulations 4.1.13 and 4.8.2 refine class meeting expectations and formalize procedures for weather-related closures. Regulation 4.1.13 affirms that all classes must meet for the full scheduled period in accordance with the approved academic calendar and that class times or delivery methods may not be changed outside formal curriculum processes. Faculty may adapt instruction with proper notice to students, who remain responsible for all assigned coursework. Regulation 4.8.2 updates the University's regulation for class cancellations and delays to match EKU's Severe Weather Plan.

#### CATALOG AND ACADEMIC CALENDAR 4.1.2 & ACADEMIC CREDIT 4.2.1

Effective: September 23, 2025

Revisions to Academic Regulations 4.1.2 and 4.2.1 establish clearer, more consistent standards for academic credit, the catalog, and the academic calendar. Regulation 4.2.1 strengthens faculty authority in assigning credit hours, updates definitions to comply with federal requirements, and clarifies the Registrar's administrative role. It adds provisions for prior learning, transfer, and military credit, distinguishes non-degree credentials from academic credit, and reorganizes credit-by-examination rules for clarity. Regulation 4.1.2 broadens its scope to include both the University Catalog and Academic Calendar, defining catalog year retention, error correction, and content standards. It formalizes governance of the calendar through the Council on Academic Affairs and Provost approval.

#### **DELEGATION OF AUTHORITY 1.5.5**

Effective: May 15, 2025

In compliance with Policy 1.1.1, Policy on Policies and Regulations, University Policy 1.5.5, Delegation of Authority, was revised by the Board of Regents at the May 14, 2025, quarterly scheduled meeting to reflect a change in authority over real estate sales and purchases.

#### **EDITORIAL/LEGAL REVISIONS**

#### **VOLUME 4 ACADEMIC AFFAIRS POLICIES & REGULATIONS**

Effective: August 27, 2025

As part of the SACSCOC report preparation, the Office of the Provost and stakeholders completed a comprehensive review of Volume 4 Academic Affairs policies and regulations, and editorial revisions were made to the following:

- 4.1.6 Student Absence from Class
- 4.1.7 Student Opinion of Instruction
- 4.1.9 Grade Changes
- 4.1.12 Course Registration
- 4.1.16 Midterm Grades for Undergraduate Course
- 4.3.4 Late Enrollment in Courses

- 4.3.5 Drop or Withdrawal from Courses
- 4.3.9 Multiple Majors/Minors
- 4.3.14 Military Activation and Course Completion
- 4.3.9 Multiple Majors/Minors
- 4.5.4 Midterm Grades for Graduate Courses

# BOARD OF REGENTS AUTHORITY, CONFLICTS OF INTEREST, AND DISMISSAL OF A REGENT 1.5.2

Effective: May 2, 2025

University Policy 1.5.2 received a legal revision to reflect the language of KRS 63.080(2), which now includes "misfeasance" and "incompetence" as grounds for removal of a regent in addition to "gross neglect of duty" and "malfeasance." This revision ensures consistency with the applicable state statutes (KRS 164.325, KRS 164.321, and KRS 63.080(2)), as KRS 164.325 confirms that KRS 63.080(2) applies to governing boards of public universities in Kentucky.

#### **REPEALED**

# DUAL DEGREE AGREEMENTS WITH FOREIGN INSTITUTIONS 4.3.7 & PRE-FINAL EXAM WEEK 4.1.5

Effective: October 20, 2025

Academic Regulation 4.3.7 was originally established to govern the creation and oversight of dual degree agreements with international partners. However, the University no longer pursues dual degree arrangements due to the significant regulatory complexity, administrative costs, and limited student demand. As such, this regulation no longer reflects current institutional practice.

Similarly, Academic Regulation 4.1.5, which outlined requirements for a "pre-finals week" free from certain instructional and assessment activities, has been rendered obsolete by recent academic

calendar changes. These changes necessitate full use of all weeks for instruction, eliminating the need for a stand-alone pre-final examination week provision.

#### **IN PROGRESS**

#### ACADEMIC INTEGRITY, 4.1.3 / COURSE SYLLABI 4.1.4

Stage in Development: Vetting

Revisions to Academic Regulations 4.1.3 and 4.1.4 aim to clarify standards for student use of Artificial Intelligence (AI) tools in academic work and to revise appeal procedures. The updates will define appropriate academic uses of AI, affirm faculty discretion in setting course-specific expectations, and remove student appeals to the Board of Regents.

# EVALUATION OF NON-TENURED TENURE-TRACK FACULTY 4.6.5 / TENURE AND PROMOTION, 4.6.4

Stage in Development: Drafting

Academic Regulations 4.6.5 & 4.6.4 are under review to ensure consistency with recent faculty evaluation policy updates and to support preparation for the 2026 SACSCOC report. While not directly affected by House Bill 424, revisions will align terminology, timelines, and evaluation standards with related policies governing annual review, post-tenure review, and dismissal.

# EVALUATION OF ADJUNCT FACULTY, 4.6.14 / EVALUATION OF FULL-TIME FACULTY NOT ELIGIBLE FOR TENURE, 4.6.6

Stage in Development: Drafting

Revisions to Academic Regulations 4.6.14 & 4.6.6 aim to incorporate new evaluation updates and align evaluation criteria and procedures with recent updates to faculty performance policies to support preparation for the 2026 SACSCOC report.

#### **EVALUATION OF LIBRARY FACULTY, 4.6.18**

Stage in Development: Drafting

Academic Regulation 4.6.18 is being reviewed to ensure alignment with updated faculty evaluation policies and institutional standards. Revisions will enhance consistency, clarify procedures, and incorporate evaluation updates in preparation for the 2026 SACSCOC report.

**COURSE BY SPECIAL ARRANGEMENT 4.3.13** 

Stage in Development: Drafting

Revisions to Academic Regulation 4.3.13 aim to establish more flexible criteria for Course by Special Arrangement offerings and to add detailed procedures for Independent Study Courses. The

updates are part of the University's ongoing preparation for the 2026 SACSCOC review and are

intended to improve procedures and administrative oversight.

DETERMINING QUALIFICATIONS FOR FACULTY TEACHING CREDIT-BEARING

**COURSES 4.6.1** 

Stage in Development: Drafting

Revisions to Academic Regulation 4.6.1 focus on strengthening procedures and standards for faculty qualifications to teach credit-bearing courses. The updates are being developed in

preparation for the 2026 SACSCOC report to improve and implement institutional standards.

STUDENT ORGANIZATIONS 5.1.2 / REGISTERED STUDENT ORGANIZATION

**BANKING 6.1.1** 

Stage in Development: Drafting

For purposes of consistency, and to reflect changing practices in how Registered and Voluntarily

Affiliated Student Organizations operate on campus due to updated regulatory requirements, the Student Organizations 5.1.2 and Registered Student Organization Banking Policies 6.1.1

regulations shall be revised in tandem.

INVESTMENT POLICY

Stage in Development: Under Review

This policy establishes the framework for managing and overseeing the University's financial assets and investment strategies. It outlines fiduciary roles, investment objectives, asset allocation

strategies, and monitoring protocols to ensure compliance with statutory requirements and prudent

investor standards.

SERVICE, SALE, AND CONSUMPTION OF ALCOHOLIC BEVERAGES 9.1.1

Stage in Development: Under Review

University Regulation 9.1.1, Service, Sale, and Consumption of Alcoholic Beverages, is

undergoing revisions to update the regulation's exceptions and compliance requirements. Changes include allowing internal constituents to serve alcoholic beverages at designated, approved

locations such as food trucks or beverage carts, with the addition of statutory references to

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Kentucky Revised Statute 242.157. The revised regulation also clarifies enforcement at Grand Campus events, specifying consequences for underage possession.



University Policy: 1.6.4POL

Responsible Office(s): Office of University

Counsel

Effective: November 12, 2025

Next Review Date: June 30, 2028

**University Policy: 1.6.4POL** 

**Antisemitism** 

#### Statement

Eastern Kentucky University ("EKU" or the "University") adheres to the transcendent principles of religious freedom and equal protection as embodied in the Constitution of the United States ("U.S.") and the Constitution and laws of the Commonwealth of Kentucky, including, but not limited to, a commitment to the principles of tolerance, religion freedom, and equal protection. Adherence to these principles is vital to the access to and progress of the University.

In the 2025 Regular Session, the Kentucky General Assembly passed Senate Joint Resolution 55 ("SJR 55"), which directed Kentucky's public postsecondary institutions to combat antisemitism. This Policy shall implement the requirements of SJR 55 at the University.

#### **Entities Affected**

University Community Members, including students, faculty, and staff, as well as anyone doing business for or with the University.

#### **Procedures**

#### I. Antisemitism

The Commonwealth of Kentucky, through the adoption of SJR 55, as well as Senate Resolution 67 in the 2021 Regular Session, has adopted and directed public postsecondary institutions to use as guidance the definition of "Antisemitism" as propounded by the International Holocaust Remembrance Alliance. "Antisemitism," according to the International Holocaust Remembrance Alliance, is defined as "a certain perception of Jews, which may be expressed as hatred towards Jews. Rhetorical and physical manifestations

of anti Semitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities."

#### II. Discrimination and Harassment & the First Amendment

University Policy 1.4.1, Discrimination and Harassment, protects all students and employees from all forms of discrimination and harassment, including, but not limited to, those based upon religion, ethnicity, and/or national origin, and as otherwise set forth in the Policy. Antisemitic acts, as with acts targeting other protected classes, can be a form of discrimination and harassment if the antisemitic behavior is so severe, pervasive or persistent that it rises to the level of actionable harassment or limits access to education, employment, benefits, or other opportunities and/or treat an individual differently on the basis of an individual's actual or perceived membership in a protected class it rises to the level of discrimination, as further set forth in the University Discrimination and Harassment Policy, and under state and federal law.

In all cases, the University will abide by the First Amendment of the United States Constitution, and applicable University policies protecting freedom of expression, including University Policies 1.5.7, Institutional Viewpoint Neutrality, and 9.3.3, Time, Place, and Manner of Demonstrations, Meetings, and Other Assemblies. When, however, the antisemitic behavior is constitutionally protected speech and does not violate the Policy on Discrimination and Harassment, the University recognizes it is still harmful to an individual or part of our community. We encourage the individuals involved or the community to engage in respectful dialogue to help others learn about the impact of their words. The University will always value, honor, and protect both the right to be free from protected-class discrimination and harassment, and the right to express constitutionally protected beliefs and ideas.

#### III. Notification

At the start of each semester, the University shall send an official notification to students which sets forth:

- (a) the rights that are protected at the University under Title VI of the Civil Rights Act of 1964, and how a student may file a complaint if the student believes those rights have been violated;
- (b) that KRS 344.450 provides any person injured by certain acts of discrimination with a civil cause of action to enjoin further violations and to recover the actual damages sustained and the costs of the lawsuit; and
- (c) the University's policies regarding student-on-student harassment, as further set forth in the Policy 1.4.1, Policy on Discrimination and Harassment; Administrative Regulation 5.1.3, Student Code of Conduct

and Disciplinary Procedures; and Policy 1.5.7, Institutional Viewpoint Neutrality.

The University's Notice of Consumer Protection or similar-styled publication required under federal law, may suffice as the notification required under this Policy, provided it includes the requirements noted above.

#### IV. Dissemination of Community Resources

Any Jewish group that seeks to serve Jewish students at EKU may be identified as a community resource for students to the extent that the University recognizes any other religious or non-religious organization as a community resource. Student groups may be recognized through Administrative Regulation 5.1.2, Student Organizations, and via the Office of Student Life and First-Year Experience. Community groups may seek such recognition and inquire as to opportunities to serve students via the Office of Conferencing & Events or through the Richmond Chamber of Commerce.

#### V. Defunding & Disbanding

The University will disband and defund any student organization that has been found via the process set forth in Administrative Regulation <u>5.1.3</u>, <u>Student Code of Conduct and Disciplinary Procedures</u>, to be providing material support or resources to designated terrorist organizations, as further found by state or federal law enforcement.

#### VI. Data Collection & Reporting

The University will collect the following data, beginning January 1, 2026:

- (a) The number of reports alleging antisemitism submitted to the institution, the number of investigations opened by the institution as a result of those reports, and the outcomes of those investigations;
- (b) The number of reports alleging violations of Title VI of the Civil Rights Act of 194 that are connected to antisemitism of which the institution has been notified and the results of those investigations that are in the possession of the institution; and
- (c) The number of actions that have been brought against the institution under KRS 344.450 and the outcomes of such actions.

### Violations of the Policy

The University will act on any Complaint or notice of violation of this policy that is received by the Office of University Counsel and Compliance, Office of Equal Opportunity & Title IX, the Title IX Coordinator, or any Mandatory Reporter. It is the University's decision whether or not to initiate an investigation into any report of a possible violation of this policy.

## Statutory or Regulatory References

2025 Regular Legislative Session Senate Joint Resolution 55

## Policy Adoption Review and Approval

Policy Issued

<u>Date</u> <u>Entity</u> <u>Action</u>



University Policy: 4.6.16POL

Responsible Office(s): Office of the Provost

Effective:

Next Review Date: Spring 2030

University Policy: 4.6.16POL

**Dismissal of Faculty** 

#### Statement

Eastern Kentucky University complies with Kentucky Revised Statute 164.360 regarding the dismissal of tenured faculty. As a matter of principle, absent a conflict with state statute, the University complies with the American Association of University Professors and the Association of American Colleges and Universities "1958 Statement on Procedural Standards in Faculty Dismissal Proceedings." The Kentucky statute and the AAUP statement address statutory and procedural expectations for the dismissal of faculty. With this in mind, EKU has established a process by which tenured faculty may be dismissed. Faculty members without tenure are classified as employees at will to serve at the discretion of the University.

This policy does not apply when tenured faculty are recommended for dismissal for violating Policy 1.4.1, Non-Discrimination and Harassment.

#### **Entities Affected**

- Faculty
- Departments
- Colleges
- University-level administrators

#### **Procedures**

#### I. Non-tenured Faculty

Faculty members without tenure are classified as employees at will to serve at the discretion of the University.

#### II. Tenured Faculty

Faculty members with tenure shall have a continuous appointment, except when that appointment is terminated:

- by retirement;
- by resignation and acceptance thereof;
- by a dismissal for cause;
- by a decision of the University, with approval of the Board of Regents, that dismissal is necessary because of financial exigencies of the institution; or
- by a decision of the University, with approval of the Board of Regents, that dismissal is necessary due to discontinuation of an academic program resulting in a situation in which there is no longer a teaching position available within the University for which the tenured faculty member is qualified.

#### III. Establishing The Faculty Committee on Dismissal

- 1. The Faculty Evaluation Appeals Committee (FEAC), as established in Policy 4.6.4, Promotion and Tenure, will serve as the Faculty Committee on Dismissal (FCD). When convened for the purpose of dismissal for financial exigency or program discontinuance, the FCD shall also include the Chair of Faculty Senate and the Chair of the Chairs Council as non-voting, ex officio members.
- 2. The chair of the FCD shall be elected from within the non-ex officio members.

#### IV. Dismissal of Tenured Faculty for Cause

Pursuant to KRS 164.360, a tenured faculty member may be dismissed for cause. Statutory "cause" sufficient to support dismissal includes "incompetency, neglect of or refusal to perform duties, immoral conduct, or failure to meet college or university performance and productivity requirements, as established by the Board of Regents."

When there is an allegation of causes sufficient to warrant dismissal of a tenured faculty member, the following procedure shall apply.

- 1. Human Resources, with the inclusion of other academic or administrative officers as appropriate, will investigate the facts of the allegation. The investigation shall include a meeting with the tenured faculty member to review all relevant information related to the matter and to give the faculty member the opportunity to respond. The tenured faculty member may choose to bring one (1) silent advisor of their choice to the meeting. The silent advisor shall not be a participant in any aspect of the process and shall not be implicated in any of the facts under review. The tenured faculty member shall provide the name of the silent advisor to Human Resources at least three (3) Days in advance of the meeting.
- 2. The findings of the investigation shall be provided to the Provost, who shall provide a written notice of the charge(s) and the intent to dismiss to the tenured faculty member, with a copy to the Department Chair, the College Dean, and the President.

- Suspension of the tenured faculty member during these procedures is justified if, in the opinion of the Provost, harm to the tenured faculty member or to others is threatened by the faculty member's continuance. Any such suspension shall be with pay.
- 4. Within seven (7) Days of notification from the Provost of intent to dismiss, the tenured faculty member may request to the Provost in writing via the faculty member's official EKU employee email address—with a copy to the Department Chair, the College Dean, the President, and the Human Resources Director—an inquiry by the Faculty Committee on Dismissal (FCD). The written request may include a statement from the tenured faculty member regarding the allegations. If the tenured faculty member does not request a timely inquiry by the FCD, steps 5 and 6 of these procedures shall be skipped. The burden is on the faculty member to ensure the request was received.
- 5. The FCD shall begin the inquiry into the matter to determine if, in the FCD's opinion, the allegations, if true, meet the standard of "cause." The FCD does not reinvestigate the allegations and does not determine the truth of the allegations. The FCD does not elicit oral or written statements or testimony beyond the submission. The inquiry shall be based on the written record only. To the extent practical, the principle of confidentiality shall be observed. The FCD may make recommendations to the Provost and the tenured faculty member to resolve the matter through sanctions or other means; such recommendations are not binding. The FCD shall have fifteen (15) Days, unless otherwise agreed by the Provost and the tenured faculty member, to complete the inquiry and present its recommendation(s).
- Any recommendation made by the FCD shall be communicated in writing to the Provost, the Department Chair, the College Dean, the President, and the tenured faculty member. The report shall contain a statement of the FCD's specific reasons in support of its recommendation.
- 7. The Provost shall make a final recommendation and shall notify the President. If the President concurs with the Provost's recommendation of action other than dismissal, the President shall notify the tenured faculty member. If the Provost's recommendation is dismissal, the President shall provide the tenured faculty member with thirty (30) Days' notice of dismissal, including written notification of charges.
- 8. Tenured faculty receiving such a notice from the President have the right to be heard in person or by counsel before the Board of Regents. Within seven (7) Days after receiving a notice of dismissal from the President, the tenured faculty member shall send a written request via the faculty member's official EKU employee email address for a hearing to the Secretary of the Board of Regents. The Board of Regents shall set the time of the hearing as soon as practicable. The Board shall adopt hearing procedures to govern the hearing.
- 9. If a hearing before the Board of Regents is requested, the Board of Regents shall render a final decision. The President or President's designee shall provide written notification to the tenured faculty member of the Board of Regents' decision via the faculty member's official EKU employee email address.

