

Faculty Senate Agenda
February 7, 2022
3:30 p.m.

CALL TO ORDER

ATTENDANCE

APPROVAL OF MINUTES

December 6, 2021

PRESIDENT'S REPORT: David McFaddin

PROVOST'S REPORT: Sara Zeigler

GUEST SPEAKER:

- Jenna Smith – SGA Update

UNFINISHED BUSINESS:

- *(if any)*

NEW BUSINESS:

- Tenure and Promotion Documents for Review *(For Information Only and Open for Comments)*
 - *Application for Tenure and/or Promotion - Draft*
 - *Guidance Regarding Promotion and Tenure Policy Options - Draft*
 - *Suggestions for Program/Department/School/College Reorganizations - Draft*
 - *Department Evaluation Report for Tenure and/or Promotion - Draft*
- [Academic Regulation 4.1.11 – Awarding Incomplete Grades](#) *(Information Only)*
(Note: Regulation has been posted for 10-day public comment period)
- Information Technology Committee Election (1 vacancy)
- Detailed Presentation on the Budget – Senator Yow
- Other *(if any)*

REPORTS & QUESTIONS:

Executive Committee: Senator Crosby

Faculty Regent: Senator Marion

COSFL Representative: Senator Burns

STANDING COMMITTEES:

Academic Quality Committee: Senator Sands, Chair

Budget Committee: Senator Yow, Chair

Elections/University Nominations Committee: Senator Meiners, Chair

Information Technology Committee: Senator Hight, Chair

Rights & Responsibilities Committee: Senator Nachtwey, Chair

Rules Committee: Senators Bishop-Ross & Kay Co-Chairs

Welfare Committee: Senator Blair, Chair

AD HOC COMMITTEES:

Review Open Educational Resources: Senator Marion *(reporting for Kelly Smith, Chair)*

ADJOURNMENT

FACULTY SENATE MINUTES

December 6, 2021

3:30 p.m.

The Faculty Senate of Eastern Kentucky University met on Monday, November 1, 2021 via Zoom. Chair Crosby called the fourth meeting of the academic year to order at approximately 3:30 p.m.

The following members were absent: J. Arneson*, D. Fifer*, T. Jarvis, J. Mayer*, J. McCardle*^, G. Spira, E. Underwood,

* Indicates prior notification of absence

^ ALT Peter Edwards attended for J. McCardle

APPROVAL OF MINUTES:

Senator Winslow moved approval of the November 1, 2021 minutes as written, seconded by Senator Manning. **Motion carried.** (YES = 47 votes NO = 0 votes ABSTAIN = 0 votes) (See also: [Individual Votes](#))

REPORT FROM THE PRESIDENT: David McFaddin

Strategic Plan

The final draft of the Strategic Plan will be presented to the Board of Regents this week.

Economic Impact Highlights

At this week's Board of Regents meeting, I will be presenting the hard work of our colleagues. Our researchers estimate ECU generates \$580.63 million dollars in university, student, and visitor expenditures each year, supporting more than 6,600 jobs and \$247.01 million in labor income in Madison County and the surrounding region. Thank you to Dr. James Maples, Dr. James Blair, and Kobe Perry for their work on this excellent report. At your convenience, review [The Economic Impact of Eastern Kentucky University 2021 Edition](#).

Performance Distribution

In appreciation for your hard work and dedication, especially during the ongoing COVID-19 pandemic emergency, I will be recommending to the Board of Regents a \$1,000 distribution for every full-time employee hired before September 30, 2021. If approved, the distribution, excluding required withholdings, will be issued on your final payroll in December 2021.

Healthy You Incentive Payment

Additionally, I will be recommending to the Board of Regents a \$500 incentive payment, excluding required withholdings, through the ECU's Wellness Program available for all benefit-eligible part- and full-time employees who are fully vaccinated against COVID-19.

If you have been fully vaccinated and have uploaded your vaccine status by November 30, 2021, you will receive this incentive payment in January 2022. Please note, if you are not vaccinated and want to take advantage of this opportunity, or if you have been vaccinated and have not uploaded your vaccination status, you have until February 28, 2022, to show proof of vaccination to receive the \$500 incentive payment in the spring.

Mask Optional Status

We will continue with masking indoors on campus through December 5, 2021. From December 6, 2021, through January 14, 2022, masks will be optional for employees and students in both indoor and outdoor settings. In addition, events hosted on campus during this time will also be mask optional. Due to the continually changing environment of the virus, we will reevaluate masking policies for the spring semester and release a plan before January 16, 2022.

Domestic and International Travel

In other COVID news, domestic and international travel on behalf of ECU is now reauthorized. For international travel, full vaccination is required unless an exemption is approved. Visit the travel site at the [ECU Travel Regulations](#) page for details on the updated travel policy.

Winter Term Enrollment

This year Fall Semester was moved back a week early to put us in line with the standard 16-week semester that is seen by our sister institutions. The Winter Term enrollment increased in total enrollment over the last year by more than 43%, with total hours of classes enrolled at approximately 50% more than last year.