#### V. Dismissal of Tenured Faculty Due to Financial Exigency

The Board of Regents has a statutory duty to the people of Kentucky to maintain a quality educational program within available or projected financial resources. Pursuant to Policy 4.6.4, Tenure and Promotion, a tenured faculty member may be dismissed when a financial exigency exists. Because of the significance of dismissal decisions regarding tenured faculty, the Board shall ensure that such dismissal decisions occur only after a careful review of alternative measures determine that dismissals of tenured faculty are unavoidable. With regard to notification of dismissal of faculty, including tenured and non-tenured faculty, for financial exigency, Policy 4.6.16 supersedes other University policies.

If the Board determines that a financial exigency exists that will likely result in the dismissal of tenured faculty, the following procedures shall be followed. The Provost shall ensure that steps 1-8 do not exceed 90 Days. An extension of the timeline may be granted with the consent of the President, Faculty Senate, and the Board.

- The Provost, the FCD, and the Deans shall meet to evaluate the necessity of eliminating faculty positions. If they conclude, based on available data, that faculty lines will need to be eliminated, they will prepare a report recommending the number of faculty lines to be eliminated, with justifications and supporting data for the recommendation.
- 2. The Chair of the Faculty Senate shall disseminate the report to the Senate at least seven (7) Days prior to a regularly scheduled or special session. It is the responsibility of the Faculty Senate to solicit input from faculty prior to the meeting.
- 3. The Faculty Senate shall consider the report and any feedback or additional data and shall prepare a response. The response shall be due to the Provost within seven (7) Days after the Senate's meeting.
- 4. The Provost, the FCD, and the Deans shall meet to review the Faculty Senate response and shall prepare a final recommendation to the President that shall include the number of faculty lines to be eliminated.
- 5. Upon approval by the President, the Provost and the Deans, in consultation with the Department Chairs, shall determine where faculty lines should be eliminated.
- 6. In making specific recommendations for elimination of individual tenured faculty appointments, the Dean, in consultation with the Department Chair, shall take into account the following equitable considerations.
  - a. If funded vacancies exist, reasonable effort will be made to offer the affected tenured faculty member another existing position within the institution for which the tenured faculty member is qualified by education and experience, per Policy 4.6.1, Determining Qualifications for Faculty Teaching Credit-Bearing Courses.
  - b. In instances when the sustainability of an academic program—that is, the ability to adequately provide its approved curriculum or meet its accreditation requirements—would be jeopardized by the elimination of a position, faculty members with an expertise needed by the University would have retention preference.

- c. After instances described in (b) above are considered, the following conditions shall be applied in the following order when considering retention preferences:
  - 1) Tenured faculty members will have preference of retention over non-tenured faculty members in the same department.
  - 2) Tenured faculty of superior academic rank will have preference of retention over tenured faculty of lesser rank (see Policy 4.6.4, Tenure and Promotion).
  - 3) A faculty member who had attained tenure prior to another faculty member of the same rank would have preference of retention over the latter faculty member.
  - 4) If tenure and rank considerations are the same for two faculty members (i.e., they both were tenured on the same date and were promoted to the faculty member's current rank on the same date), the faculty member with the longer period of employment with EKU would have retention preference.
- d. Faculty members already on a terminal appointment are not eligible to be retained by the University even if they meet any of the above conditions.
- 7. The Dean shall submit recommendations for dismissal of specific faculty to the Provost, who shall make recommendations to the President.
- 8. The President shall send written notice to each faculty member recommended for dismissal, with copies to the Provost and the faculty member's Chair and Dean. The notice shall include:
  - a. A statement of the intent to dismiss and
  - b. A statement of the basis for the decision.
- 9. Tenured faculty receiving such a notice have the right to be heard in person or by counsel before the Board of Regents. Within seven (7) Days after receiving a notice of dismissal, the individual concerned shall send a written request for a hearing to the Secretary of the Board of Regents. The Board of Regents shall set the time of the hearing as soon as practicable. The Board shall adopt hearing procedures to govern the hearing.
- 10. The Board of Regents shall render a final decision. The President or his designee shall notify the tenured faculty member of the Board of Regents' decision.

#### VI. Dismissal of Tenured Faculty due to Academic Program Discontinuance

As in the case of the determination of the existence of financial exigency, the Board of Regents is also aware that discontinuance of an academic program requires deliberate and thoughtful planning and discussion. While academic programs are often discontinued without any personnel impact, in certain cases, personnel may be impacted, and in some limited cases, program discontinuation may involve the dismissal of tenured faculty. In the case of academic program discontinuance, the dismissal of tenured faculty members may take place only after sustained deliberations and discussions of the academic program discontinuation. In the event the discontinuance of an academic program is proposed, the Council on Academic Affairs and the Faculty Senate shall review the proposal and make recommendations to the Provost and President.

In making specific recommendations for elimination of individual tenured faculty positions required by the discontinuance of an academic program, the following process shall be used. The Provost shall ensure that steps 1-9 do not exceed 90 Days, unless otherwise extended by the President.

- The Provost, the FCD, and the Deans shall meet to evaluate the necessity of eliminating tenured faculty positions. If they conclude, based on available data, that faculty lines will need to be eliminated, they will prepare a report recommending the number of faculty lines to be eliminated, with justifications and supporting data for the recommendation.
- 2. The Chair of the Faculty Senate shall disseminate the report to the Senate at least seven (7) Days prior to a regularly scheduled or special session. It is the responsibility of the Faculty Senate to solicit input from faculty prior to the meeting.
- 3. The Faculty Senate may consider the report and any feedback or additional data and may prepare a response. The response shall be due to the Provost within seven (7) Days after the Senate's meeting.
- 4. The Provost, the FCD, and the Deans shall meet to review the Faculty Senate response and shall prepare a final recommendation to the President that shall include the number of faculty lines to be eliminated.
- 5. Upon approval by the President, the Provost and the Deans, in consultation with the Department Chairs, if appropriate, shall determine where faculty lines should be eliminated.
- 6. The Dean, in consultation with the Department Chair, shall take into account the following equitable considerations.
  - a. If funded vacancies exist, reasonable effort will be made to offer the affected tenured faculty member another existing position within the institution for which the tenured faculty member is qualified by education and experience, per Policy 4.6.1, Determining Qualifications for Faculty Teaching Credit-Bearing Courses.
  - b. The following conditions shall be applied in the following order when considering retention preferences:
    - 1) Tenured faculty members with expertise needed by the University would have retention preference.
    - 2) Tenured faculty members will have preference of retention over nontenured faculty members in the same department.
    - Tenured faculty of superior academic rank will have preference of retention over tenured faculty of lesser rank (see Policy 4.6.4, Tenure and Promotion).
    - 4) A faculty member who had attained tenure prior to another faculty member of the same rank would have preference of retention over the latter faculty member.
    - 5) If tenure and rank considerations are the same for two faculty members (i.e., they both were tenured on the same date and were promoted to their current rank on the same date), the faculty member

- with the longer period of employment with EKU would have retention preference.
- c. Faculty members already on a terminal appointment are not eligible to be retained by the University even if they meet any of the above conditions.
- 7. To accommodate the necessity to teach out discontinued academic programs, tenured faculty may be offered continuing appointments to staff a teach-out plan.
- 8. The Dean shall submit recommendations for dismissal of specific faculty to the Provost, who shall make recommendations to the President.
- 9. The President shall send written notice to each faculty member recommended for dismissal, with copies to the faculty member's Chair, Dean, and the Provost. The notice shall include:
  - A statement of the intent to dismiss and
  - A statement of the basis for the decision.
- 10. Tenured faculty receiving such a notice have the right to be heard in person or by counsel before the Board of Regents. Within seven (7) Days after receiving a notice of dismissal, the individual concerned shall send a written request for a hearing to the Secretary of the Board of Regents. The Board of Regents shall set the time of the hearing as soon as practicable after receiving the request. The Board shall adopt hearing procedures to govern the hearing.
- 11. The Board of Regents shall render a final decision. The President shall notify the tenured faculty member of the Board of Regents' decision.

#### **Definitions**

- Academic Program: Academic Program is a related cluster of credit-bearing courses that constitute a coherent body of study within a discipline or set of related disciplines.
- Day: Day shall have the same meaning it has under Kentucky law, specifically KRS 446.030, where in computing any period of time, the day of the act or notification which the designated period of time begins to run is not to be included. The last day of the period so computed is to be included, unless it is a Saturday, a Sunday, a legal holiday, or a day on which the University is closed, in which event the period runs until the end of the next day which is not one (1) of the days just mentioned. This applies even if the period of time prescribed or allowed is less than seven (7) days.
- **Financial Exigency:** Financial exigency is as determined by the Board pursuant to KRS Chapter 164 and all applicable law.
- **Retention Preferences:** Retention preferences provide the determination of which faculty will be retained by the University.
- **Terminal Appointment:** A terminal appointment of a faculty member is a limited term that will end in termination of employment.

#### Responsibilities

#### Board of Regents

The Board of Regents is responsible for:

- hearing appeals of dismissal decisions of tenured faculty for cause, for financial exigency, or for discontinuance of an academic program
- rendering a final decision on appeal for tenured faculty members dismissed for cause, for financial exigency, or for discontinuance of an academic program.
- ensuring that dismissal decisions for financial exigency or discontinuance of an academic program occur only after a careful review of alternative measures determine that dismissals of tenured faculty are unavoidable.

#### College Deans

The College Deans are responsible for:

- meeting with the FCD and the Provost to evaluate the necessity of eliminating faculty positions due to financial exigency or academic program discontinuance.
- preparing a report, with the FCD and the Provost, if faculty lines will need to be eliminated based on financial exigency or discontinuance of an academic program,
  - recommending the number of faculty lines to be eliminated, with justifications and supporting data for the recommendation
  - disseminating the report to the Chair of the Faculty Senate.
  - ➤ reviewing, with the FCD and the Provost, the Faculty Senate response to the report and preparing a final recommendation to the President.
- determining, with the Provost and in consultation with Department Chairs, if appropriate, which faculty lines should be eliminated due to financial exigency and discontinuance of an academic program.
- making recommendations, in consultation with Department Chairs, on the specific faculty to be eliminated in financial exigency or academic program discontinuance.
- submitting recommendations to the Provost for dismissal of specific faculty due to financial exigency or academic program discontinuance.

#### Department Chair

The Department Chair is responsible for:

 making recommendations, in consultation with the College Dean, on the specific faculty to be dismissed due to financial exigency or academic program discontinuance, if input is sought and appropriate.

#### Faculty Committee on Dismissal

The Faculty Committee on Dismissal is responsible for:

 conducting inquiries at the request of the charged tenured faculty member of charges leading to an intent to dismiss for cause.

- making non-binding recommendations to the Provost and the charged tenured faculty member to potentially resolve dismissal for cause matters through sanctions or other means.
  - communicating such recommendations in writing to the Provost, the Department Chair, the College Dean, the President, and the charged faculty member.
- meeting with the Provost and the Deans to evaluate the necessity of eliminating faculty appointments due to financial exigency or program discontinuance.
- preparing a report, with the Deans and the Provost, if faculty lines will need to be eliminated based on financial exigency or discontinuance of an academic program,
  - recommending the number of faculty lines to be eliminated, with justifications and supporting data for the recommendation.
  - disseminating the report to the Chair of the Faculty Senate.
- reviewing, with the Deans and the Provost, the Faculty Senate response to the report and assisting with preparing a final recommendation to the President.

#### Faculty Senate

The Faculty Senate is responsible for:

- soliciting input from faculty concerning the report on faculty dismissals due to financial exigency or program discontinuance.
- o preparing a response to the report and submitting the response to the Provost no later than two weeks after the Senate's meeting on this issue.

#### Faculty Senate Chair

The Faculty Senate Chair is responsible for:

 disseminating the report on faculty dismissals due to financial exigency or program discontinuance to the Senate at least two weeks prior to a regularly scheduled or special session.

#### President

The President is responsible for:

- o notifying, in writing, a charged tenured faculty member of the decision regarding action, including dismissal.
- sending written notice to each faculty member recommended for dismissal because of financial exigency or program discontinuance, with copies to the Provost and the faculty member's Chair and Dean.
- notifying the tenured faculty member of the Board of Regents' decisions on appeal of a dismissal decision.
- scheduling a hearing, at the request of a tenured faculty member dismissed for cause, with the Board of Regents.

#### Provost

The Provost is responsible for:

- providing a written notice of charge(s) (for cause) and the intent to dismiss to the tenured faculty member, with a copy to the Department Chair, the College Dean, and the President.
- making a final recommendation on dismissal for cause and notifying the President of such recommendation.
- meeting with the FCD and the Deans to evaluate the necessity of eliminating faculty appointments due to financial exigency or program discontinuance.
- preparing a report, with the FCD and the Provost, if faculty lines will need to be eliminated based on financial exigency or discontinuance of an academic program,
  - recommending the number of faculty lines to be eliminated, with justifications and supporting data for the recommendation.
  - disseminating the report to the Chair of the Faculty Senate.
  - ➤ reviewing, with the FCD and the Provost, the Faculty Senate response to the report and preparing a final recommendation to the President.
  - Determining, with the Deans and in consultation with Department Chairs, if appropriate, which faculty lines should be eliminated due to financial exigency or program discontinuance.
  - making final recommendations to the President of specific faculty to be dismissed due to financial exigency or program discontinuance.

## Policy Adoption Review and Approval

#### **Policy Revised**

DATE	ENTITY	<u>ACTION</u>
X	X	X
February 28, 2025	Provost	Reviewed & Readopted
October 18, 2024	University Counsel	Editorial Revision

#### Policy Issued

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Academic Regulation: 4.6.17ACR

Responsible Office(s): Office of the Provost

Effective:

Next Review Date: Spring 2030

**University Policy: 4.6.17POL Annual Review of Tenured Faculty** 

#### Statement

Tenured faculty members at Eastern Kentucky University share the responsibility to maintain an appropriate level of teaching, scholarly/creative activities, and service. The goal of annually reviewing tenured faculty members is to recognize exemplary performance, identify areas for potential growth, establish goals, and create professional development plans. For each of their tenured faculty members, Department Chairs/Unit Heads will collaborate with the faculty member to create and support individual goals and professional development plans annually and to assess every four (4) years the faculty member's performance, using department/unit-approved standards for teaching, scholarly/creative, and service activities. The review process respects the uniqueness of disciplines within the University and provides for appropriate professional flexibility at department/unit levels; however, the process is designed to provide consistency with department, school, college, and University policies, as well as KRS 164.360. The annual review process defined herein shall only apply to non-administrative, full-time tenured faculty and shall not be used to evaluate academic administrators, as set forth in Academic Regulation 4.8.1, Annual Evaluation of Academic Administrators, who may also be tenured faculty.

#### **Entities Affected**

- Tenured Faculty
- Departments
- Colleges

#### **Procedures**

- I. Establishing Performance Standards
  - 1. The Board of Regents, in accordance with KRS 164.360, shall adopt a base level of performance and productivity standards. The Board hereby adopts the Tenured

Faculty Evaluation Rubric, which shall be Appendix A to this Policy. For the purposes of the Rubric, Collegiality shall have the same definition as it has in Policy 4.6.4, Promotion and Tenure. Each Department/Unit may establish more detailed performance and productivity criteria that align with those adopted by the Board, which can take into account the uniqueness of the academic discipline. Tenured faculty shall be evaluated in the areas of teaching, scholarly/creative activities, and service. In reviewing all three areas, collegiality shall be considered. Since individual faculty members' activities may vary yearly, their specific workload assignments, long-term projects, and professional development plans must be taken into consideration.

- 2. For the evaluation of teaching, in addition to the university-sanctioned student opinion of instruction survey, the Department may use a second systematic method of assessing teaching performance. (This method shall include a consideration of the perspectives of colleagues and/or supervisors and shall be clearly defined and communicated in Department policy.)
- 3. Any more detailed Department/Unit performance criteria shall be approved by a majority of full-time tenured faculty members and shall be approved by the Chair or Unit Head and Dean. Changes in the Department/Unit criteria shall be made by a majority vote of the full-time tenured faculty members of the Department/Unit and shall be approved by the Dean by May 1 prior to the academic year in which the changes are to take effect.
- 4. A statement of the more detailed performance criteria shall be filed in the offices of the Provost, the Dean, and the Department Chair/Unit Head.
- 5. It is the obligation of the Department Chairs/Unit Heads to disseminate the more detailed criteria to the full-time tenured faculty in their Department/Unit.

#### THE ANNUAL REVIEW PROCESS

The tenured faculty review process will consist of annual reviews over a four-year recurring cycle of assessment. Years one, two, and three are brief and formative in nature; year four is more in depth. All reviews shall focus on the faculty member's goals and professional development plan. Sabbaticals do not shift a faculty member's cycle. A faculty member with a sabbatical in the current year of assessment should include any reportable activities in the annual report. Leaves of absence separate and apart from sabbaticals will be assessed on a case-by-case basis.

#### Years One, Two, and Three Reviews

1. During the spring semester, but no later than April 1, Department Chairs/Unit Heads shall hold a conference with each tenured faculty member in the department/unit. At this or subsequent spring conferences, the Department Chair/Unit Head and the faculty member will discuss the faculty member's achievements with specific reference to the goals set in the previous conference. This conference will include a discussion of a brief written summary or department form prepared by the Chair of the faculty member's professional development goals for the next year, progress toward or achievement of the previous year's goals, and any areas of concern.

2. At the conclusion of all faculty conferences, the Department Chair/Unit Head will send the annual review summaries/department forms for each faculty member to the Dean with a copy to the faculty member.

#### Year Four Review

- For the Year Four Review, tenured faculty members will prepare a reflection of their work since the last Year Four Review which shall be due by February 1.
- 2. During the spring semester, but no later than March 1, Department Chairs/Unit Heads will hold a conference with each of their tenured faculty members scheduled for their Year Four Review. The purpose of this conference is to evaluate work from the previous four years and to establish the professional development goals of the faculty member for the next year (Year One). The evaluation of the faculty member's work will take into account the standards set by the department/unit in regard to teaching, scholarly/creative activities, and service. In reviewing all three areas, collegiality shall be considered.
- 3. Within 10 Days following this conference, the Department Chair/Unit Head will provide to the faculty member a completed Tenured Faculty Evaluation Rubric, evaluating the tenured faculty member, and may include a written statement of evaluation. Department Chairs/Unit Heads will use the Board-approved Tenured Faculty Evaluation Rubric and, if they exist, the department/unit's performance standards, as well as the faculty member's reflection and workload, to assess the tenured faculty member as "exceeds expectations," "meets expectations," or "falls below expectations".
- 4. Assessments of "falls below expectations" must be explained in writing.
- 5. The tenured faculty member will have an opportunity to respond in writing within five (5) Days.
- 6. The Department Chair/Unit Head will submit all Year Four Reviews, including any written response by each faculty member to the Dean no later than April 1.
- 7. The Dean will respond in writing to the Year Four Reviews, either concurring with each assessment or providing explanation for a differing assessment.
- 8. The Dean will notify the faculty member and the Department Chair/Unit Head no later than April 1.
- 9. Upon receipt of the Year Four Review from the Dean, a tenured faculty member that receives a "falls below expectations" in any category may request a review by the College Fourth Year Review Committee for Tenured Faculty ("FYR Committee"). The College Promotion and Tenure Committee will serve as the FYR Committee. The tenured faculty member may request a review in writing to the Department Chair/Unit Head within three (3) days of receipt of the Year Four Review from the Dean. The Department Chair/Unit Head shall provide the Committee with a copy of the relevant department/unit's performance standards in addition to the review materials. The FYR Committee shall indicate in writing, with an explanation, whether they concur with the assessment of each "falls below expectations"

- rating in a written report to the Department Chair/Unit Head within ten (10) Days. The Department Chair/Unit Head shall forward the written assessment of the FYR Committee to the Dean upon receipt.
- 10. The Dean shall review the assessment of the FYR Committee and reconsider the Year Four Review of the tenured faculty member. The assessment of the FYR Committee is a recommendation and not binding. The Dean shall issue a final response and Year Four Review to the Department Chair/Unit Head and tenured faculty member no later than May 1.
- 11. For any faculty member with a Year Four Review that receives a "falls below expectations" overall or in any of the three areas, the Department Chair/Unit Head will set professional development goals in consultation with the faculty member for the following year to address any below expectations ratings.
  - a. The Department Chair/Unit Head will assess these goals during Year One of the next review cycle to determine whether meaningful progress has been made in the area(s) of deficiency and whether the "falls below expectations" ratings have been remedied. Within ten (10) Days following the annual review conference, the Department Chair/Unit Head will provide to the faculty member a written statement of evaluation, following up on the deficiencies and goals of the year prior. If meaningful progress has been made and the deficiencies have been corrected, the faculty member resumes the normal second year of the four-year cycle. If meaningful progress has not been made, the Department Chair/Unit Head will note that the tenured faculty member has shown "insufficient progress," and the tenured faculty member will have an opportunity to respond in writing within ten (10) Days. The evaluation, including any written response from the faculty member, will be sent to the FYR Committee.
    - b. The FYR Committee will review the initial Year Four Review, professional development goals, and Year One assessment by the Department Chair/Unit Head which determines whether meaningful progress was made in the area(s) of deficiency. The FYR will provide a written assessment in ten (10) Days to the Department Chair/Unit Head.
- 12. If the FYR Committee concurs that there is "insufficient progress" made in any area of deficiency, the FYR Committee will indicate so in writing.
- 13. If an assessment of "falls below expectations" occurred in the Year Four Review and the FYR Committee concurred there is "insufficient progress" in the same area of deficiency in the subsequent year, then the Department Chair/Unit Head will activate the Post-Tenure Review process. (See Policy 4.6.7, Post-Tenure Review, for the post-tenure review process.)

#### Responsibilities

- College Dean
  - Approving minimum performance standards for Departments/Units and approving Year Four Reviews for tenured faculty
- Department Chair/Unit Head
  - Conducting annual reviews of tenured faculty
  - Working with faculty to create goals and development plans
  - Working with faculty and university administrators to support professional development
- Tenured Faculty Member
  - Knowing and adhering to Policy 4.6.17
  - Working with the Department Chair/Unit Head to create goals and development plans
  - Implementing each plan
  - Writing a reflection for the Year Four Review
- Fourth Year Review Committee
  - Reviewing and making recommendations regarding "falls below expectations" and "insufficient progress" ratings made by a Department Chair/Unit Head

#### **Definitions**

• Day: Day shall have the same meaning it has under Kentucky law, specifically KRS 446.030, where in computing any period of time, the day of the act or notification which the designated period of time begins to run is not to be included. The last day of the period so computed is to be included, unless it is a Saturday, a Sunday, a legal holiday, or a day on which the University is closed, in which event the period runs until the end of the next day which is not one (1) of the days just mentioned. This applies even if the period of time prescribed or allowed is less than seven (7) days.

## Regulation Adoption Review and Approval

# Regulation Revised DATE X February 28, 2025 October 21, 2024 June 18, 2019 ENTITY X ENTITY X Reviewed & Readopted Editorial Revision Board of Regents

DATE	ENTITY	ACTION  Adopted revised language regarding student opinion of instruction
October 19, 2015	Board of Regents	Adopted
October 2, 2015	President	Approved
May 6, 2015	Provost Council	Approved
May 4, 2015	Faculty Senate	Approved
May 1, 2015	Chairs Association	Reviewed without comment

## Policy established in part through Policy 4.6.7, Tenured Faculty Member Review DATE FNTITY ACTION

DAIE	<u>ENIII T</u>	ACTION
October 21, 2000	Board of Regents	Adopted
September 21, 2000	Council on Academic Affairs	Approved
September 11, 2000	Faculty Senate	Approved

## APPENDIX I

## Tenured Faculty Evaluation Rubric

Category	Criteria	Exceeds	Meets	Falls Below			
Category	Cilicia	Expectations	Expectations	Expectations			
Teaching	Instructional Quality	Demonstrates	Provides clear	Instructional			
Teaching	& Professionalism	innovative,	instructions	quality lacks clarity			
	& Professionalism	· ·					
		engaging, and effective	and generally	or professionalism;			
			professional	communication			
		teaching;	communication	with students or			
		communicates	with students	colleagues is			
		professionally	and colleagues.	frequently			
		with students		ineffective or			
		and colleagues		inappropriate.			
		regarding					
		instructional					
		matters.					
	Student Learning	Uses varied	Uses	Assessments are			
	Assessment &	assessments to	appropriate	limited or			
	Student Success	measure learning	assessments;	misaligned; support			
		outcomes;	provides	for student success			
		actively fosters a	adequate	is inconsistent or			
		supportive	support for	absent; does not			
		academic	student	communicate with			
		environment;	success.	students or			
		provides strong		colleagues in a			
		support for		timely and			
		student success.		responsible			
				manner.			
Scholarly/	Research/Creative	Consistently	Maintains	Limited or no			
Creative	Output	produces peer-	steady	scholarly/creative			
Activities		reviewed and/or	scholarly/creati	contributions as			
		creative works	ve output	appropriate to			
		appropriate to	appropriate to	department and			
		the field; and/or	the field;	college standards.			
		engages	participates in				
		constructively	collaborative				
		and	efforts as				
		collaboratively	appropriate.				
		with colleagues					
		in scholarly					
		endeavors.					

	Dissemination/ Recognition	Enhances the reputation of the department/instit ution by sharing work through highly respected outlets appropriate to the field (for example, publications, conferences, grants, or exhibitions, etc.).	Shares work through respected outlets appropriate to the field (for example, publications, conferences, grants, or exhibitions, etc.); maintains appropriate professional engagement.	Rarely disseminates work or contributes to the scholarly reputation of the department/institution.		
Service	Department/College /University Service & Collegial Engagement	Plays active/leadership roles on committees or initiatives, and provides student advising as assigned and evidence of mentorship; collaborates respectfully with colleagues to advance shared goals.	Participates regularly and fulfills assigned service roles, such as advising; demonstrates basic collegiality.	Makes minimal contributions or rarely participates in service activities. Behavior may obstruct collective work.		
	Professional & Community Service	Engages meaningfully in external service activities, such as leadership in professional organizations, community partnerships; and represents the institution with professionalism.	Actively participates in professional organizations or community.	Minimal or no professional/comm unity service; does not represent the institution positively.		

## **Tenured Faculty Evaluation Summary**

Faculty Member:	
Department:	
Evaluator:	
Date:	

Category	Criteria	Rating				
Teaching	Instructional Quality & Professionalism					
	Mentoring & Student Learning Assessment					
	Overall Teaching Rating					
Scholarship	Research/Creative Output & Collaboration					
	Dissemination/Recognition					
	Overall Scholarship Rating					
Service	Department/College/University Service & Collegial Engagement					
	Professional, Community, & Advising Service					
	Overall Service Rating					
	Overall Rating					

Evaluator Comments (required for ratings of "Falls Below Expectations"):

# Eastern Kentucky University Board of Regents RESOLUTION

**WHEREAS**, the General Assembly of the Commonwealth of Kentucky enacted House Bill 424, an Act relating to employment at public postsecondary education institutions, in Regular Session 2025 ("House Bill 424");

**WHEREAS,** House Bill 424 requires each governing board to approve "performance and productivity" evaluation requirements and distribute to all faculty on or before January 1, 2026;

WHEREAS, House Bill 424 became law on June 27, 2025;

WHEREAS, the Eastern Kentucky University ("University") Board of Regents ("Board") has been briefed on the requirements of House Bill 424;

**WHEREAS,** November 12, 2025, is the last regularly scheduled quarterly meeting of the Board prior to the compliance deadline;

**BE IT THEREFORE RESOLVED** that the Eastern Kentucky University Board of Regents hereby officially adopts the following:

- 1. The Board formally approves revisions to University Policy 4.6.16, Dismissal of Faculty, to align with House Bill 424 and hereby records its expectation that the University shall revise and/or clarify all university policies, regulations, and procedures that tenured faculty can be terminated for "failure to meet college or university performance and productivity requirements" in compliance with House Bill 424;
- 2. The Board hereby adopts and formally approves revisions to University Policy 4.6.17, Annual Review of Tenured Faculty, to align with House Bill 424;
- 3. The Board hereby adopts and establishes the Tenured Faculty Evaluation Rubric as the performance metrics to comply with HB 424 and hereby directs the President or a designee to distribute the applicable policies, regulations, and rubric in accordance with the timelines established in House Bill 424;
- 4. That the Board, to address productivity, hereby adopts and establishes an affirmative expectation of typical minimum class sizes, as originally established by Academic Affairs, of the following, with exceptions and balancing of course curriculum in light of student needs within the area Dean's discretion:
  - a. 25 students-lower division classes
  - b. 20 students-upper division classes
  - c. 12 students-master's level classes

- d. 8 students-doctoral level classes
- 5. That the Board, to address productivity, having been sufficiently advised regarding University Academic Regulation 4.7.3, Faculty Workload, hereby adopts and establishes an average full-time individual full-time equivalent ("FTE") calculation of 1.0;
- 6. That the Board, to address productivity, hereby adopts and establishes as the full-time faculty instruction workload an average credit hour production rate per college of 300 total credit hours for full-time faculty per semester;
- 7. That the Board hereby delegates all faculty member and employee appointment and removal decisions to the President, with the exception of the appeal hearing under University Policy 4.6.16, Dismissal of Faculty, for the dismissal of a tenured faculty member;
- 8. That the Board has read House Bill 424 or has otherwise been sufficiently advised regarding House Bill 424; that the Board hereby ensures compliance with House Bill 424; and that the Board hereby delegates to the President, Provost and the University Counsel the responsibility of distributing a copy of this Resolution and all policies and regulations noted herein by January 1, 2026 to all faculty as required by House Bill 424, and to continue to review University policies, regulations, procedures, and programs and make any remaining changes necessary to reach and to maintain full compliance on an ongoing basis.

Done this the	12 <sup>th</sup> day	of	November,	2025,	by	the	Board	of	Regents	of	Eastern	Kentucky
University.												
Mr. Mike Eave	s				$\overline{\mathbf{N}}$	Ir. A	shley W	Varo	 i			
Chair, Board of	f Regents				$\mathbf{S}$	ecre	tary, Bo	ard	of Regen	its		



University Policy: 1.5.7

Responsible Office(s): University Counsel

Effective: May 14, 2025

Next Review Date: Spring 2030

**University Policy: 1.5.7** 

## **Institutional Viewpoint Neutrality**

#### Statement

Eastern Kentucky University ("EKU" or "University") affirms its commitment to fostering an environment that promotes intellectual diversity and upholds the free exchange of ideas. The University or its employees shall not discriminate against individuals or groups based on their social or political viewpoints, and values the contributions of all community members to robust dialogue and the free exchange of viewpoints to contribute to an intellectually diverse campus community. Nothing herein restricts or limits the First Amendment rights of students, faculty, or staff to engage in personal expression or advocacy, as provided for in EKU's University Policy 9.3.3, Policy on Governing Time, Place, and Manner of Demonstrations, Meetings, and Other Assemblies, Policy 4.1.1, Academic Freedom, and Administrative Regulation 8.3.10 Campaigning & Political Activity of Employees. EKU supports the rights of all individuals within its community to participate in civil discourse in their personal capacities, ensuring that the University remains a space where a wide range of perspectives can be expressed and debated freely.

In support of those rights, the University shall not require any individual to endorse or condemn a specific ideology, political viewpoint, or social viewpoint to be eligible for hiring, contract renewal, tenure, promotion, admission, or graduation.

#### **Procedures**

#### I. Institutional Statements

The President has the sole authority and responsibility to issue Official Statements on behalf of Eastern Kentucky University. The President may select a designee, including the University Spokesperson, to issue Official Statements as appropriate. The President shall abide by the principle of Institutional Neutrality, and shall not make any Official Statement on political, social, or

cultural matters that are not directly related to the operations, mission, or legal obligations of the University.

University leaders, faculty/staff, colleges, departments, and units should not issue any institutional or official statements, as defined in this Policy, unless expressly authorized.

#### II. Statements on Behalf of the Board of Regents

As noted in the Bylaws of the University Board of Regents, all Official Statements on behalf of the Board shall be issued by the Board Chair. The Board and Board Chair shall abide by the principle of Institutional Neutrality, and shall not make any Official Statement on political, social, or cultural matters that are not directly related to the operations, mission, or legal obligations of the University.

#### III. Statements Made in Private Capacity

University Community Members have a constitutional right to freedom of expression, including the right to engage in political, social, or personal speech in a private capacity. However, such expression must be clearly distinguished from official University communications and must not imply or appear to represent the views or positions of EKU or any of its colleges, departments, or units. To preserve institutional neutrality, the following restrictions apply:

- a) University employee email, social media accounts, or web address should not be used when issuing statements in a private capacity.
- b) Elements of the EKU visual or brand identity should not accompany such messages, including the university's name, logo, or associated images, unless used as part of a position title by a faculty member to demonstrate a field of study or subject matter expertise.
- c) University stationery, backdrops, or signature lines, either in print or electronically, should not be used for or include statements made in a private capacity. All employees must use the institutionally approved EKU Email Signature Generator in official communication and shall not include additional taglines or statements in an EKU email signature line, unless required for certain professional positions.
- d) When speaking at professional or academic conferences or engaging in activities related to professional associations, University Community Members should make it clear that they are speaking for themselves and not for the institution.

## **Definitions**

- Official Statement: A formal communication issued on behalf of Eastern Kentucky University or the Board of Regents, intended to represent the institution's or Board's official position on a matter. Official statements include, but are not limited to:
  - Campus-, unit-, college- or department-wide emails
  - Messages published on EKU websites
  - Messages published on printed materials
  - Social media posts on EKU accounts
  - Statements made to news media
- **Institutional Neutrality:** The principle that the University refrains from taking positions on political, social, or cultural matters not directly related to its operations, mission, or legal obligations.
- University Spokesperson: An individual designated by the President or their designee to speak or issue communications on behalf of the University in an official capacity.
- University Community Members: Students, faculty, and staff, as well as anyone doing business for or with the University

## Responsibilities

- University President:
  - Approves and issues official institutional statements; may designate spokespersons as appropriate.
- Board of Regents Chair:
  - Approves and issues official statements on behalf of the Board of Regents.

## Violations of the Policy

Failure to comply with this Policy may be in violation of Laws, Regulations, and Policies and will be handled through the normal University processes.

## Policy Adoption Review and Approval

Policy Revised

<u>Date</u> <u>Entity</u> November 12, 2025 Board of Regents Action

## Policy Issued

<u>Date</u> Entity Board of Regents

Action Adopted



## Minutes of a Regularly Scheduled Meeting Eastern Kentucky University Board of Regents

September 17, 2025 9:00 a.m.

# Powell 219 Eastern Kentucky University

#### I. Swearing In

Regent Caelin Scott was formally administered the oath of office by Dana Fohl, Vice President of Compliance and University Counsel.

#### II. Call to Order

A regularly scheduled meeting of the Eastern Kentucky University Board of Regents convened on September 17, 2025, at 9:03 a.m. Chair Eaves called the meeting to order. The roll was called, and a quorum was established.

#### **Present**

Mr. Mike Eaves

Mr. Alan Long

Ms. Caelin Scott

Mr. Aaron Barker

Ms. Lynnette Noblitt

Mr. Edwin Orange

Mr. Ashley Ward

Mr. Garth Bustle

Ms. Lori Cooksey

Ms. Teresa Hail

Ms. Laura Babbage

#### III. Election of Officers (Secretary, Treasurer, Vice Chair)

A motion was made by Regent Bustle to nominate Regent Ashley Ward as Board Secretary. The motion was seconded by Regent Babbage. The motion passed unanimously by voice vote.

A motion was made by Regent Bustle to nominate Mr. Brian Mullins as Board Treasurer. The motion was seconded by Regent Babbage. The motion passed unanimously by voice vote.

A motion was made by Regent Bustle to nominate Regent Alan Long as Vice Chair. The motion was seconded by Regent Babbage. The motion passed unanimously by voice vote.

#### **IV. Information Items**

#### A. University Reports

#### 1. Dr. Tanlee Wasson, Student Success & Enrollment Update

Dr. Tanlee Wasson, Senior Vice President for Student Success, Engagement, and Opportunity, offered a presentation that included, among other topics, student enrollment, retention, housing updates, Big E Welcome, and the strategic enrollment management plan, and is incorporated herein and will be included with the official copy of the minutes.

Regents Ward inquired about the impact of the full-time plus tuition model implemented in Fall 2025. Dr. Wasson stated that preliminary research indicated the policy had minimal effect on enrollment compared to federal Pell Grant uncertainty, though minor administrative issues in student billing had been identified and resolved. Regent Cooksey asked about freshman enrollment origins and recruitment priorities. Dr. Wasson reported that most freshmen are from central and south-central Kentucky, within a 22–23 county radius, and that recruitment remains focused on Madison County and surrounding regions while targeting workforce needs. Regent Noblitt inquired about academic program prioritization. Dr. Wasson responded that her team has concentrated on researching prospective students in EKU's enrollment pipeline to identify program areas of interest and to prioritize recruitment accordingly. President McFaddin noted that approximately 90 percent of EKU's enrollment remains in-state and that recruitment west of Louisville presents challenges. He emphasized efforts to expand out-of-state recruitment while maintaining strong in-state participation.