Optional Retirement Account

For those that participate in ECU's Optional Retirement Program (ORP), you should have received a memo via email indicating that effective January 1, 2022, the University's contribution rate to the ORP will be increased from 8.74% to 10% with your employee contribution remaining the same at 6.16%. This change will be applied automatically. This is a correction to the 2022 *Employee Benefits Guide*.

Accomplishments

Below are accomplishments we have made together to make 2021 a year to remember:

- Every undergraduate student received free textbooks through ECU BookSmart.
- We experienced the biggest year of giving in school history, which will allow us to provide more opportunities to students as they pursue their educational goals.
- Students are better equipped to pursue those educational goals through ECUOnline, which offers more programs and more flexibility than ever.
- Our work with student veterans is recognized again as ECU was ranked 9th in the nation as Best for Vets.
- The ECU Nursing program celebrated 50 years of training Kentucky nurses.
- ECU ranked first in placing bachelor's graduates in the Kentucky workforce.
- We remain the premier aviation flight program in the Commonwealth, including national recognition for our flight instructors.

REPORT FROM THE PROVOST: Sara Zeigler

The deans and I are working on the budget build for next year. We are meeting briefly tomorrow, and will be scheduling a half-day budget retreat for early January. One of the items for discussion will be the different aspects of e-Campus work, including the issue of face-to-face versus online programs, as well as the facilitator issue.

Progress is being made on the deans' searches.

- We now have a dean for Justice, Safety, and Military Science.
- The CLASS dean candidates visited campus last week. Hopefully, we can identify a candidate and make an offer before winter break.

- For the College of Business dean search, finalists have been identified and background checks and reference checks are being conducted by the search firm now. There are four finalists at present, and they will be interviewed very early in February.
- Once the leadership profile for the Health Sciences Dean has been approved, the ad can go out again before winter break.

The president shared a note last week about some new travel regulations that are helping us get back out there in the pandemic environment. So, please monitor those carefully. There are extensive requirements to make sure that we're following all regulations and taking care of our students. There is also a web form available to gather the appropriate permissions, especially for international travel.

The cross college and interdisciplinary request for proposals is out there. The deadline for proposals is December 31. The web form is available on the Academic Affairs website.

I would like to gather your feedback on the calendar structure. The six-week winter term has been wildly popular with our students, and enrollments are extremely strong. Students are using that as an opportunity either to remedy something that went wrong in the fall or to get a little bit ahead for spring. So, we do want to keep that six-week winter term, but we need feedback on how things worked for the fall semester.

GUEST SPEAKERS:

Faculty Advocate. Dr. Beth Polin gave a brief history on the creation of the faculty advocate position which was created in Fall 2020. While this does not take the place of all the tasks fulfilled by the Ombud position, it has helped to fill the gap for the university and provide an additional outlet for conflict management. The advocate is considered to be an informal and private source for faculty experiencing conflict within the workplace. If there are formal areas of conflict that faculty are experiencing, they should contact our legal department or contact human resources.

It has taken awhile for faculty to become aware of the services available through the faculty advocate, but requests are starting to increase. For assistance or to learn more, please contact beth.polin@eku.edu.

NEW BUSINESS:

Report from Council on Academic Affairs. Associate Provost Wies presented the following certificate programs for approval.

College of Business

New Programs

1. Certificate in Corporate Communications
2. Certificate in Marketing Research & Analytics
3. Certificate in Sales

Senator McGuffin moved approval of items 1-3, seconded by Senator Nachtwey. **Motion carried.** (YES = 45 votes NO = 1 votes ABSTAIN = 3 votes) (See also: Individual Votes)

Associate Provost Wies reminded that there will be fewer items coming from CAA to the Senate and the Board of Regents as a way to streamline the process. All program-level actions, including new programs, will always be presented to the Senate for review.

REPORT FROM SENATE CHAIR: Senator Crosby

The Executive Committee met a couple of week ago. We have completed our work on the evaluation of President McFaddin and forwarded our report to the Chair of the Board of Regents.

As covid levels are still high, the Executive Committee meetings and Faculty Senate meetings will continue through Zoom for the spring semester.

The Elections & University Nominations Committee shared information on the upcoming Faculty Regent Election in the spring semester.