Chair Eaves asked how EKU's freshman enrollment compared to peer regional institutions. Dr. Wasson stated that Morehead State University may have reported slightly higher figures, while most comprehensives reflected similar trends, excluding the University of Kentucky. Regent Cooksey remarked on statewide growth in community college enrollment. Dr. Wasson confirmed the trend and reiterated EKU's focus on increasing transfer enrollment.

#### 2. Brian Mullins, Financial Update

Mr. Brian Mullins, Interim Vice President for Finance and Chief Financial Officer, presented a financial update as of June 30, 2025. The presentation included, among other topics, EKU's budget summary, net position, revenues, and the initial outlook for FY 2025–2026, and is incorporated herein and will be included with the official copy of the minutes.

Regent Noblitt inquired about the impact of enrollment and the change to the University's scholarship model on tuition revenue in Fall 2025 and Spring 2026. Mr. Mullins provided clarification regarding the University's change in scholarship model and the multiple factors that can offset tuition revenue. Regent Bustle asked for confirmation that the current and projected budgets reflect an overall improvement from the previous fiscal year, which Mr. Mullins affirmed.

#### 3. Bryan Makinen, Construction Update

Mr. Bryan Makinen, Executive Director of Facilities Management and Capital Planning, provided a construction update. The presentation, which included, among other topics, project updates on Burnam and Clay Halls, Alumni Coliseum, the new Model Laboratory School, and the Aviation Terminal Building and Flight School, is incorporated herein and will be included with the official copy of the minutes.

#### 4. Mr. Brad Hall, Doctor of Osteopathic Medicine Program Initiative Update

Dr. Brad Hall, Chief Medical and Strategic Partnerships Officer, presented an update on the proposed College of Osteopathic Medicine initiative. The presentation, which included an anticipated timeline of activities and related 2026 legislative priorities, is incorporated herein and will be included with the official copy of the minutes.

Chair Eaves inquired about when the associated financial support for construction would be requested from the legislature. Dr. Hall confirmed that the capital funding request is planned for submission during the 2026 legislative session.

#### 5. Dr. Sara Zeigler, Academic Affairs Update

Dr. Sara Zeigler, Provost and Senior Vice President for Academic Affairs, presented an Academic Affairs update. The presentation included, among other topics, information on strategic research initiatives, Essential Education at EKU, the Provost Internship Program, and the New Faculty Symposium, and is incorporated herein and will be included with the official copy of the minutes.

Regent Babbage inquired about the proposed reduction of Essential Education hours to 30 and whether the integration of "Essential Employability Skills" would require new courses. Dr. Zeigler clarified that the skills will be embedded within existing Essential Education courses as part of the integrated pathway model, with an anticipated launch in Fall 2026. Regent Babbage also asked about the New Faculty Symposium. Dr. Zeigler stated that the project began approximately six to seven years ago and has since become a model for other institutions.

President McFaddin noted that the Council on Postsecondary Education awarded EKU a grant in Summer 2025 to advance these academic initiatives and that related legislation is expected, as several bills have been filed to standardize Essential Education requirements statewide. He emphasized that EKU aims to play a leading role in shaping this area and ensuring the University's initiatives remain proactive in anticipation of legislative developments. Dr. Zeigler affirmed, stating that EKU's goal is to lead rather than be led in this work.

#### 6. Mary Beth Neiser, Development Update

Ms. Mary Beth Neiser, Vice President for Development and Alumni Engagement, offered a presentation including information on record-breaking fundraising year, national donor sources, EKU Giving Day, and other related topics, which is incorporated herein and will be included with the official copy of the minutes.

Regents Babbage and Bustle commended the Development team for their efforts and attention to personal donor engagement, noting the thoughtful practice of individualized thankyou messages from students following contributions.

#### 7. Kyle Moats, Athletics Update

Mr. Kyle Moats, Vice President and Director of Athletics, presented an athletics update. The presentation, which included information on EKU's transition to the United Athletic Conference (UAC), season tickets, sports streaming, and other related topics, is incorporated herein and will be included with the official copy of the minutes.

Chair Eaves inquired whether the University's athletics streaming platform will allow tracking of listener or viewer engagement. Mr. Moats confirmed that it will. At President McFaddin's request, Mr. Moats provided additional information regarding season ticket holders, seating in Alumni Coliseum, and the priority point system, noting its connection to donor engagement and access management. Regent Babbage commented on the potential benefits of these efforts for both enrollment and fundraising.

#### 8. Committee Reports

Chair Eaves provided a summary of the general activities of the Executive Committee meeting held on July 16, 2025. He noted that the Executive Committee reviewed and resolved a student disciplinary issue and emphasized that no major item should be presented to the full Board without prior consideration by one of the Board of Regents committees to allow proper review.

[The Chair adjourned for a recess at 10:12 a.m. The meeting reconvened at 10:30 a.m.]

#### B. Additional Reports to the Board

### 1. Written Reports

#### i. Dr. John Brent, Chair of Faculty Senate

Dr. John Brent submitted a written report to the board, which was included in the agenda.

#### ii. Micah Hunsucker, Chair of Staff Council

Micah Hunsucker submitted a written report to the board, which was included in the agenda.

#### iii. Mr. Aaron Barker, Student Government Association President

Mr. Barker submitted a written report to the board, which was included in the agenda.

## iv. Ms. Amy Scarborough, Chief Government, Community and Corporate Relations Officer

Ms. Scarborough submitted a written report to the board, which was included in the agenda.

#### 2. Dr. David T. McFaddin, President

President David McFaddin gave the Annual Report for 2024-2025, a copy of which is incorporated herein, and will be included with the official copy of the minutes.

[The Chair adjourned for a recess at 11:15 a.m. The meeting reconvened at 1:00 p.m.]

#### 3. Mr. Mike Eaves, Chair of the Board

Chair Eaves noted that he had no additional updates at this time. He reported that recent efforts have focused on the evaluations of both the Board and the President, which will be addressed later in the meeting under Action Items.

[The Chair adjourned for a recess at 9:57 a.m. The meeting reconvened at 10:15 a.m.]

#### V. Action Items

#### A. Consent Agenda

#### i. Approval of the Minutes for the Full Board Meeting on May 14, 2025

A motion was made by Regent Babbage to approve the item i. The motion was seconded by Regent Bustle. The motion passed unanimously by voice vote.

#### ii. Approval of the Personnel Actions

A motion was made by Regent Babbage to approve item ii. The motion was seconded by Regent Bustle. The motion passed unanimously by voice vote.

#### iii. Approval of Policy Updates for Model Lab School

A motion was made by Regent Ward to approve item iii. The motion was seconded by Regent Bustle. The motion passed unanimously by voice vote.

#### iv. Approval of the Board of Regents Bylaws Update

A motion was made by Regent Noblitt to table the issue of the update to the Board of Regents bylaws (item iv.). The motion did not receive a second. A motion was made by Regent Babbage to approve item iv. The motion was seconded by Regent Ward. The motion passed by voice vote, with Regent Noblitt opposing.

# v. Approval of the Reappointment of EKU Representatives to the Madison County Airport Board

A motion was made by Regent Babbage to approve item v. The motion was seconded by Regent Bustle. The motion passed unanimously by voice vote.

#### vi. Approval of Surplus of McKinney Skills Tower and Garage/Shed

A motion was made by Regent Bustle to approve item vi. The motion was seconded by Regent Cooksey. The motion passed unanimously by voice vote.

#### vii. Approval of the Amended Asset Preservation Items

A motion was made by Regent Bustle to item vii. The motion was seconded by Regent Orange. The motion passed unanimously by voice vote.

#### B. Discussion on the Board's Self-Evaluation and/or the President's Evaluation

Chair Eaves reported that the evaluation of the Board and the President has been completed, summarized, and reviewed with the Board and the President for future performance planning. On the President's evaluation, the results reflected six ratings of "greatly exceeded expectations," three ratings of "exceeded expectations," and one rating of "met expectations.

#### C. Approval of the CPE Bucks for Brains Scholarship Match

A motion was made by Regent Babbage to approve the CPE Bucks for Brains Scholarship match. The motion was seconded by Regent Bustle. The motion passed unanimously by voice vote.

#### VI. New Business

There was no new business.

#### VII. Executive Session

There was no need for an Executive Session.

#### VIII. Adjournment

There being no further business, Chair Eaves called for a motion to adjourn the meeting. A motion was made by Regent Bustle. The motion was seconded by Regent Babbage. The motion passed unanimously by voice vote. The meeting adjourned at 1:34 p.m.

Ashley Ward, Board Secretary	Date

# Eastern Kentucky University Board of Regents Special Called Meeting

Saturday, September 27, 2025 12:00 p.m.

#### **Blanton House, Eastern Kentucky University**

#### I. Call to Order

A special-called meeting of the Eastern Kentucky University Board of Regents convened on Saturday, September 27, 2025, at 12:00 p.m. at the Blanton House, Eastern Kentucky University, Richmond, Kentucky.

#### **Present**

Ms. Lori Cooksey

Ms. Teresa Hail

Mr. Aaron Barker

Mr. Edwin Orange

Ms. Caelin Scott

Dr. Lynnette Noblit

Also in attendance were President David McFaddin, Ms. Colleen Chaney, and Mr. Bryan Makinen.

#### II. Lunch - Blanton House

The Regents met for lunch on the Blanton House patio from 12:00 p.m. to 1:00 p.m.

#### II. Campus Bus Tour

Following lunch, the Board participated in a campus bus tour at 1:00 pm hosted by President McFaddin, Ms. Chaney, and Mr. Makinen to review campus facilities and properties identified in the draft Campus Master Plan. The group toured and discussed several buildings slated for potential demolition or renovation.

Sites visited included:

- I. Burrier Building
- II. Gibson Building
- III. Ault Building
- IV. Commonwealth Hall
- V. Model Laboratory School
- VI. Mattox Hall
- VII. Keith Building
- VIII. McGregor Hall
- IX. Moore Building
- X. Memorial Science Building

The Regents entered the Burrier, Keith, McGregor, and Memorial Science Buildings during the tour. The tour concluded at approximately 3:30 p.m.

#### II. Adjournment

There being no further business, the meeting was adjourned at 3:30 p.m.								
Ashley Ward, Board Secretary	Date							

#### New Hires Aug 1, 2025-Sept 30, 2025

Last Name	First Name	New Hire	Position Title	<u>Department</u>	Category	Δn	nual Salary
Smith	Jordan	9/4/2025	Executive Dir Institutional Policy Develo	•	Administrators/Deans		130,000.00
Cooper	Claire	8/1/2025	Assistant Professor	History, Philosophy & Relig Studies	Fulltime Faculty	\$	54,000.00
Medhi	Jishu	8/1/2025	Assistant Professor	Applied Engineering and Technology	Fulltime Faculty	\$	81,000.00
Mitchell	David	8/1/2025	Assistant Professor	Aviation	Fulltime Faculty	\$	75,000.00
Andrews	Reya	8/1/2025	Visiting Assistant Professor	Applied Human Sciences	Fulltime Faculty	\$	60,037.00
Williams	Tyger	8/1/2025	Model Lab School Teacher	Model Laboratory School	Fulltime Faculty	\$	47,381.00
Smith	Kathryn	8/1/2025	Assistant Professor	School of Education	Fulltime Faculty	\$	58,500.00
Rodes	Joanna	8/1/2025	Assistant Professor	Social Work	Fulltime Faculty	\$	58,000.00
Hudelson	Emma	8/1/2025	Assistant Professor	English	Fulltime Faculty	\$	52,000.00
Roca Suare:	z Alfonso	8/1/2025	Assistant Professor	Languages, Cultures & Humanities	Fulltime Faculty	\$	52,000.00
Jurich	Stephen	8/1/2025	Assistant Professor	Business - AFIS / MMIB	Fulltime Faculty	\$	120,000.00
Marcum	Whitley	8/1/2025	Model Lab School Teacher	Model Laboratory School	Fulltime Faculty	\$	61,642.00
Alidoosti	Elaheh	8/1/2025	Assistant Professor	Applied Engineering and Technology	Fulltime Faculty	\$	81,000.00
Kuns-Adkins	s Candice	8/1/2025	Clinical Faculty	School of Nursing	Fulltime Faculty	\$	74,000.00
Sen	Tanmoy	8/1/2025	Visiting Assistant Professor	Computer Science	Fulltime Faculty	\$	80,000.00
Taylor	Wayne	8/1/2025	Assistant Professor	Dept of Safety & Security	Fulltime Faculty	\$	75,950.00
Bryant	Lance	8/1/2025	Assistant Professor	Mathematics & Statistics	Fulltime Faculty	\$	62,000.00
Mosher	Alexio	8/1/2025	ASL Specialist III	Interpreter Training Program FY26	Fulltime Faculty	\$	47,000.00
Mugale	Manoj	8/1/2025	Assistant Professor	Applied Engineering and Technology	Fulltime Faculty	\$	81,000.00
Moore	Michael	8/1/2025	Assistant Professor	Biological Sciences	Fulltime Faculty	\$	62,620.00
Davison	Cassandra	8/1/2025	Visiting Assistant Professor	Business - AFIS / MMIB	Fulltime Faculty	\$	102,000.00
Hallman	Steven	8/1/2025	Assistant Professor	Computer Science	Fulltime Faculty	\$	80,000.00
Runnels	Laken	8/1/2025	Clncal Faculty	School of Nursing	Fulltime Faculty	\$	74,000.00
Baney	Lauren	8/1/2025	Assistant Professor	Health Promotion & Administration	Fulltime Faculty	\$	70,000.00
O'Leary	Sarah	8/1/2025	Visiting Assistant Professor	Instruct-Science, Tech, Eng & Math	Fulltime Faculty	\$	60,000.00
Chen	Yuting	8/1/2025	Assistant Professor, Statistics	Mathematics & Statistics	Fulltime Faculty	\$	63,500.00
Mitchell	Ellen	8/1/2025	Model Lab School Psychologist	Model Laboratory School	Fulltime Faculty	\$	55,569.00
Holstein	Haley	8/1/2025	Assistant Professor	School of Education	Fulltime Faculty	\$	58,500.00
Kwon	Youngkwang	8/1/2025	Visiting Assistant Professor	Business - AFIS / MMIB	Fulltime Faculty	\$	96,571.00
Mohlke-Hill		8/1/2025	Assistant Professor	English	Fulltime Faculty	\$	52,000.00
Nichols	Amy	8/1/2025	Assistant Professor	English	Fulltime Faculty	\$	52,000.00
Perrin	Ryan	8/1/2025	Assistant Professor	Physics, Geosciences & Astronomy	Fulltime Faculty	\$	59,500.00
Feese	Lewis	8/1/2025	Visiting Assistant Professor	Business - AFIS / MMIB	Fulltime Faculty	\$	90,000.00
Fisher	Bianca	8/1/2025	Lecturer	Psychology	Fulltime Faculty	\$	55,000.00
Franklin	Veronica	8/1/2025	Assistant Professor	Chemistry	Fulltime Faculty	\$	67,500.00
Idamawatta	Idamawatte	(8/1/2025	Assistant Professor, Statistics	Mathematics & Statistics	Fulltime Faculty	\$	63,500.00
Shimizu	Amanda	8/1/2025	Assistant Professor	School of Education	Fulltime Faculty	\$	58,500.00
Golya	Tamas	8/1/2025	Visiting Assistant Professor	Government	Fulltime Faculty	\$	55,000.00
LI	HONG	9/15/2025	Visiting Assistant Professor	Mathematics & Statistics	Fulltime Faculty	\$	47,000.00
Morris	Randa	8/1/2025	Visiting Assistant Professor	Agriculture	Fulltime Faculty	\$	64,000.00
Jones	Gunnar	8/4/2025	Audio-Visual Support Tech	Information Technology-Academic	Fulltime Hourly Staff	\$	45,006.00
Harris	Jessica	8/20/2025	Administrative Coordinator	Agriculture	Fulltime Hourly Staff	\$	39,058.50
Gentry	Keisha	8/5/2025	Paraeducator II	Model Laboratory School	Fulltime Hourly Staff	\$	33,013.50
Maher	Kathrine	9/10/2025	Prog Spec, Ag, Nat Res & Env	Inst of Ag, Natural Res & the Envir	Fulltime Hourly Staff	\$	36,738.00
Centers	April	8/5/2025	Paraeducator I	Model Laboratory School	Fulltime Hourly Staff	\$	30,693.00
Holland	Nancy	8/11/2025	Administrative Professional I	Dean - College of Business	Fulltime Hourly Staff	\$	37,050.00
Dyrssen	Deborah	8/7/2025	Paraeducator II	Model Laboratory School	Fulltime Hourly Staff	\$	37,966.50
Huddle	Abby	9/15/2025	Communications Specialist	Communications and Brand Management	Fulltime Professionals	\$	50,000.00
Hinthorne	Hailee	9/2/2025	Assistant AD Compliance	University Counsel	Fulltime Professionals	\$	60,000.00
Durham	Ethan	8/8/2025	Mgr,Policy Development & Admin	University Counsel	Fulltime Professionals	\$	50,000.00
Moore	Christina	8/5/2025	Coord, First Year Courses	First-Year Courses	Fulltime Professionals	\$	43,888.00
Rainey	lvan	8/1/2025	Director, Player Development	Baseball	Fulltime Professionals	\$	42,000.00
Coleman	Anita	9/22/2025	Marketing Strategist	Enrollment Management Marketing	Fulltime Professionals	\$	51,000.00
Commodor		8/11/2025	Counselor, Central Stu Svcs	Student Financial Assistance-Admin	Fulltime Professionals	\$	40,800.00
Poole	Olivia	9/1/2025	Mgr, Hospitality & Events	Conferencing & Events	Fulltime Professionals	\$	50,000.00
Rice	William	9/15/2025	Web Developer	Information Tech-Administration	Fulltime Professionals	\$	65,000.00
McHone	Kayla	8/18/2025	Academic Advisor	EKU NOVA FY26	Fulltime Professionals	\$	45,500.00
Householde	-	8/4/2025	Prop Development Specialist	Sponsored Programs Administration	Fulltime Professionals	\$	48,500.00
	•					•	