REPORT FROM FACULTY REGENT: Jason Marion

The next meeting of the Board of Regents will be on Thursday, December 9 at 9am in Powell 219. The draft agenda can be viewed at the following link: <https://regents.eku.edu/agendas-0>. Included on the agenda are as follows:

Action Items for Board Approval Consideration:

- (1) *Performance Distribution Payment & Healthy You Incentive Payment:* The administration is recommending to the Board a \$1,000 per full-time employee Performance Distribution to be issued on the final December payroll, which is a \$2.1M expenditure. Furthermore, also recommended is \$500 through the Healthy You program per all-benefit-eligible part- or-full-time employees who are fully vaccinated. Employees vaccinated prior to November 30 will receive the payment with required holdings in January and persons wishing to take advantage of this opportunity are encouraged to upload their vaccination status prior to February 28. The total expenditure is estimated to be \$1.3M.
- (2) *Approval of Regularly Occurring Items:* Up for approval consideration will be the most recent audit report, Model Lab School tuition and fees, Board minutes, conferral of degrees, personnel actions, and sabbatical program participant approvals.
- (3) *Strategic Plan Approval:* The emerging strategic plan that will replace the existing plan, *Make No Little Plans*, is at a point in the drafting and revision process whereby the executive summary will be presented, and whereby the President is seeking Board approval to have the executive summary of the new plan approved which focuses on experiencing excellence.
- (4) *Approval of Athletics Sports Sponsorship:* As the university has joined the ASUN Conference, the administration has been reviewing which sports we currently sponsor and have existing financial and facility capacity to sponsor. Research into the ASUN demonstrates that the ASUN sponsors all the same sports as the prior conference (OVC), and also sponsors several sports not currently sponsored. EKU had sponsored tennis until very recently and still maintains tennis facilities. The written recommendation is not on the Board agenda at this time, but it is anticipated that a recommendation will be presented.
- (5) *Discussion/Acceptance of President's Performance Evaluation:* The contributing evaluation reports were received by the Board Chair from the Faculty Senate, Executive Committee, and Staff Council. Summary reports were also generated in my role using a similar approach for External Stakeholders and University Boards (Regents, Foundation, and Alumni) as well as the students. The Board Chair has been able to review and has the ability to consult with or share those reports with the President. Furthermore, an Executive Summary based upon the aggregate of all reports will be provided to the full board for discussion and/or action.

Information Items on Board Agenda:

- Prior to presentation of the action items, the beginning of the meeting will include a rich set of presentations/university reports. Included in this meeting will be reports on construction updates (including the bypass pedway), a report on Diversity, Equity, and Inclusion (DEI) and Diversity Recruitment/Retention, an economic impact presentation on the value of Eastern Kentucky University to the Commonwealth and our local Richmond community, along with the usual updates on development (funds raised), university finances in relation to the prior approved budget, and an academic affairs update. These are likely some of the more impactful reports that have come before the Board in recent years for informing strategies and effectively educating the citizenry on the benefits ECU and higher education to their lives whether or not they attended or attend ECU.

CPE Update: Not part of the Board of Regents meeting, but worth noting, the CPE recently approved the statewide strategic agenda for Kentucky's postsecondary education, *Higher Education Matters 2022-2030*. To see the draft document as presented at the November CPE meeting, feel free to view [this link](#). The statewide goal is to have 60% of adult Kentuckians with a high-quality postsecondary credential by year 2030. To achieve this goal, the statewide priorities as led by CPE will be affordability, transitions, success, talent, and value.

I have received strong encouragement from colleagues to continue to serve in this role. For these reasons, including encouragement from some faculty leaders whom I respect immensely, I'll seek to stay on in this role during this next term should that be the collective will of our colleagues.

REPORT FROM COSFL: Senator Burns

COSFL will be meeting sometime in January. The date will be shared once available.

STANDING COMMITTEES

Academic Quality Committee. Senator Sands reported that the committee continues to work on their charge. We have gathered interview data from Dr. Matthews, e-Campus, and Dr. Carpenter, Noel Studios. Senator Kay has also pulled some footprint data, so we can historically look at what courses have been offered and the enrollment numbers.

Our next meeting will be in late January. A final report should be available to present to Senate in April.

Budget Committee. Senator Yow announced that the committee is on target to present a final report to Senate in February.

Elections & University Nominations Committee. Senator Schilling shared information on the Faculty Regent election which will occur in the spring semester. (See: [sample petition form](#), [criteria and procedures](#), [timeline](#))

The forums will be available on Zoom to eliminate the need for gathering in-person. Voting will occur at the end of February.

Information Technology Committee. Senator Hight announced that Blackboard now includes a course tool called ILP Integration which can be used to push grades from Blackboard into

EKUDirect which eliminates the need to input grades in both places. Please let her know if additional training for faculty should be offered.

Rights & Responsibilities Committee. Senator Nachtwey reported that the committee met on November 18th. The primary item discussed was the issue of faculty work on open educational resources and the need for recognition of this for tenure purposes. OER Chair Kelly Smith shared an informative article from the New England Board of Higher Education entitled “[Practitioner Perspectives: The DOERS3 Collaborative on OER in Tenure and Promotion](#).”

Rules Committee Report. Senator Kay stated that the committee met on November 15. So far only a couple of committees have forwarded updates for their internal procedures. Please forward updates to Senator Bishop-Ross by January 31.

The committee continues to work on updates to the Faculty Handbook. The next meeting will be in January.