#### New Hires Aug 1, 2025-Sept 30, 2025

Last Name	First Name	New Hire	Position Title	Department	Category	Δn	nual Salary
Biven	Jessica	8/1/2025	MLS OT Asst Program Dir	Model Laboratory School	Fulltime Professionals	\$	57,275.00
Fox	Ashleigh	9/8/2025	Asst Women's Basketball Coach	Basketball-Women	Fulltime Professionals	\$	52,030.00
Miller	Samantha	8/18/2025	Assistant Softball Coach	Softball	Fulltime Professionals	\$	41,000.00
Schrader	Janee	8/4/2025	Prop Development Specialist	Sponsored Programs Administration	Fulltime Professionals	\$	48,500.00
Wetzel	Kayla	8/25/2025	Athletic Trainer Sports Medicine	Sports Medicine	Fulltime Professionals	\$	48,000.00
Cohen	Jaron	9/22/2025	Production Coord/On-Air Host	WEKU Public Radio	Fulltime Professionals	\$	46,692.00
Patrick	Lindsey	8/8/2025	PT Faculty - Online	EKU Online Prgms-Health Sciences	PT Faculty	\$	3,050.00
Pilcher	April	9/15/2025	PT Faculty-On Campus	Instruct-Science, Tech, Eng & Math	PT Faculty	\$	2,814.00
Nowicke	Clinton	8/18/2025	CRN 14388	Instruction - CLASS	PT Faculty	\$	6,000.00
Brock	Shyann	8/18/2025	CRN 10479,10764,10942	Instruct-Science, Tech, Eng & Math	PT Faculty	\$	5,114.25
Heiser	Dustin	8/18/2025	CRN 14392 FSE 365	Fire Protect&Para-Medicine Sciences	PT Faculty	\$	2,814.00
Richardson		8/18/2025	CRN 12447	EKU Online Prgms-CLASS	PT Faculty	\$	3,050.00
Moody	Jessica	8/8/2025	CRN 11774 FSE 230	Instruction-JSMS	PT Faculty	\$	2,556.00
Billings	Brent	8/8/2025	CRN 13856 FSE 223	Instruction-JSMS	PT Faculty	\$	2,814.00
Gershtenso		8/28/2025	CRN 10564	EKU Online Prgms-CLASS	PT Faculty	\$	3,050.00
Spurlock	Tina	8/18/2025	CRN 10818	EKU Online Prgms-CEAHS	PT Faculty	\$	500.00
Farley	Stephen	8/13/2025	CRN 13886, 13891	Instruction - College of Business	PT Faculty	\$	4,619.00
•	Sasha	8/8/2025	CRN 13836 EDF 413	School of Education	PT Faculty	\$	3,050.00
Taylor Feroli	Miles	8/11/2025	PT Faculty - Online	EKU Online Prgms-CLASS	PT Faculty	φ \$	4,000.00
Cole	Teresa	8/21/2025	CRN 14205, 14204 BIO 208	Regional Programming	PT Faculty	φ \$	4,138.51
		8/21/2025	CRN 11984	Instruction - Health Sciences	PT Faculty	φ \$	8,000.00
Monroe	Brittany Christopher		Game Ops	Athletic Broadcasting/Radio	PT Hourly Staff	φ \$	390.00
Zingale Peter	Brooke	8/4/2025	Arlington Server	University Club at Arlington	PT Hourly Staff	φ \$	188.50
Mullins	Parker	9/18/2025	Game Day Operations Staff	Athletic Facilities/Game Operations	PT Hourly Staff	φ \$	390.00
Smith	Dennis	9/11/2025	Game Operations Staff	Athletics Ticket Office	PT Hourly Staff	\$	390.00
	Samantha	9/11/2025	Interpreter - Day	Deaf Student Accessibility Services	PT Hourly Staff	φ \$	1,040.00
Kapsal Johnson	Alexandra	8/15/2025	Game Operations Staff	Athletic Business Office	PT Hourly Staff	φ \$	390.00
Phelps	Dawson	8/5/2025	Flight Instructor	Class Fees - Aviation	PT Hourly Staff	\$	650.00
Wharton	James	9/11/2025	Stage Technician	EKU Center for the Arts	PT Hourly Staff	φ \$	390.00
Turner	Brandon	8/28/2025	Broadcasting	Athletic Business Office	PT Hourly Staff	φ \$	390.00
Judd	Maylee	8/29/2025	ASL Lab Tutor	Dept Amer SL & Interpreter Educat	PT Hourly Staff	φ \$	312.00
Heath	Michael	9/4/2025	Game Operations Staff	Athletic Facilities/Game Operations	PT Hourly Staff	\$	390.00
Kilburn	Mark	9/12/2025	Game Operations Staff	Athletics Ticket Office	PT Hourly Staff	\$	390.00
Hammond	Trevor	9/18/2025	Game Day Operations Staff	Athletic Facilities/Game Operations	PT Hourly Staff	\$	390.00
Berry	Rosetta	8/15/2025	Support Services Associate	Regional Campuses	PT Hourly Staff	\$	390.00
Flowers	Phillip	9/12/2025	Game Day Operations Staff	Athletics Ticket Office	PT Hourly Staff	\$	390.00
McMaine	Leah	9/12/2025	Ticket Office Scanner	Athletics Ticket Office	PT Hourly Staff	Ф \$	390.00
Bowling	Kaitlin	9/15/2025	Intimacy Coordinator	Appalachian Shakespeare	PT Hourly Staff		200.00
Duerson		9/19/2025	Game Operations	Athletic Facilities/Game Operations	PT Hourly Staff	\$ \$	390.00
Ballinger	Jeremiah Tammi	9/3/2025	Model Substitute	Model Laboratory School	PT Professionals	φ \$	390.00
Upchurch		8/14/2025	Model Substitute	Model Laboratory School	PT Professionals	φ \$	-
Harris	Katelyn Donna	8/1/2025	Model Substitute	Model Laboratory School	PT Professionals	φ \$	-
Zanet	Hannah	8/27/2025	Model Substitute	Model Laboratory School	PT Professionals	φ \$	-
Schumache		8/20/2025	Model Substitute	Model Laboratory School	PT Professionals	\$	
	-	8/27/2025				φ \$	-
Thompson Williams	Nicholas Sandra	8/27/2025	Model Substitute  Model - Athletic Trainer	Model Laboratory School  Model Laboratory School	PT Professionals PT Professionals	э \$	-
Bell	Jolan	8/11/2025	Choir and Solo Recital Accompanist	Music	PT Professionals	э \$	800.00
Lamb	Kaity	9/3/2025	Model Substitute	Model Laboratory School	PT Professionals	э \$	500.00
Weis	Jennifer	9/3/2025	Model Substitute  Model Substitute	Model Laboratory School	PT Professionals	э \$	-
AAC12	ופווווופו	31312023	Flodet Substitute	Floder Laboratory School	i i i ioicoolulidlo	φ	-

#### Separations Aug 1, 2025-Sept 30, 2025

Last Name	First Name	Separation	Position Title	<u>Department</u>	<u>Category</u>	Anı	nual Salary
Dunn	Anna	9/6/2025	Executive Director, EKU Online	Academic Affairs	Administrators/Deans	\$	122,400.00
Perry	Christopher	8/8/2025	Assistant Professor	Academic Affairs	Fulltime Faculty	\$	67,366.00
Johnston	James	9/8/2025	Lecturer	Academic Affairs	Fulltime Faculty	\$	48,169.00
Bradley	Raymond	8/4/2025	Power Plant Equipment Operator	Campus Operations	Fulltime Hourly Staff	\$	41,117.00
Fields	Cameron	9/5/2025	Web Developer, Management	Information Technology	Fulltime Hourly Staff	\$	85,468.50
Hensley	Carolan	9/30/2025	Supt Services Associate	Student Success, Opportunity & Engage	Fulltime Hourly Staff	\$	34,963.50
Forte	Mariah	8/1/2025	Paraeducator II	P-12 Programming	Fulltime Hourly Staff	\$	33,013.50
Hall	Carl	9/11/2025	Journeyman Plumber	Campus Operations	Fulltime Hourly Staff	\$	48,838.40
Delaplane	Amy	9/1/2025	Doctoral Internship, EKU CC	Academic Affairs	Fulltime Hourly Staff	\$	37,731.20
Botts	Bryce	9/2/2025	EH&S Specialist	Campus Operations	Fulltime Hourly Staff	\$	43,888.00
Olden	Brandon	8/18/2025	Assistant Coach Track	Intercollegiate Athletics	Fulltime Professionals	\$	-
Peters	Sara	9/26/2025	Asst Director of Development	Development	Fulltime Professionals	\$	57,222.00
Flynn	Ashley	8/20/2025	ETS Associate Director	Stu Success, Opportunity & Engage-Rstr	<b>Fulltime Professionals</b>	\$	51,000.00
Castillo	Laura	8/15/2025	Prog Coordinator, ETS	Stu Success, Opportunity & Engage-Rstr	Fulltime Professionals	\$	48,598.92
McGary	John	9/18/2025	News Reporter, WEKU	Communications and Brand Management	Fulltime Professionals	\$	48,817.00
Glasscock	Gaston	8/31/2025	Director of Baseball Operation	Intercollegiate Athletics	<b>Fulltime Professionals</b>	\$	2,401.50
Brown	Coretta	8/22/2025	Asst Women's Basketball Coach	Intercollegiate Athletics	<b>Fulltime Professionals</b>	\$	74,285.00
Winn	Nave	8/4/2025	Asst Dir, Facility & Game Ops	Intercollegiate Athletics	Fulltime Professionals	\$	-
Knoll	Rachelanne	8/4/2025	Sustainability Manager	Financial Affairs	<b>Fulltime Professionals</b>	\$	-
Hamblin	Tiffany	8/22/2025	Director of Sponsored Programs	Academic Affairs	<b>Fulltime Professionals</b>	\$	84,273.00
Green	Laramie	9/18/2025	Project Manager	Campus Operations	Fulltime Professionals	\$	61,000.00
Zensen	Carrie	8/29/2025	Athletic Trainer Sports Medicine	Intercollegiate Athletics	Fulltime Professionals	\$	48,960.00
Amstutz	Lisa	9/13/2025	Interpreter - Night/Weekend	Student Success, Opportunity & Engage	PT Hourly Staff	\$	1,300.00
Henderson	Sydney	8/2/2025	Arlington Server	Financial Affairs	PT Hourly Staff	\$	188.50
Steele	Camala	8/16/2025	Staff Psychologist	Academic Affairs	PT Hourly Staff	\$	41,616.00
Bueffel	Casey	8/2/2025	Instructor Pilot III	Academic Affairs	PT Hourly Staff	\$	910.00
Clark	Abigail	8/2/2025	Office Associate	University Counsel & Compliance	PT Hourly Staff	\$	312.00
Burton	Henrietta	9/13/2025	Interpreter - Day	Academic Affairs-Restricted	PT Hourly Staff	\$	1,170.00
Hope	Charles	8/20/2025	Athletics Development Liaison	Development	PT Hourly Staff	\$	599.82

#### Council for Academic Affairs

October 30, 2025

1:30 pm, <u>HTTPS://EKU.ZOOM.US/J/9961637897</u>

#### 2025-2026 Membership

- 1. Baggett, Ryan (Graduate Education and Research)
- 2. Bowes, John (Associate Dean, College of Letters, Arts and Social Sciences)
- 3. Goodman, Elizabeth (mary goodman20@mymail.eku.edu) (SGA Representative)
- 4. Harrel, Sherry (Associate Dean, College of Science, Technology, Engineering, and Mathematics)
- 5. Howell, Matthew (Faculty Senate Vice Chair)
- 6. Howell, Dana (Associate Dean, College of Health Sciences)
- 7. Hunt, Scott (Associate Dean, College of Justice and Safety)
- 8. Isaacs, Trish (Associate Dean, College of Business)
- 9. Lewis, Zac (University Registrar)
- 10. Liddell, Erik (Honors Program)
- 11. Miller, Bethany (Chief Data and Reporting Officer)
- 12. Poffenberger, Abbey (Chair of Chairs Council)
- 13. Rutland, Julie (College of Education and Applied Human Sciences)
- 14. Smith, Kelly (Director of Collections and Discovery, Libraries)
- 15. Wies, Jennifer (Associate Provost and Chair)

#### Non-Voting Members

Schumacher, Matt (Executive Director of Enrollment Systems)

Cox, Lisa (Director, Articulation and Transfer Systems)

#### Observers

Cristello, Justin (Director of Financial Aid)

Kasitz, Dee Dee (Director of Academic Compliance & Process)

#### Agenda

#### Approval of June 19, 2025 Minutes:

https://docs.google.com/document/d/1Ktp4vzy0V-

<u>gBo3x8meQ3m7gaAoXjO7QY/edit?usp=drive\_link&ouid=106589703468686964752&rtpof=true&sd=true</u>

#### **Discussion Items**

- 1. Essential Education Proposal
  - a. <a href="https://drive.google.com/file/d/1gf110pq21W8Csn7asD7A8WW1fGmU01fM/view?usp=drive-link">https://drive.google.com/file/d/1gf110pq21W8Csn7asD7A8WW1fGmU01fM/view?usp=drive-link</a>)
- 2. EKU Syllabus Template (guest: Lisa Blue)

a. <a href="https://docs.google.com/document/d/1Goad-W1BjbQQM55O0xel9sxaLaVF4Dx0/edit?usp=drive\_link&ouid=1065897034686">https://docs.google.com/document/d/1Goad-W1BjbQQM55O0xel9sxaLaVF4Dx0/edit?usp=drive\_link&ouid=1065897034686</a> 86964752&rtpof=true&sd=true

#### Curriculum Agenda (see corresponding agenda for each college)

- 1. College of Letters, Arts, and Social Sciences
  - a. Approval agenda
  - b. Notification items
- 2. College of Science, Technology, Engineering, and Mathematics
  - a. Approval agenda
  - b. Notification items
- 3. College of Education and Applied Human Sciences
  - a. Notification items
- 4. College of Justice, Safety, and Military Science
  - a. Notification items
- 5. College of Business
  - a. Notification items
- 6. College of Health Sciences
  - a. Notification items
- 7. Academic Affairs
  - a. No items



#### **EASTERN KENTUCKY UNIVERSITY**

521 Lancaster Avenue; Roark 106 Richmond, KY 40475-3102

Dr. John P. Bowes, Associate Dean

Phone: (859) 622-6765 Email: john.bowes@eku.edu

TO: Dr. Jennifer Wies, Council on Academic Affairs

**FROM:** Dr. John P. Bowes, Associate Dean

College of Letters, Arts, and Social Sciences

**DATE:** October 22, 2025

**SUBJECT:** CLASS Agenda for CAA

Please accept the following proposals from the College of Letters, Arts, and Social Sciences for consideration at the CAA meeting on October 30, 2025.

#### **APPROVAL AGENDA CURRICULUM PROPOSALS**

#### **Department of English**

#### **Program Closure**

English & History Teaching, BA

#### **School of Music**

#### **New Course**

MUS 255: Reactivate the old course number to use for a different genre of band ensemble.

#### NOTIFICATION AGENDA ROUTINE CURRICULUM PROPOSALS

#### **Department of English**

#### **Course Revision**

APP 365, APP 375, APP 420, ENG 300, ENG 359, ENG 409, ENG 530, ENW 810: Editorial; Correct typo in course description.

#### **Editorial**

APP (various, see attachment): Update department code from ENTH to ENGL. ENG (various, see attachment): Update department code from ENTH to ENGL.

#### **Program Revision**

English, BA: Update required curriculum.

English Teaching, BA: Update required curriculum.

#### **Department of Government**

#### **Course Revision**

POL 101, POL 250, POL 374, POL 466A, POL 871: Editorial; Correct typo in course description.

#### **Program Revision**

Public Administration, minor: Add POL 331 to approved electives and remove POL 565.

#### **Department of HPRS**

#### **Course Revision**

AFA 200, AFA 349, HIS 102, HIS 103, HIS 802C, PHI 130, REL 301: Editorial; Correct typo in course description.

#### **Department of LCAS**

#### **Course Revision**

ANT 201, ANT 341, ANT 375, CHN 101, HUM 300, SOC 135, SPA 380, SPA 381: Editorial; Correct typo in course description.

ANT 306: Editorial; Rephrase course description.

SOC 232, SOC 245, SOC 300, SOC 310, SOC 320, SOC 322, SOC 330, SOC 350, SOC 383: Update prerequisite.

SOC 330S: Update prerequisite and course description.

SOC 365, SOC 370: Update course recommendation.

SOC 375, SOC 399, SOC 400, SOC 420, SOC 425: Update prerequisite and course recommendation.

#### **Department of Psychology**

#### **Course Revision**

ANS 350, PSY 333, PSY 437, PSY 802, PSY 803, PSY 805, PSY 815, PSY 843, PSY 850: Editorial; Correct typo in course description.

#### **Department of Social Work**

#### **Course Revision**

SWK 354, SWK 365, SWK 420: Editorial; Correct typo in course description.

#### **Program Revision**

Leadership Management, University Certificate: Remove courses no longer offered; replace with new courses.

Social Advocacy and Justice, University Certificate: Remove courses no longer offered; replace with new courses.

Addictions Intervention, University Certificate: Remove one elective option.

Child and Family Services, University Certificate: Update language and remove one elective option.

Mental Health, University Certificate: Remove one elective option.

Master of Social Work: Update required hours; remove courses and add new courses.

#### **School of Art**

#### **Course Revision**

AED 360, ART 335, ART 341, ART 344, DES 250: Editorial; Correct typo in course description.

#### **School of Communication**

#### **Course Revision**

BEM 349, BEM 349A, BEM 396, BEM 499, PUB 320, PUB 349, PUB 349A, PUB 390, PUB 410: Editorial; Correct typo in course description.

BEM 350 and BEM 351: Update course title.

#### **School of Music**

#### **Course Drop**

MUS 101, MUS 149, MUS 161

#### **Course Revision**

THE 135 and THE 349: Editorial; Correct typo in course description.

MUS 107, 108: Update enrollment restriction.

MUS 110, 111, 210, 211: Update course title and description.

MUS 117, 118: Update Banner restrictions and course description.

MUS 230: Update course title.

MUS 253, 254: Increase repeat limit.

MUS 256, 383, 285: Update course description.

MUS 300, 391, 499, 516, 717: Correct typo in course description.

MUS 354: Update pre-req, enrollment restrictions, and completions.

MUS 366, 426: Update pre-requisites.

MUS 384: Update pre-req and enrollment restrictions.

MUS 435, 454, 483: Update pre-reg and course description.

MUS 449: Update course credit offering.

MUS 455A, 455B: Update pre-req and repeat limit.

MUS 457: Update pre-req, course description, and enrollment restriction.

#### **Women and Gender Studies**

#### **Course Revision**

WGS 349, WGS 365, WGS 380, WGS 400, WGS 592: Editorial; Correct typo in course description.