Faculty Welfare Committee. Senator Blair reported that the committee has developed a list of questions for a faculty survey to gauge the sentiment of faculty benefits at Eastern. The survey will be distributed during the spring semester. The committee is also still working on the compensation data received.

Ad Hoc Committee on OERs. Senator Marion announced that OER Chair Kelly Smith has been working on a draft proposal to create a university standing committee housed through Academic Affairs which will replace the current Senate Ad Hoc Committee.

ADJOURNMENT:

Senator Grabeel moved to adjourn at 4:45 p.m., seconded by Senator Nachtwey.

Timestamp	Email Address	Do you approve of the minutes for the November 1, 2021 meeting of the Faculty
12/6/2021 15:43:36	don.yow@eku.edu	YES
12/6/2021 15:43:36	lindsay.cormier@eku.edu	YES
12/6/2021 15:43:36	derek.bussan@eku.edu	YES
12/6/2021 15:43:36	matthew.winslow@eku.edu	YES
12/6/2021 15:43:37	gerald.nachtwey@eku.edu	YES
12/6/2021 15:43:37	erin.stevenson@eku.edu	YES
12/6/2021 15:43:37	rachel.bishop-ross@eku.edu	YES
12/6/2021 15:43:37	marie.manning@eku.edu	YES
12/6/2021 15:43:38	anne.cizmar@eku.edu	YES
12/6/2021 15:43:38	vonja.grabeel@eku.edu	YES
12/6/2021 15:43:39	tricia.kelley@eku.edu	YES
12/6/2021 15:43:39	joanne.mcglown@eku.edu	YES
12/6/2021 15:43:39	cynthia.harter@eku.edu	YES
12/6/2021 15:43:40	sarah.feltus@eku.edu	YES
12/6/2021 15:43:40	sheri.mcguiffin@eku.edu	YES
12/6/2021 15:43:40	curtis.streetman@eku.edu	YES
12/6/2021 15:43:40	pat.calie@eku.edu	YES
12/6/2021 15:43:40	mary.henton@eku.edu	YES
12/6/2021 15:43:40	rachel.moser@eku.edu	YES
12/6/2021 15:43:40	kim.parsons@eku.edu	YES
12/6/2021 15:43:41	richard.crosby@eku.edu	YES
12/6/2021 15:43:41	jackie.couture@eku.edu	YES
12/6/2021 15:43:41	brian.clark@eku.edu	YES
12/6/2021 15:43:41	michael.fore@eku.edu	YES
12/6/2021 15:43:41	adam.lawson@eku.edu	YES
12/6/2021 15:43:42	john.brent@eku.edu	YES
12/6/2021 15:43:42	peter.edwards@eku.edu	YES
12/6/2021 15:43:42	vincent.thomas@eku.edu	YES
12/6/2021 15:43:43	thomas.couvillon@eku.edu	YES
12/6/2021 15:43:43	laura.newhart@eku.edu	YES
12/6/2021 15:43:43	lan.kong@eku.edu	YES
12/6/2021 15:43:43	julie.george@eku.edu	YES

12/6/2021 15:43:44	jessica.price@eku.edu	YES
12/6/2021 15:43:44	erin.eliassen@eku.edu	YES
12/6/2021 15:43:44	james.blair@eku.edu	YES
12/6/2021 15:43:46	andrea.sexten@eku.edu	YES
12/6/2021 15:43:48	charles.hughes@eku.edu	YES
12/6/2021 15:43:48	kenneth.foltz@eku.edu	YES
12/6/2021 15:43:49	timothy.smit@eku.edu	YES
12/6/2021 15:43:51	bill.mcclanahan@eku.edu	YES
12/6/2021 15:43:53	joel.cormier@eku.edu	YES
12/6/2021 15:43:54	lisa.kay@eku.edu	YES
12/6/2021 15:43:54	carolin.walz@eku.edu	YES
12/6/2021 15:43:56	buchang.shi@eku.edu	YES
12/6/2021 15:43:57	eric.meiners@eku.edu	YES
12/6/2021 15:44:05	alexander.white@eku.edu	YES
12/6/2021 15:44:34	ann.burns@eku.edu	YES