## **ENGL Course List – Editorial Revisions**

20. ENG 306 21. ENG 308 22. ENG 310 23. ENG 311 24. ENG 312 25. ENG 313 26. ENG 334 27. ENG 335 28. ENG 337 29. ENG 340 30. ENG 343 31. ENG 345 32. ENG 346 33. ENG 347 34. ENG 349 35. ENG 350

36. ENG 351 37. ENG 352 38. ENG 353 39. ENG 359 40. ENG 361 41. ENG 362 42. ENG 363 43. ENG 364 44. ENG 365 45. ENG 367 46. ENG 386 47. ENG 400 48. ENG 406 49. ENG 407 50. ENG 408 51. ENG 409 52. ENG 410 53. ENG 420 54. ENG 430 55. ENG 490

#### APP:

1.	APP 200		
2.	APP 340		
3.	APP 350		
4.	APP 355		
5.	APP 360		
6.	APP 365		
7.	APP 366		
8.	APP 373		
9.	APP 375		
10	. APP 420		
11	. APP 430		
12	. APP 460		
13	. APP 490		
14	. APP 520		
15	. APP 720		
ENG:			
1.	ENG 100		
2.	ENG 101		
3.	ENG 101R		
4.	ENG 101RZ		
5.	ENG 101Z		
6.	ENG 102		
7.	ENG 102R		
8.	ENG 105		
	ENG 106		
	. ENG 200		
	. ENG 201		
	. ENG 211		
_	. ENG 212		
	. ENG 299		
	. ENG 300		
	. ENG 300S		
	. ENG 301		
	. ENG 302		
19	. ENG 303		

## CLASS Curriculum Committee

<b>~</b>	40	2025
October	13.	2025

56. ENG 491

57. ENG 495

58. ENG 500

59. ENG 502

60. ENG 503

61. ENG 510

62. ENG 515

63. ENG 520

64. ENG 530

65. ENG 550

66. ENG 700

67. ENG 702

68. ENG 703

69. ENG 710

70. ENG 715

\_. \_...

71. ENG 720

72. ENG 730

73. ENG 750

74. ENG 800

75. ENG 801

76. ENG 803

77. ENG 804

78. ENG 805

79. ENG 806

80. ENG 807

81. ENG 808

82. ENG 810

83. ENG 812

84. ENG 814

85. ENG 827

86. ENG 830

87. ENG 833

88. ENG 839

89. ENG 839B

90. ENG 840

91. ENG 850

92. ENG 860

93. ENG 863

94. ENG 870

95. ENG 880

96. ENG 898



#### EASTERN KENTUCKY UNIVERSITY

Serving Kentuckians Since 1874

College of Science, Technology, Engineering, and Mathematics Office of the Dean Phone: (859) 622-1405 1228 Science Building 521 Lancaster Avenue Richmond, Kentucky 40475 www.stem.eku.edu

To: Council on Academic Affairs

**FROM:** Dr. Harrel, Associate Dean, College of STEM **RE:** STEM items for consideration at CAA, Nov 13, 2025

#### **Approval items**

#### **Department of Agriculture**

AGR 580 Lactation Physiology, New Course AGR 780 Lactation Physiology, New Course AGR 521 Nutrient Metabolism, New Course AGR 721 Nutrient Metabolism, New Course AGR 550 Ag Policy, New Course AGR 750 Ag Policy, New Course

#### **Department of Computer Science and Information Technology**

CERTU-GAMD Certificate in Game Design, closure

#### **Department of Engineering and Technology**

EGR 306: Electrical Circuits and Systems for Engineers, New course

EGR 307: Thermal Systems Engineering, New course EGR 308: Fluid Systems Engineering, New course EGR 310: Engineering Computation, new course EGR 349: Engineering Internship/Co-op, New course

#### **Notification items**

#### **Department of Agriculture**

Changing Courses from AGNE to AGRI (Editorial clean up to get all of our courses under AGRI):

AGR 105, 111, 125, 126, 130, 131, 170, 213, 215, 216, 250, 255, 300, 301, 302, 302A, 302B, 302C, 302D, 302E, 302F, 304, 305, 308, 310, 311, 312, 318, 319, 326, 327, 328, 329, 330, 332, 340, 345, 349, 350, 362, 372, 374, 375, 376, 377, 380, 381, 383, 390, 401, 404, 409, 410, 411, 416, 430, 440, 499, 501, 509, 520, 570, 577, 701, 709, 720, 770, 777, 807

OHO 115, 131, 132, 301, 304, 349, 351, 353, 354, 364, 365, 366, 368, 370, 391, 410, 498, 499

AGR 301, *Directed Work Experience*, moving to variable credit rather than multiple sections AGR 302, *Management Practicum*, moving to variable credit rather than 3 credit hours

#### Course name changes

OHO 362E to 362, Floral Design Option

OHO 372, Selling Green: Marketing Horticulture Goods

OHO 373, Growing Value: Horticulture Fruit Production

OHO 375, Cost Estimating & Installation of Gardens

OHO 388, Greenhouse Nursery Mgmt

OHO 392, Horticulture Structures

#### Course drops

OHO 131 and 132, Plant Science and Plant Science Lab

OHO 362, Topics in Landscape Gardening

OHO 362G, Problems of Golf Course Operation Option

OHO 374, Vegetable Production

AGR 490, On-Farm Dairy Evaluation

AGR 421, Nutrient Metabolism

AGR 850, Ag Policy

OHO 366, Ornamental Horticulture, Sub course revision. This course is being renamed and redesigned in response to recommendations from our Agriculture Advisory Council.

BS Agriculture, program revision: Revise Greenhouse production and Turfgrass Management concentration in BS Ag. into 1 concentration called Plant Science: Landscape Garden Design, and Turf Management

#### **Department of Biological Sciences**

MS Biology, add "AGR" to the Elective options in both the Thesis Based and Project-based Options.

#### **Department of Computer Science and Information Technology**

CSC 545: Theory of Database Systems, prereq revision

MIS 335: Database Management, add credit not awarded statement

CSC 313: Database Systems, prereq revision

MS Computer Science, program revision, inactivate Game Design concentration

#### **Department of Engineering and Technology**

Course revision to new prefix (EGR):

EGR 105, Engineering: Design, Ethics, and Societal Impacts

EGR 201, Metallic Material Processes

EGR 202, Statistical Quality Control

EGR 301, Non-Metallic Material Processes

EGR 407, Engineering Project Management

EGR 498, Senior Capstone Design Project I

EGR 499, Senior Capstone Design Project II

#### **Department of Mathematics and Statistics**

Remove from catalog/course drops:

MAT 112, 112AP, 112BP, 115, 116 and STA 382.

#### College of STEM

Preprofessional health minor, routine revision and cleanup



TO: Council on Academic Affairs

FROM: Dr. Julie Rutland, CEAHS Assistant Dean

DATE: October 23, 2025

SUBJECT: CEAHS Agenda for CAA

Please accept the following proposals from the College of Education and Applied Human Sciences for consideration at the October 30, 2025, CAA meeting.

#### **Notification Memo to CAA**

#### **School of Applied Human Sciences**

The College of Education and Applied Human Sciences (CEAHS) will include the addition of the School of Applied Human Sciences, effective July 1, 2026. The School of Applied Human Sciences will include the existing Department of Applied Human Sciences and the Department of Clinical Therapeutic Programs.

College of Education & Applied Human Sciences Office of the Dean eku.edu/ceahs

421 Combs Building 521 Lancaster Avenue Richmond, KY 40475-3102 (859) 622-3515

#### **MEMORANDUM**

**TO:** Council on Academic Affairs

**FROM:** Dr. Elizabeth Smith, Dean, College of Education and Applied Human Sciences

**DATE:** August 26, 2025

**SUBJECT:** Administrative Reorganization of the College of Education & Applied Human Sciences

to include a School of Applied Human Sciences

The College of Education and Applied Human Sciences (CEAHS) will include the addition of the School of Applied Human Sciences, effective July 1, 2026. The School of Applied Human Sciences will include the following existing departments: Department of Applied Human Sciences; Department of Clinical Therapeutic Programs.



#### MEMORANDUM

TO: Council on Academic Affairs

FROM: Dr. Trish Isaacs, Associate Dean

College of Business

DATE: October 22, 2025

SUBJECT: Curriculum Proposal(s)

Please consider the following curriculum proposal(s) from the College of Business at your next meeting:

## **College of Business Notification Agenda**

## **Program Revisions**

- Accounting 3+2
  - a) Adding ACC 790 as an option
- Management BBA
  - a) Adding the word "Integrated" to the Management concentration

#### Certificate Revisions

- Accounting, University Certification:
  - a) Update- MAT 112A and MAT 112B or MAT 112
- GSCM, University Certificate
  - a) Updating to include BUS 101 as it is currently a hidden prerequisite

#### **Course Revisions**

- BUS 306 Essentials of Supply Chain Mgt:
  - a) Updating from Sophomore to Junior standing
- MKT 508 Sales Management
  - a) Updating prerequisites and course description
- MKT 555 Marketing Research and Analysis
  - a) Updating prerequisites and course description

521 Lancaster Avenue, BTC 214 Richmond, KY 40475 859-622-8111 tom.martin@eku.edu



- MKT 556 Qualitative Research in Marketing
  - a) Updating prerequisites and course description
- MKT 557 Experimental Design for Marketing
  - a) Updating prerequisites and course description
- MKT 570 Advanced Sales & Negotiations
  - a) Updating prerequisites and course description
- MKT 740 Business-to-Business Sales and Marketing
  - a) Updating prerequisites and course description
- MKT 755 Marketing Research and Analysis
  - a) Updating prerequisites and course description
- MKT 756 Qualitative Marketing in Research
  - a) Updating prerequisites and course description
- MKT 757 Experimental Design for Marketing
  - a) Updating prerequisites and course description
- MKT 770 Advanced Sales & Negotiations
  - a) Updating prerequisites and course description
- RMI 280 Personal Insurance
  - a) Revising the course description

#### **Editorial Corrections**

- ACC 200 Survey of Accounting
- ACC 322S Tax I
- ACC 440 Legal Aspects of Accounting
- ACC 527 Adv. Mgmt. Accting. Seminar
- ACC 590 Special Topics in Accounting
- ACC 721 Govt. & Not-for-Profit Acct
- ACC 727 Adv. Mgmt. Accting. Seminar
- BUS 204 Fundamentals of Business Law and Ethics
- BUS 206 Fund of Prob Solving w Excel
- BUS 207 Fund of Interpersonal Bus Comm
- BUS 209 Fund of Fin & Mgr. Accounting
- BUS 301 Essentials of Formal Communication
- BUS 304 Essentials of MIS
- BUS 302 Essentials of Finance
- FIN 420 Investment & Portfolio Theory
- MBA admission requirements
- MBA 871 Managerial Communication
- MBA 874 Data Analytics for Managers
- MGT 205 Analysis of the Golf Swing



- MGT 301 Principles of Management (NB
- MGT 452 Online Managerial Communications
- MGT 454 International Business Communication
- MGT 456 Emerging Technologies in Business
- MGT 458 Integrated Corporate Communication
- MKT 301 Principles of Marketing (NB)
- MKT 540 Business-to-Business Sales and Marketing

TO: Dr. Jennifer Wies, Council on Academic Affairs

FROM: Dr. Dana Howell, Interim Associate Dean, College of Health Sciences

**DATE:** October 23, 2025

**SUBJECT:** Curriculum Proposals

Please accept these changes from the College of Health Sciences at the next CAA meeting on October 30, 2025.

## Approval Agenda

None

## Notification Agenda

#### **Routine and Editorial Revised Courses**

#### **Department of Occupational Science/Occupational Therapy**

OTS 903 Capstone I: Project Development: replace prerequisite course OTS 902 with OTS 901 OTS 905 Applied Leadership Experience: replace prerequisite course OTS 902 with OTS 901 OTS 906 OTD Capstone: remove portfolio from course description

#### **School of Nursing**

NSC 884 PMHNP III: Extend from 7 weeks to a full semester course

#### **Department of Parks, Recreation, Exercise & Sport Science**

REC 200: remove diversity from course title and description per Provost for compliance

#### Department of Environmental & Public Health, Administration & Medical Sciences

All courses were changed in CIM to move from PCHL to EPAM prefix

Typos in course descriptions corrected:

ATR 330; EHS 300; EHS 330W; EHS 380; EHS 510; EHS 840; EHS 865; ESS 400; ESS 790; ESS 839; ESS 850; ESS 897; HEA 349; HEA 455; HEA 592; HEA 593; HEA 792; HSA 407; HSA 413; MLS 441; NSC 380C; NSC 445; NSC 496; OTS 715; OTS 882; OTS 899C; OTS 903; OTS 911; REC 110; REC 250; REC 516; REC 825; REC 897

#### **Routine Revised Programs**

#### **Department of Occupational Science/Occupational Therapy**

347: Remove the professional portfolio from the professional and post-professional concentrations of the Doctor of Occupational Therapy (OTD) as an exit requirement.

#### **School of Nursing**

341: Revise the admission criteria for the AASN to state "Students must be 18 years of age to participate in clinical placements. Pre-requisite and pre-nursing coursework may be completed prior to age 18."

370: Revise the admission criteria for the BSN to state "Students must be 18 years of age to participate in clinical placements. Pre-requisite and pre-nursing coursework may be completed prior to age 18."

#### 1

# 170: ENGLISH & HISTORY TEACHING, BACHELOR OF ARTS (B.A.)

#### In Workflow

- 1. ENGL Curriculum Committee (heather.fox@eku.edu; charlotte.rich@eku.edu)
- 2. CL Curriculum Committee (megan.estes@eku.edu; john.bowes@eku.edu)
- 3. Teacher Education Committee (ginger.cottrell@eku.edu; julie.rutland@eku.edu)
- 4. Registrar (zac.lewis@eku.edu)
- 5. Council of Academic Affairs (zac.lewis@eku.edu; dan.hendrickson@eku.edu; jennifer.wies@eku.edu)
- 6. EKU BoR (zac.lewis@eku.edu)

## **Approval Path**

1. Tue, 14 Oct 2025 15:19:51 GMT

Heather Fox (heather.fox): Approved for ENGL Curriculum Committee

2. Tue, 14 Oct 2025 15:28:10 GMT

John Bowes (john.bowes): Approved for CL Curriculum Committee

3. Wed, 22 Oct 2025 12:30:42 GMT

Ginger Cottrell (ginger cottrell): Approved for Teacher Education Committee

## **History**

- 1. Sep 27, 2024 by clmig-ttaylor
- 2. Jun 12, 2025 by Heather Fox (heather.fox)
- 3. Jul 16, 2025 by Aaron Reeder (aaron.reeder)
- 4. Jul 16, 2025 by Aaron Reeder (aaron.reeder)

#### **Program Inactivation Proposal**

Date Submitted: Tue, 14 Oct 2025 15:18:25 GMT

Viewing: 170: English & History Teaching, Bachelor of Arts (B.A.)

Last approved: Wed, 16 Jul 2025 13:31:06 GMT

Last edit: Tue, 14 Oct 2025 15:18:24 GMT Changes proposed by: Heather Fox (heather.fox)

**Effective Catalog Edition** 

2026-2027

#### **Rationale for Inactivation**

The program was closed at the University level during the 2024-2025 program review process.

#### **Program Information**

#### **Program Title**

English & History Teaching, Bachelor of Arts (B.A.)

#### **Effective Catalog Edition**

2026-2027

#### **Program Code**

**BA ENHT** 

#### Department

English

#### College

College of Ltrs, Arts, SocSci

#### **Academic Level**

Undergraduate

#### **Degree Type**

Bachelor's

#### Modality

On Campus

#### Does this course require Teacher Education Approval

Yes

## The projected cost (or savings) of this proposal is as follows:

**Personnel Impact:** 

none

**Operating Expenses Impact:** 

none

**Equipment/Physical Facility Needs:** 

none

**Library Resources:** 

none

## **Program Quality and Student Success**

#### **Program Learning Outcomes**

	Outcomes
1	demonstrate knowledge of English content areas: literature, language, and composition;
2	demonstrate knowledge of U.S. history, European history, and selected aspects of non-Western history;
3	demonstrate their ability to communicate effectively in oral and written form;
4	demonstrate the ability to analyze texts, including primary and secondary sources, and to produce texts; and
5	execute a major research project using both primary and secondary sources.

#### **CIP Code**

13.9999 - Education, Other.

#### **Program Requirements/Curriculum**

CIP Code: 13.0301

Major

Code	Title	Hours
University Graduation Requirement	ents	
General Education (https://catal	ogs.eku.edu/undergraduate/general-academic-information/general-education-requirements/)	36
GSD 101	Foundations of Learning	3
Upper division courses (42 hrs. o	listributed throughout Major/Supporting/Gen Ed/Free Electives categories)	
Major Requirements		
Core Courses		
ENG 303	Advanced Composition for Teachers	3
ENG 312	British and American Literature Survey I	3
ENG 313	British and American Literature II	3
ENG 405	Introduction to Composition	3
ENG 410	Grammar, Traditional and Modern	3
ENG 440	Young Adult Literature	3
ENG 474	Shakespeare	3
ENG 299	Research in History & English	3
HIS 302A	Research Topics in History:	3
or HIS 302B	Research Topics in History:	
or HIS 302C	Research Topics in History:	
HIS Areas		

#### HIS Area I-U.S.:

Tilo Alea I O.S		
Choose from one of the	•	3
HIS 300A	Topics in U.S. History:	
HIS 302A	Research Topics in History:	
HIS 303	Women in American History	
HIS 304	Slavery in the Americas	
HIS 305	African-American History	
HIS 307	Religion in American History	
HIS 309	Native Americans since 1830	
HIS 312A	Independent Study in History:	
HIS 319	Topics in 20th Century U.S. History:	
HIS 401	American Colonial Period	
HIS 402	Revolutionary America	
HIS 405	America's Western Histories	
HIS 413	Cold War U.S., 1945-1991	
HIS 416	Kentucky History	
HIS 420	Appalachia in U.S. History	
HIS 424	Slavery, the Civil War, and Reconstruction	
HIS 435	U.S. Civil Rights Movement	
HIS Area II-Europe:	•	
Choose from one of the	e following:	3
HIS 300B	Topics in European History	
HIS 302B	Research Topics in History:	
HIS 310	History of Science	
HIS 312B	Independent Study in History:	
HIS 336	Greco-Roman Civilization	
HIS 339	The Dark Ages Illuminated	
HIS 343	The Renaissance & Reformation	
HIS 351	Topics in English History:	
HIS 359	Topics in Modern European History:	
HIS 361	Topics in the History of Eurasia:	
HIS 365	Russia-Revolutions & Reform	
HIS Area III-Non-Wester		
Choose from one of the		2
HIS 300C	Topics in Non-Western History:	3
	•	
HIS 302C	Research Topics in History: Native Americans to 1830	
HIS 308		
HIS 312C	Independent Study in History:	
HIS 321	Islamic Societies to 1800	
HIS 322	History of the Modern Middle East	
HIS 324	Iran- State, Religion & Society	
HIS 331	Topics in Ancient Egypt/Near Eastern History:	
HIS 370	World History Since 1945	
HIS 374	East Asian History to 1600	
HIS 376	Japan-Samurai to Superpower	
HIS 379	China- Empire and Revolution	
HIS 384	Modern Latin America Modern Latin America	
HIS 385	Early African History	
HIS 386	Modern African History	
Supporting Course Requ	uirements c	
ECO 120	Economic Reasoning and Issues (Element 5B) <sup>G</sup>	
ENG 211	Survey of World Literature I (Element 3B) <sup>G</sup>	
ENG 335	Modern Drama (Element 3A) <sup>G</sup>	
ENG 361	African-American Literature (Element 3B) <sup>G</sup>	
or ENG 362	North American Native Literature	
or ENG 364	Women's Literature	
or ENG 365	Appalachian Literature	
	104	

#### 170: English & History Teaching, Bachelor of Arts (B.A.)

GEO 210	Introduction to Physical Geography (Element 4) <sup>G</sup>	
HIS 101	World Topics Since 1500:	3
HIS 102	American Civilization to 1877	3
HIS 103	American Civilization Since 1877	3
MAT 105	Mathematics with Applications (or higher) (Element 2) <sup>G</sup>	
or STA 215	Introduction to Statistical Reasoning	
POL 101	Introduction to American Government (Element 5A) <sup>G</sup>	
POL 212	Introduction to Comparative Politics (Element 5B) <sup>G</sup>	
or POL 220	Introduction to World Politics	
Professional Education Requ	irements	
EDC 300	Differentiation in Inclusive Classrooms	3
EDF 203	Educational Foundations	3
EDF 204	Emerging Instructional Technologies	
EDF 219	Human Development and Learning	3
EDF 413	Assessment in Education	
EMS 300	Curriculum and Instructional Design	3
EMS 474	Disciplinary Literacy	3
ESE 543	Teaching of Language Arts in the Secondary School	3
ESE 549	Teaching Social Studies in the Secondary School	
SED 104	Special Education Introduction	3
Clinical Experiences:		
CED 100	Clinical I: Introduction to the Education Profession	0.5
CED 200	Clinical II: Understanding the Learner	0.5
CED 300	Clinical III: Curriculum and Instructional Design	0.5
CED 400	Clinical IV: Diagnosis and Prescription	0.5
CED 450	Clinical V: Practicing Teaching	1
CED 499	Clinical VI: The Professional Semester	9
Exit Requirements		
PRAXIS Examination		
	and take the PRAXIS exam which correlates to their degree program, per College of Education exam must be taken prior to student teaching.	