Timestamp	Email Address	Do you approve of the College Business New Program
12/6/2021 16:20:21	lindsay.cormier@eku.edu	YES
12/6/2021 16:20:22	vonja.grabeel@eku.edu	YES
12/6/2021 16:20:22	kim.parsons@eku.edu	YES
12/6/2021 16:20:23	anne.cizmar@eku.edu	YES
12/6/2021 16:20:23	pat.calie@eku.edu	YES
12/6/2021 16:20:23	marie.manning@eku.edu	YES
12/6/2021 16:20:23	sheri.mcguiffin@eku.edu	YES
12/6/2021 16:20:23	jessica.price@eku.edu	YES
12/6/2021 16:20:23	gerald.nachtwey@eku.edu	YES
12/6/2021 16:20:24	derek.bussan@eku.edu	YES
12/6/2021 16:20:25	lisa.jones@eku.edu	YES
12/6/2021 16:20:25	michael.fore@eku.edu	YES
12/6/2021 16:20:25	rachel.moser@eku.edu	YES
12/6/2021 16:20:25	james.blair@eku.edu	YES
12/6/2021 16:20:25	richard.crosby@eku.edu	YES
12/6/2021 16:20:26	carolin.walz@eku.edu	YES
12/6/2021 16:20:26	thomas.couvillon@eku.edu	YES
12/6/2021 16:20:27	erin.eliassen@eku.edu	YES
12/6/2021 16:20:27	cynthia.harter@eku.edu	YES
12/6/2021 16:20:27	amy.schilling@eku.edu	YES
12/6/2021 16:20:28	joanne.mcglown@eku.edu	YES
12/6/2021 16:20:28	rachel.bishop-ross@eku.edu	YES
12/6/2021 16:20:28	laura.newhart@eku.edu	YES
12/6/2021 16:20:29	alexander.white@eku.edu	YES
12/6/2021 16:20:29	peter.edwards@eku.edu	YES
12/6/2021 16:20:30	bill.mcclanahan@eku.edu	YES
12/6/2021 16:20:30	fontaine.sands@eku.edu	YES
12/6/2021 16:20:30	sarah.feltus@eku.edu	YES
12/6/2021 16:20:31	adam.lawson@eku.edu	YES
12/6/2021 16:20:31	julie.george@eku.edu	YES
12/6/2021 16:20:31	eric.meiners@eku.edu	ABSTAIN
12/6/2021 16:20:31	kenneth.foltz@eku.edu	ABSTAIN
12/6/2021 16:20:31	matthew.winslow@eku.edu	YES
12/6/2021 16:20:31	brian.clark@eku.edu	YES
12/6/2021 16:20:32	john.brent@eku.edu	YES
12/6/2021 16:20:32	erin.stevenson@eku.edu	YES
12/6/2021 16:20:33	jackie.couture@eku.edu	YES
12/6/2021 16:20:34	lan.kong@eku.edu	YES
12/6/2021 16:20:34	melanie.johnson@eku.edu	YES
12/6/2021 16:20:36	don.yow@eku.edu	ABSTAIN
12/6/2021 16:20:38	andrea.sexten@eku.edu	YES
12/6/2021 16:20:38	timothy.smit@eku.edu	YES
12/6/2021 16:20:44	lisa.kay@eku.edu	YES

12/6/2021	16:20:49	buchang.shi@eku.edu	YES
12/6/2021	16:20:54	joel.cormier@eku.edu	YES
12/6/2021	16:20:55	curtis.streetman@eku.edu	YES
12/6/2021	16:20:56	tricia.kelley@eku.edu	NO
12/6/2021	16:21:19	vincent.thomas@eku.edu	YES
12/6/2021	16:21:24	ann.burns@eku.edu	YES

Eastern Kentucky University

Application for Tenure and/or Promotion 2022-2023 Academic Year

COVER PAGE

Application for: (insert "Tenure," if applicable)

and/or

Promotion to: (select from the following and insert: Associate Professor, Professor, Associate University Librarian, University Librarian, NA).

Name:

Date:

Department:

College:

Present Rank:

Years in Present Rank:

Date of Last Promotion:

Date of Initial Appointment:

Total Years of Full-time Service at EKU (Do not include unpaid leaves. Include the current academic year.):

If not using the current Tenure and/or Promotion criteria, please indicate the Department, College, and/or University Tenure and/or Promotion criteria and Policy approval year used for this application:

Do you have any agreed upon exceptions (e.g., credit for prior service)? If yes, provide supporting documents. (insert No or Yes)

Completed Degrees. List highest degree first, with Discipline/Major, Institution, and Date Completed. List only completed degrees. Do not leave discipline/major blank.

1.

****If terminal degree is in a related discipline or not a doctorate, attach a letter of justification for the terminal degree from the Department Chair.***

Additional Graduate Education. List Discipline, Institution, Dates, and Credit Hours.

1.

Relevant Professional Training. List Training, Organization, and Dates.

1.

Additional Teaching/Administrative Service in Higher Education. List Rank/Position, Discipline, Institution, Dates, and whether Full Time or Part Time. Include teaching assistantships.

1.



David T. McFaddin
President

TO: Eastern Kentucky University Faculty Senate

FROM: President David T. McFaddin

DATE: February 7, 2022

RE: Faculty Senate February Report

Legislative Update

The Legislative Session is in full swing. I am pleased by the prioritization of higher education in both Governor Beshear's proposed budget and the budget that passed out of the House last month. We are currently working with the Senate to move a variety of bills forward as well as some key budget projects forward. The EKU budgetary highlights are:

- Asset preservation-This will allow us to address maintenance issues on campus. I want to be clear that the list of projects is lengthy and this will not repair all of our needs, however, it will make a substantial difference in our most needed places on campus.
- Model Laboratory School Construction-This project will support the connectivity between our College of Education, Model Lab, and Burrier Child Development Center by creating a space where we can lead the way in the PreK-12 educator preparation.
- Alumni Coliseum Renovation-As the front door for our students on campus, the home of the Bratzke Center and our hands-on classroom for students in broadcasting and sports medicine, this project will address much-needed deferred maintenance on the facility while providing a space for multipurpose use for our students and community.
- Full funding of our KERS pension liability subsidy.
- Nearly \$50 million in new performance funding in each year of the biennium.
- Increase in the College Access Program (CAP), Kentucky Tuition Grant Program, and Work Ready Scholarship Program

EKU Assistant Vice President for Government and Community Relations Ethan Witt has done an excellent job helping to plan our Colonels at the Capitol this Thursday. We hope to bring our faculty and staff to Frankfort to continue advocating for our various projects. If you have questions regarding any of our legislative positions, I encourage you to contact Ethan at ethan.witt@eku.edu or 859-622-6220.

COVID-19 Update

Campus health and wellbeing continue to be a top priority as we learn to live with COVID-19 and its variants. We continue to provide KN-95 masks to those faculty and staff that request them. In addition, we are providing testing and vaccinations through Student Health Services. We will continue contract tracing those students in residential spaces. All other positive students, faculty, and staff should continue to follow the guidelines of the CDC.

Fundraising Goal Exceeded

I want to commend the work of our Alumni Development team who recently announced the end of the Make No Little Plans Campaign. This campaign was the largest and most ambitious fundraising effort in EKU's history and has exceeded its \$50 million goal. This ensures that we can maintain and strengthen our excellence in academic programs, student success and campus revitalization. This effort allows us to enhance opportunities for professional development, reward innovative research and promote applied classroom learning. We know that through investing in our faculty, we will continue to achieve academic excellence.

President's Excellence Awards

Serving as president of an institution with faculty and staff who provide excellence daily is inspiring. We want to recognize those in our campus community who demonstrate excellence in leadership, engagement, hospitality, philanthropy, diversity and inclusion, and innovation during our first-ever President's Excellence Awards on Wednesday, April 27. The ceremony will be held on the main stage of the EKU Center for the Arts. I invite you to nominate a deserving colleague or yourself for the award. Winners receive an award and \$2,500. Nominations are due Friday, February 25. Visit the [President's Excellence Awards website](#) for criteria and nomination information.

Presidential Installation

I am excited about the upcoming Presidential Installation, and more importantly the campus-wide celebration of our institution. While you will be getting an invitation later this year, please go ahead and mark your calendars for the week of April 25, 2022, and specifically the Installation day of Friday, April 29, 2022. The installation theme, One Eastern, will play triple duty and also serve as the mantra for our Strategic Plan and the upcoming fundraising campaign.

Strategic Planning

This month we will begin the faculty-based portion of the strategic planning process. I want to encourage everyone to think about the areas of Knowledge, Innovation, and Transformation. This will be the foundation of our strategic plan but it will also be the barometer by which we will measure employee performance. I encourage you to be thoughtful and participatory in your division's planning process.

All "A" Classic

Alumni Coliseum once again served as host to the All "A" Classic basketball tournament. Despite the winter storm, we still hosted a record number of students and parents, many from our EKU service region. Showcasing all that EKU has to offer potential students is the main reason why we invest time and resources into this event. We know that getting potential students and their families to physically visit campus is a great recruiting tool. Thank you to those of you who volunteered to serve at this year's event.

Thank you for all you do.

One Eastern,



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

Eastern Kentucky University is an Equal Opportunity/Affirmative Action Employer and Educational Institution

Teaching

Provide information, explanation, and assessment of your teaching during the review period. Applications for tenure and promotion will use the longest review period. If credit for prior service applies to tenure or promotion, per written agreement at the time of hire, record information appropriately.

The teaching narrative should provide an analysis to help evaluators understand what you have done to be effective in your teaching. Your narrative should address the criteria for teaching established by your department and college promotion and tenure policies as well as university policy 4.6.4, Tenure and Promotion.

Instructions

Focus on the following categories: course content, design, organization, and delivery methods; curriculum revision and development; command of subject matter; teaching practices, including methods of evaluating students' performance; professional relations with students and with peers in relation to teaching; other matters relevant to teaching.

Provide and analyze results of evaluation of your teaching, as required by university policy: (1) student opinion of instruction [Policy 4.1.7] and (2) secondary method of evaluating instruction other than student opinion (e.g., peer visits and consultations, peer-reviewed portfolios, etc.) [Policy 4.6.4].

Analyze strengths and weaknesses in your teaching, particularly those identified by peers and students. Explain how you have demonstrated continuous improvement of EKU's learning environments.