G Course also satisfies a General Education element. Hours are included within the 36 hours in General Education.

**PRAXIS Disclaimer.** Kentucky educator certification requirements are subject to change. Before registering for the test(s), please check the Education Professional Standards Board website at www.epsb.ky.gov (http://www.epsb.ky.gov) for current test requirements and current cut scores. You may also contact the Division of Educator Preparation, Assessment, and Internship at (502) 564-5789.

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## **Learning Outcomes Display (show only)**

Course Code	PLO 1	PLO 2	PLO 3	PLO 4	PLO 5		
Warning! Unable to parse program body. Data Invalid: Area header row cannot be followed by indented row.							

Are there additional admission requirements above and beyond school admission requirements?

Yes

**Total Hours** 

#### **Supporting Documentation**

Teach Out Plan for BA in English & History Teaching .docx ENHT Program Closure Template.docx

Key: 170

#### 1

## 214: GAME DESIGN, UNIVERSITY CERTIFICATE

## In Workflow

- 1. CSIT Curriculum Committee (eugene.styer@eku.edu; kuangnan.chang@eku.edu; rendong.bai@eku.edu; vigs.chandra@eku.edu; anastasia.kazadi@eku.edu; lan.kong@eku.edu; shuangteng.zhang@eku.edu)
- 2. ST Curriculum Committee (sarah.adams@eku.edu; sherry.harrel@eku.edu)
- 3. Grad Committee (holly.argo@eku.edu)
- 4. Registrar (zac.lewis@eku.edu)
- 5. Council of Academic Affairs (zac.lewis@eku.edu; dan.hendrickson@eku.edu; jennifer.wies@eku.edu)
- 6. EKU BoR (zac.lewis@eku.edu)

## **Approval Path**

- 1. Thu, 18 Sep 2025 20:02:14 GMT Eugene Styer (eugene.styer): Approved for CSIT Curriculum Committee
- Mon, 13 Oct 2025 18:29:05 GMT Sarah Adams (sarah.adams): Approved for ST Curriculum Committee
- 3. Fri, 24 Oct 2025 17:32:28 GMT Holly Argo (holly.argo): Approved for Grad Committee

## **History**

- 1. Sep 27, 2024 by clmig-ttaylor
- 2. Mar 11, 2025 by Aaron Reeder (aaron.reeder)
- 3. Jul 23, 2025 by Sherry Harrel (sherry.harrel)

#### **Program Inactivation Proposal**

Date Submitted: Thu, 18 Sep 2025 20:02:00 GMT

Viewing: 214 : Game Design, University Certificate Last approved: Wed, 23 Jul 2025 18:27:37 GMT Last edit: Thu, 18 Sep 2025 20:01:59 GMT

Changes proposed by: Eugene Styer (eugene.styer)

**Effective Catalog Edition** 

2026-2027

#### **Rationale for Inactivation**

Low Enrollment

#### **Program Information**

#### **Program Title**

Game Design, University Certificate

#### **Effective Catalog Edition**

2026-2027

#### **Program Code**

CERTU\_GAMD

#### **Department**

Computer Sci & Info Tech

#### College

College of STEM

#### **Academic Level**

Graduate

#### **Degree Type**

Certificate

#### 214: Game Design, University Certificate

#### Modality

On Campus

Does this course require Teacher Education Approval

Nο

2

## The projected cost (or savings) of this proposal is as follows:

**Personnel Impact:** 

NA

**Operating Expenses Impact:** 

NΑ

**Equipment/Physical Facility Needs:** 

NΑ

**Library Resources:** 

NA

**CIP Code** 

11.0204 - Computer Game Programming.

#### **Program Requirements/Curriculum**

CIP Code: 11.0204

Code	Title	Hours
Certificate Requirements		
INF 711	Princ of Game Des and Gam Theo	3
INF 712	Game Production and Publicatio	3
INF 713	Online Game and App Design	3
INF 715	Special Topics in Gaming:	3
Total Hours		12

Are there additional admission requirements above and beyond school admission requirements?

No

Key: 214

#### I. Approval of Degree Candidates for Fall 2025

#### II. Issue

The Board of Regents should formally confirm and confer the degrees for the candidates who have completed degree requirements for Fall 2025.

#### III. Background

Candidates for degrees must meet the requirements of their respective academic programs. All degree requirements are verified by the appropriate Academic Departments and Colleges, as well as the Office of the Registrar, and recommended by the Provost and Senior Vice President for Academic Affairs for the Fall 2025 graduates. Candidates for degrees are hereby submitted to the Board for the formal vote of the confirmation of conferral of degrees pursuant to KRS 164.350(1)(d).

#### IV. Alternatives

While the conferral of degrees is vested in the Board of Regents, as these students have met the various academic requirements, the conferral of these degrees should be confirmed.

#### V. President's Recommendation

Based upon recommendations from the appropriate Chairs, Deans, Office of the Registrar, and the Provost and Senior Vice President for Academic Affairs, the President recommends the formal confirmation of the Board of Regents of the conferral of degrees for Fall 2025 graduates who have met or will meet degree requirements with a conferral date of December 6, 2025.

## I. Approval of Degree Candidates for Winter 2025

#### II. Issue

The Board of Regents should formally confirm and confer the degrees for the candidates who have completed degree requirements for Winter 2025

## III. Background

Candidates for degrees must meet the requirements of their respective academic programs. All degree requirements are verified by the appropriate Academic Departments and Colleges, as well as the Office of the Registrar, and recommended by the Provost and Senior Vice President for Academic Affairs for the Winter 2025 graduates. Candidates for degrees are hereby submitted to the Board for the formal vote of the confirmation of conferral of degrees pursuant to KRS 164.350(1)(d).

## IV. Alternatives

While the conferral of degrees is vested in the Board of Regents, as these students have met the various academic requirements, the conferral of these degrees should be confirmed.

### V. President's Recommendation

Based upon recommendations from the appropriate Chairs, Deans, Office of the Registrar, and the Provost and Senior Vice President for Academic Affairs, the President recommends the formal confirmation of the Board of Regents of the conferral of degrees for Winter 2025 graduates who have met or will meet degree requirements with a conferral date of January 16, 2026.

#### **Recommended Sabbatical Leaves, 2026-2027**

Per Academic Regulation 4.7.2ACR, Sabbaticals, "a faculty member who is approved for a sabbatical is expected to carry out the plan set forth in the application and forward a comprehensive report to the dean of the college identifying the accomplishments within ninety (90) days from the completion of the sabbatical and to submit for publication, if appropriate, the findings of the sabbatical within one year."

Name Department Timeframe

Dr. Renee Causey-Upton Occupational Sciences/Occupational Therapy, CHS Fall 2026, full-time

With the proposed sabbatical project, Dr. Causey-Upton will investigate factors that predict student performance in the combined Bachelor of Science in Occupational Science – Doctor of Occupational Therapy program.

**Dr. Carl Root** Justice Studies, CJSMS Spring 2027, full-time

The proposed sabbatical project will allow Dr. Root to significantly enhance four of his frequently taught courses in Criminal Justice and Police Studies through systematic updates to content, assignments, and delivery methods. His work will focus on creating more engaging and interactive learning experiences for both online and in-person students while aligning course design with institutional goals for recruitment, retention, and student success.

**Dr. Pete Kraska** Justice Studies, CJSMS Fall 2026, full-time

The proposed sabbatical project by Dr. Kraska is a book-length study that builds on over three decades of research and examines how controversial tactics such as no-knock raids have moved into a broader governance model reshaping democratic accountability, civil-military relations, and community life.

**Dr. Nathan Siler** ICCA-Music, CLASS Spring 2027, full-time

The proposed sabbatical project by Dr. Siler will focus on preparing for publication at least eight new editions and arrangements of seventeenth-century chamber music featuring the trombone.

**Dr. Mina Yazdani** History, Philosophy, & Religious Studies, CLASS Fall 2026, full-time

Dr. Mina Yazdani seeks sabbatical leave to complete her monograph, *Religious Contentions in Modern Iran:* 1880–1941. The monograph spans seven chapters and builds on work completed during a previous sabbatical. Dr. Yazdani plans to revise the full manuscript, update historiographical references, and prepare the work for publication.

**Dr. Jose-Juan Gomez-** Languages, Cultural Studies, Anthropology, & Spring 2027, full-time **Becerra** Sociology, CLASS

The proposed sabbatical project by Dr. Gomez-Becerra will focus on advancing a research manuscript examining Mexican American (Chicana/o) space, place, and identity as expressed through Spanish-language theatre in the United States.

### **Prof. Stephanie Saulnier** Social Work, CLASS

Spring 2027, full-time

The proposed sabbatical project by Prof. Saulnier will support a grant submitted to the Cabinet for Health and Family Services' State-University Partnership Program, aimed at addressing Kentucky's shortage of qualified foster parents and the increasing number of youth entering care with complex needs.

## **Dr. Melinda Moore** Psychology, CLASS

Fall 2026, full-time

Dr. Moore's proposed Spring 2027 sabbatical will focus on completing her third book, *Facilitating Posttraumatic Growth Among the Suicide Bereaved: A Clinician's Guide for Realistic Expectations*.

**Dr. Todd Gooch** 

History, Philosophy, & Religious Studies, CLASS

Fall 2026-Spring 2027,

full year, half-leave

The proposed sabbatical project by Dr. Gooch focuses on completing a book provisionally titled *Science, Secularization, and Theology in Nineteenth-Century Germany*. Building on a 2022 peer-reviewed article, the project will expand each section of the article into a full chapter while adding several new chapters to explore figures only briefly referenced previously.

#### Dr. Rob Weise

History, Philosophy, & Religious Studies, CLASS

Spring 2027, full-time

Dr. Weise's proposed sabbatical will focus on advancing a long-term scholarly project examining mid-twentieth-century Appalachian Kentucky through the lens of intersecting social-environmental landscapes.

#### Dr. Jason Fry

Physics, Geosciences, & Astronomy, CSTEM

Fall 2026, full-time

Dr. Fry's proposed sabbatical will advance his ongoing research in nuclear and particle physics, with a focus on two major national laboratory experiments: Nab at Oak Ridge National Lab, which measures neutron beta decay correlations, and BL3 at the NIST Center for Neutron Research, which will provide the next-generation measurement of neutron lifetime. These projects test the Standard Model of particle physics and involve large-scale collaborations across institutions, where Dr. Fry serves as co-spokesperson for BL3.

### Dr. Jeffrey Neugebauer

Math & Stats, CSTEM

Spring 2027, full-time

Dr. Neugebauer's Spring 2027 sabbatical will advance his work as a teacher-scholar through three interconnected goals: research in ordinary differential equations, applied skill development in computer science, and the study of flipped classroom pedagogy.

## **Sabbatical Requests**

College		Туре		Pay type	Replacement Cost	Salary Savings
College of Health Sciences						
Dr. Kristen Renee Causey-Upton	OS/OT	1 Semester	Fall 2026	full pay	\$0.00	
					\$0.00	
				Net Cost for Ch	IS	\$0.00

College		Туре		Pay type	Replacement Cost	Salary Savings
College of Justice, Safety, &	Military Science (CJSMS)					
Dr. Carl Root	Justice Studies	1 Semester	Spring 2027	full pay	\$4,000	
Dr. Pete Kraska	Justice Studies	1 Semester	Fall 2026	full pay	\$4,000	)
		•	•	•	\$8,000	)
				Net Cost for C	SMS	\$8.000

College		Туре		Pay type	Repla	cement Cost	Salary Savings	
College of Letters Arts and Social Sci	iences (CLASS)							
Dr. Nathan Siler	ICCA	1 Semester	Spring 2027	full pay	\$	15,257.68		
Dr. Mina Yazdani	HPRS	1 Semester	Fall 2026	full pay	\$	6,928.00		
Dr. Jose-Juan Gomez-Becerra	LCSAS	1 Semester	Spring 2027	full pay	\$	-		
Prof. Stephanie Saulnier	SOWK	1 Semester	Spring 2027	full pay	\$	12,480.62		
Dr. Melinda Moore	PSY	1 Semester	Fall 2026	full pay	\$	5,000.00		
Dr. Todd Gooch	HPRS	Full Year, Half Leave	Fall 2026-Spring 2027	full pay	\$	13,856.00		
Dr. Rob Weise	HPRS	1 Semester	Spring 2027	full pay	\$	-		
						\$53,522	\$0.00	
				Net Cost for Cl	ASS.		\$53,522.30	

College		Туре		Pay type	Replacement Cost	Salary Savings
College of STEM (CSTEM)						
Dr. Jason Fry	PGAS	1 Semester	Fall 2026	full pay	\$5,159	Э
Dr. Jeffrey Neugebauer	Math & Stats	1 Semester	Spring 2027	full pay	\$13,850	5
					\$19,01	5 \$0
				Net Cost for C	STEM	\$19,015

Total Sabbatical Cost \$80,537

# MODEL LABORATORY SCHOOL

## AT EASTERN KENTUCKY UNIVERSITY

## **Tuition and EKU Assessed Fees for 2026-27** Submitted to the EKU Board of Regents - November 12, 2025

Amounts are Annual Totals	Pre-K / Early Childhood	Kindergarten	<b>Grades 1 - 12</b>	Gatton and Craft Student Rates
ENROLLMENT DEPOSIT (Non-refundable)	\$ 250	\$250	\$ 250	\$ 250
	PLUS	PLUS	PLUS	
TUITION AND UNIVERSAL FEES TOTAL	\$ 6945 (\$694.50 per month for 10 months)	\$ 4875 (\$487.50 per month for 10 months)	\$ 4745 (\$474.50 per month for 10 months)	
Tuition	\$ 6595	\$ 4255	\$ 4125	
Textbook / Workbook / Materials Fee	\$ 200	\$ 185	\$ 185	
Technology Fee		\$ 285	\$ 285	
Asset Preservation Fee	\$ 100	\$ 100	\$ 100	
Class Fee (yearbook, class shirt)	\$ 50	\$ 50	\$ 50	

For returning Model students in good standing, a \$250 annual nonrefundable enrollment deposit is due by March 31 to secure enrollment for the next year. This annual enrollment deposit is **in addition** to any other tuition and fees and will not be applied to subsequent years.

For students enrolling at Model for the first time, the \$250 nonrefundable deposit is due within 48 hours of notification of acceptance. This enrollment deposit is **in addition** to any other tuition and fees.

Tuition will be billed over 10 months: August thru May. A minimum of 1/10th of the total tuition must be paid by the 20th of each month. A late payment fee will be assessed for tuition payments not received by the due date. All other fees must be paid by May 20, 2027.

For partial-year students only: tuition will be prorated by months enrolled. Students who attend any portion of a month will be billed for that month. The universal fees are not prorated.

The annual **tuition** amount could include reduced discounts, if applicable. For example, families with multiple students enrolled at Model, the oldest student's tuition (only) will be reduced by 5%. Fees are not discounted. Students who would qualify for free/reduced price lunch may request to have fees (but not tuition) waived.