Additional questions to consider:

1. Describe typical teaching load and duties reassigned in lieu of teaching (e.g., administrative duties, reassignment for research, etc.).
2. Discuss other duties relevant to teaching (e.g., laboratory supervision, supervision of student teaching, supervision of students in studios, etc.). Indicate which are performed for teaching credit.
3. Provide examples of collaborating with colleagues in teaching (e.g., team teaching, class observations, course revisions, new course/program proposals, presentations, etc.).
4. List what you have done to promote professional growth in the area of your teaching assignment to improve command of the subject and to improve teaching practices (e.g., participation in courses, conferences, and workshops; reading; professional learning communities, etc.).
5. List recognitions, awards, commendations, etc., you have received for your teaching.
6. List evidentiary documentation you have provided relevant to teaching in support of this application.

Reference relevant evidentiary documentation within the narrative.

Recommended maximum length: 5-8 pages, single spaced, 10-point font, 1-inch margins.

Scholarly/Creative Achievements

Provide information, explanation, and assessment of your scholarly/creative achievements during the review period. Applications for tenure and promotion will use the longest review period. If credit for prior service applies to tenure or promotion, per written agreement at the time of hire, clearly indicate places and dates for prior service appropriately. Your narrative should address the criteria for scholarly/creative achievements established by your department and college promotion and tenure policies as well as university policy 4.6.4, Tenure and Promotion.

Instructions

List scholarly and/or creative achievements using an appropriate form of citation. Indicate if a publication or presentation was refereed, if a performance was by special invitation or a juried process recognized in the discipline, if a technical innovation or product was selected for use by professionals, or if some other jurying process applies. List proposals for grants to support scholarly/creative activity. Indicate any co-author, proposal title, funding source, amount requested, and whether or not the proposal was funded.

Provide a narrative assessment of your scholarly/creative achievements. Focus on the following categories: publications, public performances/exhibits, and technical innovations; on-going scholarly/creative achievements; your professional relationships with colleagues and students relevant to scholarly/creative achievements; other matters relevant to scholarly/creative performance.

Explain and analyze the significant aspects of your achievements. As needed, clarify achievements that may not be familiar to committee members, such as the type of journal (e.g., regional, national, international); the audience for performances, presentations, speeches; the importance of a performance, publication, technical innovation or product; the scope and complexity of the proposal; etc.

Reference relevant evidentiary documentation within the narrative.

Recommended maximum length: 5 pages, single spaced, 10-point font, 1-inch margins.

Service

Provide information, explanation, and assessment of your service during the review period. Applications for tenure and promotion will use the longest review period. If credit for prior service applies to tenure or promotion, per written agreement at the time of hire, clearly indicate places and dates for prior service in the appropriate place provided below. Your narrative should address the criteria for service established by your department and college promotion and tenure policies as well as university policy 4.6.4, Tenure and Promotion.

Instructions

Indicate your role (e.g., member, chair, secretary, etc.), the service, and the term of participation. Put NA if a section is not applicable.

1. List department-level service (e.g., committees, special service projects, administrative duties, faculty workshops, etc.).
2. List college-level service (e.g., committees, special service projects, administrative duties, etc.).
3. List university-level service (e.g., committees, special service projects, administrative duties, recruitment, etc.).
4. List service to the profession (e.g., membership and leadership in professional organizations, participation on a task force, etc.).
5. List professionally related community service (e.g., contributions to community groups, business, government, education; continuing education programs; special service projects; consulting, etc.).
6. List proposals you have developed to gain funds for use in service activities. Indicate proposal title, any co-authors, funding source, amount requested, and whether or not the proposal was funded.
7. List recognitions, awards, commendations, etc., you have received for your service.
8. List other relevant service (e.g., advising, other assistance to students).
9. List documentation you have provided relevant to service in support of this application.

Provide a narrative assessment of your service. Discuss your service to the university, service to the profession, service to the community; your professional relationships with colleagues and students in relation to service; and other matters relevant to your service. Focus on the particularly significant aspects of your service and clarify the nature and extent of your contribution. Provide useful information and explanation, keeping in mind that readers may be unfamiliar with the activity, program, etc. Do not merely repeat or summarize what is provided above.

Reference relevant documentation within the narrative.

Recommended maximum length: 3 pages, single spaced, 10-point font, 1-inch margins.

Guidance Regarding Promotion and Tenure Policy Options

Academic Affairs recognizes the importance of an environment that supports faculty mentorship and clearly articulated guidance related to expectations for promotion and tenure. Academic Affairs also recognizes the responsibility of the department in developing and updating evaluation criteria in a manner that appropriately reflects the expectations of the discipline as well as the role of the college and the University in establishing evaluation criteria that ensure the quality of academic programs. ECU is committed to balancing these considerations in the evaluation process.

Revisions to Evaluation Criteria

For faculty in the probationary period (including faculty who have achieved promotion prior to tenure and faculty hired at an Associate or Full rank without tenure), when changes are made to evaluation criteria at the department, college, or University-level, faculty shall have the opportunity to elect to be evaluated for tenure and/or promotion to Associate Professor or Full Professor under their current criteria or under the new criteria. Current criteria is that which was in effect on the employment starting date as indicated in the formal appointment terms for a period of six years or since the date of last promotion.