## Model Specialized Assessments for 2026-27

Assessment	Amount	Note	Fund Mapping
AP Exam (per course / exam taken) The amount is established annually by The College Board. Required for any student enrolled in an AP Course.	\$99*^	Each AP exams	Org: 232204 Model Lab Textbooks
Dual Credit (Failed Course or Non-authorized Withdraw)	\$291*/ 3 hr class	\$97 per credit hour*	Org: 232200 Model Lab
CLEP Exam Fee (taken at EKU)	\$122*		Org: 232204 Model Lab Textbooks
Art Studio Secondary Elective Courses (Grades 8-12)	\$50	Ceramics, Visual Art I, Visual II, Ind. Study in Art, AP Studio Art	Org: 616034 Art Activity Fund MS0034- HS Art
Family and Consumer Sciences Courses (Grades 8-12)	\$50	Foods and Nutrition and Fashion Design	Org: 616034 Design Lab
Varsity/ JV Athletic Uniform Rental Fee	\$75 per sport	Only assessed for athletes in a sport with a uniform rotation. (Soccer, Basketball, Baseball, Softball, Track, Cross Country, Volleyball, Cheer) in High School Team (Varsity or JV)	Org: 232243 Model Lab Athletics
Middle School Athletic Uniform Rental Fee	\$50 per sport	Only assessed for athletes in a sport with a uniform rotation. (Soccer, Basketball, Baseball, Softball, Track, Cross Country, Volleyball, Cheer) in middle school team.	Org: 232243 Model Lab Athletics
Lost/Unreturned Uniform	\$200 per sport	Charged to any student athlete who does not return uniforms that are part of the uniform rotation (Soccer, Basketball, Baseball, Softball, Track, Cross Country, Volleyball, Cheer)	Org: 232243 Model Lab Athletics
Graduation Regalia (Assessed to all Seniors)	\$50	Cap, Gown, Tassel, Diploma Cover	Org: 232257 Model Lab Secondary
Lock Replacement	\$10		Org: 616034 MS0039 Model Locks/Lockers
Lost/Damaged Technology (computer, tablet, charger, etc.) Replacement	Actual replacement cost		Org: 232202 Model Lab Technology
Lost / Unreturned Textbook or Replacement Workbooks	Actual replacement cost		Org: 232204 Model Textbooks
Repair/Replacement of University, Campus, and/or School Property or Equipment	\$500 or Actual Replacement and Repair Cost	A minimum of \$500 or actual repair costs, whichever is greater, is charged for vandalism.	Org: 232244 Model Lab Equip & Main (Asset Preservation)
Lost /Unreturned Library Book	Actual replacement cost		Org: 232245 MS0050 Model Library
Field Trips	Variable	Actual fee based on specific trip and activities.	

Background Check Volunteer (non- employee)	\$15*		Org: 232245 MS0002
			Model
			Background
			Checks
Background Check w/Fingerprint (non-	\$25*		Org: 232245
employee) *initial screening and at change			MS0002
of school (e.g. elementary to secondary)			Model
			Background
			Checks
PSAT (11th graders only who elect to take it)	\$18*	Amount charged by The College Board	Org: 232204
			Model Lab
			Textbooks
Late Payment Charge	\$50	Required payments paid after the 20th	Org: 232200
		of any month	Model Lab School
Returned Payment Charge	\$50	Per occurrence	Org: 232200
			Model Lab School
Credit Card Processing/Convenience Charge	4% of the		Org: 232200
	total		Model Lab School
	transaction		

<sup>\*</sup>These amounts are determined by external providers. They reflect the 2025-26 school year rates. Model Lab will adjust these rates to those assessed by external providers once those rates are established for 2026-27.

### **Other Notes**

Model Laboratory School assesses and collects additional dues for clubs, organizations, and activities for which students opt to join, be part of, or attend as well as for graduation regalia, class rings, school pictures, senior portraits, optional college entrance exams, spirit wear and memorabilia, snacks, etc. for which the school makes payment on behalf of the student.

These fees do not include any fees or charges assessed by the university's food service provider.

Model Laboratory Schools does not participate in the Federal School Lunch Program and, therefore, does not offer free and reduced-price lunch.

Students who apply for financial assistance/aid must apply and pay the review cost of \$35.00\* to the school's approved clearinghouse.

In emergency or unanticipated situations, the Superintendent may approve other necessary fees in the interim until the Board of Regents convenes and approves the fee schedule.

Upon parent request, the superintendent may approve deferment agreements and/or waiver of late fees in extenuating circumstances.

<sup>^</sup>Additional charges may be assessed for late registration as well as unused or cancelled AP exams. These charges are imposed by The College Board and will be added to the student's Infinite Campus account.

Model Lab School Extended Learning Program For 2026-27 Preschool Through Grade 6

Registration/Enrollment/ Application (Annual)	\$50 per family
Full-Time Tuition Rate (Approximately 31 weeks weeks EKU is in session)	\$2170 per child, per year** (\$217.00 per child, per month: August - May)  **no multiple child discount offered
Emergency, Drop-In Tuition Rate	\$10 per child, per hour (or any part thereof)
Weeks Outside Regular EKU Calendar (if offered/available)	\$70 per child, per week
Late Charge on Past Due Accts, Per Month	\$50 per occurrence

**Summer Enrichment Program For 2026-27** 

Class Tuition	\$75 per course (1/2 day / 4-5 days) \$100 per course (full day / 4-5 days)
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**Summer School/Credit Recovery - Secondary For 2025-26** 

,	•	•	
Course Tuition			\$250 per course
Course ruition			\$250 per course
			•

	Α	В	С	D	E	F	G	Н	ı	J	K	L	М	N	0	Р	Q	R	Š	T	U	V	W	Х	Υ
1	Model Labor	atory School	Tuition and F	ees	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27
2	Approved by	EKU BOR																2/22/2019	6/30/2020	12/10/2020	12/1/2021	12/2/2022	2/21/2024	Approved	Proposed
3																									1
4	Pre-K																					Burrier		Model	
5		Enrollment D	eposit																			\$ 50.00	\$ 250.00	\$ 250.00	\$ 250.00
6		Tuition						\$ 3,828.00	\$ 4,494.00	\$ 4,594.00	\$ 4,594.00	\$ 4,712.00	\$ 4,830.00	\$ 4,830.00	\$ 4,830.00	\$ 5,072.00	\$ 5,072.00					\$ 6,556.00	\$ 6,395.00	\$ 6,395.00	\$ 6,595.00
7		Supplies/Tex	tbook/Workb	ook				\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -					\$ 100.00	\$ 200.00	\$ 200.00	\$ 200.00
8		Technology						\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 250.00	\$ 250.00	\$ 250.00						\$ -	\$ -	\$ -
9		Asset Preserv	ation					\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100.00						\$ 100.00	\$ 100.00	\$ 100.00
10		Class Fee						\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						\$ 50.00	\$ 50.00	\$ 50.00
11		TOTAL (PK)						\$ 4,028.00	\$ 4,694.00	\$ 4,794.00	\$ 4,794.00	\$ 4,912.00	\$ 5,030.00	\$ 5,030.00	\$ 5,080.00	\$ 5,322.00	\$ 5,422.00					\$ 6,706.00	\$ 6,995.00	\$ 6,995.00	\$ 7,195.00
12																									
13	Kindergarten																								
14		Enrollment D	eposit																			\$ 250.00	\$ 250.00		
15		Tuition						\$ 2,180.00	\$ 2,289.00	\$ 2,323.00												\$ 3,785.00		\$ 4,105.00	
16		Supply/Textb	ook/Workboo	ok				\$ -	\$ -	т	\$ 100.00		\$ 100.00									\$ 175.00	\$ 200.00	\$ 185.00	
17		Technology						\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 250.00	\$ 250.00			\$ 275.00	\$ 275.00	\$ 275.00		\$ -	\$ 285.00	\$ 285.00
18		Asset Presen	ration					\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00		\$ 100.00
19		Class Fee						\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 50.00	\$ 50.00	\$ 50.00
20		TOTAL (K)						\$ 2,380.00	\$ 2,489.00	\$ 2,523.00	\$ 2,623.00	\$ 2,740.00	\$ 3,740.00	\$ 3,740.00	\$ 3,790.00	\$ 3,962.00	\$ 4,062.00	\$ 4,062.00	\$ 4,250.00	\$ 4,250.00	\$ 4,500.00	\$ 4,585.00	\$ 6,995.00	\$ 4,975.00	\$ 5,125.00
21																									
	Grades 1-8																								
23		Enrollment D	eposit																			\$ 250.00		\$ 250.00	
24		Tuition			\$ 1,815.00			\$ 1,993.00	\$ 2,093.00	\$ 2,124.00	. ,		\$ 3,231.00				, .,							\$ 3,980.00	
25		Textbook/Wo	orkbook		\$ -			\$ -	\$ -	\$ -	\$ 100.00	\$ 100.00			\$ 100.00		\$ 100.00		\$ 205.00			\$ 175.00		\$ 185.00	
26		Technology			\$ 100.00			\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 250.00	\$ 250.00			\$ 275.00		\$ 275.00		\$ 285.00		\$ 285.00
27		Asset Presen	ration		\$ -			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00		\$ 100.00
28		Class Fee						\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 50.00		\$ 50.00
29		TOTAL (1-8)			\$ 1,915.00			\$ 2,193.00	\$ 2,293.00	\$ 2,324.00	\$ 2,424.00	\$ 2,530.00	\$ 3,531.00	\$ 3,531.00	\$ 3,581.00	\$ 3,743.00	\$ 3,843.00	\$ 3,843.00	\$ 3,995.00	\$ 3,995.00	\$ 4,245.00	\$ 4,500.00	\$ 4,650.00	\$ 4,850.00	\$ 4,995.00
30																									
31	Grades 9-12																								<b></b>
32		Enrollment D	eposit																					\$ 250.00	
33		Tuition			\$ 1,815.00			. ,	\$ 2,093.00	, ,	. ,											\$ 3,700.00		\$ 3,980.00	1 /
34		Textbook/Wo	orkbook		\$ 80.00			\$ 100.00		\$ 150.00	\$ 150.00	\$ 150.00						\$ 200.00					\$ 185.00		
35		Technology			\$ 100.00			\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 250.00				\$ 275.00			\$ 275.00	\$ 285.00		
36		Asset Presen	ation		\$ -			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-		\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00		\$ 100.00	
37		Class Fee						\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 50.00		\$ 50.00
38		TOTAL (9-12)			\$ 1,995.00			\$ 2,293.00	\$ 2,393.00	\$ 2,474.00	\$ 2,474.00	\$ 2,601.00	\$ 3,652.00	\$ 3,652.00	\$ 3,702.00	\$ 3,865.00	\$ 3,965.00	\$ 3,965.00	\$ 3,995.00	\$ 3,995.00	\$ 4,245.00	\$ 4,500.00	\$ 4,650.00	\$ 4,850.00	\$ 4,995.00

Student				nnual	Cumulative
Tuition Bill			inc	rease	Increase
Pre-K	2008-09				
K	2009-10	\$ 2,193.00			
1	2010-11	\$ 2,293.00	\$	100.00	
2	2011-12	\$ 2,324.00	\$	31.00	
3	2012-13	\$ 2,424.00	\$	100.00	
4	2013-14				
5	2014-15	\$ 3,531.00			
6	2015-16				
7	2016-17	\$ 3,581.00			
8	2017-18				
9	2018-19	\$ 3,965.00			
10	2019-20	\$ 3,965.00	\$	-	
11	2020-21	\$ 3,995.00	\$	30.00	
12	2021-22	\$ 3,995.00	\$	30.00	1802



#### **Chairman Michael Eaves**

Board of Regents Eastern Kentucky University Richmond, KY, 40475

November 12, 2025

**MEMORANDUM** 

RE: White Hall State Historic Site Property Transfer

Chairman Michael Eaves,

Eastern Kentucky University accepted a transfer from the Commonwealth of Kentucky of White Hall State Historic Site on February 19, 2019. As part of the exchange, the state committed to paying EKU \$50,000 per year for two years to ensure there were limited costs to the University as it took ownership of White Hall Historic Site.

Since taking ownership of White Hall State Historic Site, the University has subsidized the operation of the facility at a total cost of \$551,027 from February 2019 - June 2025. EKU has made capital improvements of roughly \$815,658.87 to the facility to include a new roof, window repairs, and general maintenance of the facility. A vast majority of these improvements were covered through insurance claims related to the severe wind damage experienced shortly after taking ownership.

In 2024, EKU began assessing the financial and programmatic viability of White Hall State Historic Site for the institution. With President McFaddin's charge of intentionality for the 2025-2026 academic year, EKU determined that while White Hall State Historic Site is a wonderful piece of Kentucky history, it is not aligned with the educational mission of the institution.

During that assessment, the City of Richmond and EKU engaged in a collaborative discussion to increase tourism for the City of Richmond and surrounding areas. The City of Richmond proposed the transfer of the White Hall State Historic Site property from EKU to the City of Richmond as a way to expand our partnership and enhance the community tourism experience.

Upon review, EKU recommends that the Board of Regents approve the transfer of the White Hall State Historic Site back to the Commonwealth of Kentucky for the Commonwealth of Kentucky to transfer the site to the City of Richmond.

The City of Richmond will take on the following at the point of transfer:

- White Hall State Historic Site as is outlined in the deed (see attached)
- Any events in 2026 and beyond not currently under contract with EKU

December concludes the tourism season and there are limited weddings scheduled for White Hall State Historic Site. EKU will fulfill all scheduled events through December 31, 2025.

This is an exciting partnership between the City of Richmond and EKU, reflecting the strengthening of the town and gown relationship between the entities.

## One Eastern,

**Dr. David T. McFaddin, Ed. D**President
Eastern Kentucky University

#### DEED OF CONVEYANCE

THIS DEED OF CONVEYANCE, made and entered into this \_\_\_\_\_ day of \_\_\_\_\_\_, 2025, by and between the COMMONWEALTH OF KENTUCKY for the use and benefit of EASTERN KENTUCKY UNIVERSITY, a public university with a mailing address of 521 Lancaster Avenue, Richmond, KY 40475, hereinafter referred to as the "Grantor," and the COMMONWEALTH OF KENTUCKY, Finance and Administration Cabinet, hereinafter referred to as the "Grantee", for the use and benefit of the Grantee's Tourism, Arts and Heritage Cabinet, Department of Parks.

#### WITNESSETH:

WHEREAS, Grantor acquired a tract of land in Madison County, Kentucky, said tract now constituting the White Hall State Historic Shrine ("White Hall"), originally from the Grantee, and,

WHEREAS, Grantor desires to return Whitehall to Grantee for the purpose of Grantee's transfer to the City of Richmond, Kentucky for continued public use; and,

WHEREAS, the Grantor's Board of Regents have determined that Whitehall can be more effectively and more efficiently administered by Grantee, with intent for Grantee to transfer the Whitehall to the City of Richmond, Kentucky; and,

WHEREAS, it is the desire of Grantor to transfer title, all contents therein and administrative responsibilities for Whitehall from Grantor to Grantee, for no monetary consideration, with said transfer being in the public interest; and,

**NOW, THEREFORE,** for and in consideration of the foregoing and the public interest, and other good and valuable consideration (but no monetary consideration) the receipt and sufficiency of such consideration being acknowledged by the Grantor, the Grantor hereby grants, transfers and conveys unto the Grantee, its successors and assigns, the following described property, located in Madison County, Kentucky, being more particularly described as follows:

Beginning at a point in the centerline of Grantor's existing gravel drive, said point being 2,672 feet (measured along the center of said drive) northwest of the intersection of said drive with Clay Lane, said intersection with Clay Lane being approximately 6580 feet west of the junction of Clay Lane with U.S. Highway No. 25, said junction being approximately 6.1 miles northwest of Richmond, thence from the above described beginning point S 86°-30' E for 249.5 feet, more or less, to an existing fence corner; thence N 06°- E for 727.5 feet, more or less, to an existing fence corner; thence N82°-15' W for 652.5 feet, more or less, to an existing fence corner; thence S22°-00' W for 249 feet, more or less, to an existing fence corner; thence N 71°-30' W for 29.5 feet, more or less to an existing fence corner; thence S27°-30' W for 309 feet, more or less, to an existing fence corner; thence S0°-30'W for 260.5 feet, more or less, to an existing fence corner; thence S86° E in existing fence line for 336.5 feet; thence S86°-30' E in existing fence line for 254.5 feet, more or less, to the point of beginning, containing 13.64 acres, more or less.

The property being conveyed herein further being the same property as that conveyed to the Commonwealth of Kentucky for the use and benefit of the Department of Parks by Warfield C. Bennett, Jr. et ux, Ann C. Bennett, and Esther S. Bennett, a feme sole, by Deed dated July 5<sup>th</sup>, 1968, which is recorded in Deed Book 236 Page 290.

The property being conveyed being the same property conveyed to the Commonwealth of Kentucky for the use and benefit of Eastern Kentucky University, by the Commonwealth of Kentucky, by Deed dated April 22, 2019, which is recorded in Deed Book D773, page 299.

All references herein are to the records of the Madison County Clerk.

TO HAVE AND TO HOLD, the above-described property with any and all appurtenances thereunto belonging, unto the Grantee, its successors and assigns forever, including all contents therein, with covenant of Special Warranty.

#### **CONSIDERATION CERTIFICATE**

The Grantor and Grantee hereby certify that the consideration stated herein is the full and actual consideration being exchanged for the property transferred hereby. The Grantee joins this deed for the purpose of certifying the consideration. The estimated fair market value of the property conveyed herein, according to the records maintained by the Madison County Property Valuation Administrator, is \$500,000.00.

	GRANTOR: EASTERN KENTUCKY UNIVERSITY
By:	DAVID T. MCFADDIN, Ed.D. President, Eastern Kentucky University
	GRANTEE: COMMONWEALTH OF KENTUCKY Department of Parks
By:	Holly M. Johnson, Secretary

## Finance and Administration Pursuant to KRS Chapter 45A

# **CERTIFICATE OF ACKNOWLEDGMENT**

COMMONWEALTH OF KENTUCKY	
COUNTY OF <b>MADISON</b>	)
Consideration Certificate, was produced	the foregoing Deed of Conveyance, including the before me in my said County and State and duly McFaddin, President, <b>for and on</b> behalf <b>of Eastern</b> ne day of, 2025.
My Commission Expires:	
	NOTARY PUBLIC
<u>CERTIFICATE</u>	OF ACKNOWLEDGMENT
COMMONWEALTH OF KENTUCKY	)
COUNTY OF FRANKLIN	)
Consideration Certificate, was produced acknowledged and sworn to by Holly M. Cabinet, pursuant to a duly adopted r	the foregoing Deed of Conveyance, including the before me in my said County and State and duly Johnson, Secretary of the Finance and Administration esolution or other official action approved by the this the day of, 2025.
My Commission Expires:	
	NOTARY PUBLIC

EXAMINED:	APPROVED:
Counsel for the Governor	ANDY BESHEAR, GOVERNOR, COMMONWEALTH OF KENTUCKY
This Instrument Prepared By:	
Dana Fohl, J.D. Vice President and University Counsel Eastern Kentucky University	



## **Campus Operations**

1136 VanHoose Drive, Gentry Building Eastern Kentucky University Richmond, KY, 40475

October 23, 2025

RE: Renaming the Keith Lot to "General James Rainey Way"

## **Summary statement for renaming the Keith Lot:**

General James Rainey, EKU Class of 1987, has served in the United States Army for more than 37 years of continuous service and will retire on October 31, 2025. He is the only known EKU alumnus to achieve the rank of four-star general. Due to his distinguished career and service to our country it is proposed that the Keith Lot is renamed "General James Rainey Way".

It is the recommendation that the Board of Regents of Eastern Kentucky University approve renaming the Keith Lot to General James Rainey Way.

Respectfully,

Bryan G. Makinen, Ed.D., M.P.H.

**Chief Campus Operations Officer**