For tenured faculty, when changes are made to evaluation criteria at the department, college, or University-level, faculty shall have the opportunity to elect to be evaluated for promotion to Associate Professor or Full Professor under their current criteria (in effect on the employment starting date as indicated in the formal appointment terms for a period of six years or since the date of last promotion) or under the new criteria.

Reassignment of Home Department

Faculty who are reassigned to a new home department or college by the University through department mergers, reorganizations, or other means shall have the opportunity to retain conditions of appointment and/or any other pre-existing agreements that relate to eligibility for promotion and/or tenure. Further, faculty in the probationary period that have been reassigned to a new home department and/or college shall have the opportunity to be evaluated for tenure and/or promotion to Associate Professor or Full Professor under the criteria in their unit of origin or the criteria in the new home department.

Tenured faculty who are reassigned in this manner and who apply for promotion within three years of reassignment may also elect to be evaluated for promotion under the criteria in the unit of origin.

Procedures

Candidates must indicate the selected criteria on the Self-Evaluation of Annual Performance for Non-Tenured Tenure-Track Faculty (4.6.5), the letter of intent for promotion and/or tenure, and the Application for Tenure and/or Promotion cover page (4.6.4).

Questions about this guidance should be directed to the Office of the Provost.

Suggestions for Program/Department/School/College Reorganizations Faculty Evaluation Policies and Documents

Suggestions

1. Allow for P&T committee members from former department/program to provide expertise and context for the duration of the merger period.
2. Ensure that policy merger committees have discipline-specific expertise and experience with updated/post-reorganization University- and College-level policies and processes.
3. Suggested timeline for revision to Faculty Evaluation policies (4.6.4, 4.6.5, and 4.6.6)
 - a. Semester 1- community building, no revision activity
 - b. Semester 2- convene policy document working group and begin revision process
 - c. Semester 3- continue revision process, gather feedback
 - d. Semester 4- approve new P&T document by May 1 deadline in Year 2

Philosophical considerations

1. Keep in mind that the goal is to craft a document that unifies people while recognizing unique contributions.
2. What is fair, equitable, and/or right may shift when a new community is created.

Key areas for consideration:

1. Faculty workload may differ across programs, though they must align with University- and College-level expectations.
2. Establishing broad standards that allow for diversity of disciplines
3. Ask for an outside mediator and reviewer during the process as needed.

Guidelines for Policy Document Mergers

1. Discuss purpose of document to determine format, definitions, and criteria.
2. Reference University- and College-level policy documents for guidance and reducing duplication.
3. Include two individuals from each discipline area.
4. Request that all members of the merged unit participate in the policy approval vote.
5. University and College deadlines for policy revisions must be observed during the new document approval process (for example, “Changes in the Department procedures shall be made by a majority vote of the full-time tenure-track members of the Department and shall be reviewed by the Dean by May 1 prior to the academic year in which the changes are to take effect (Policy 4.6.4).).

Reminder: Per 4.6.4, “A faculty member may request an extension of the probationary period for qualifying exigencies as outlined in Policy 8.2.14, Family Medical Leave, even if the faculty member does not take leave, or for extenuating circumstances (e.g., a physical disaster affecting research materials). An extension may be granted for a maximum of one year and does not relieve the faculty member from fulfilling his/her regularly assigned duties.”

Eastern Kentucky University**Department Evaluation Report for Tenure and/or Promotion****Assessment of Candidate's Teaching**

Using department/college assessment criteria, provide a narrative assessment of the candidate's teaching effectiveness. The assessment shall be based on appropriate criteria and should focus on the following categories: 1) Teaching Practices and Course Delivery, 2) Course Design and Organization, 3) Course Content and Command of Subject Matter, 4) Professional Relations with Students and with Peers in Relation to Teaching, and 5) other matters relevant to teaching (e.g., curriculum revision and development, etc.).

Provide an evaluation of performance and address strengths and weaknesses in relation to criteria. Also discuss evidence from student evaluation of instruction and from other systematic methods of evaluating instruction. Address improvements or declines. Support views with relevant evidence and provide information and explanation to assist the faculty member and other evaluators.

Assessment of Candidate's Scholarly/Creative Achievements

Using department/college assessment criteria, provide a narrative assessment of the candidate's scholarly and/or creative achievements. The assessment shall be based on appropriate criteria and should focus on the following categories: 1) Publications, Public Performances/Exhibits, and Technical Innovations; 2) Professional Relations with Students and with Peers in Relation to Scholarly/Creative Achievements; and 3) other matters relevant to scholarly/creative achievements (e.g., grants, etc.).

Provide an evaluation of performance and address strengths and weaknesses in relation to criteria, supporting views with relevant evidence, and provide information and explanation to assist the faculty member and other evaluators. Comment on how your discipline views a particular publication, presentation, creative performance, or technical innovation, and, as appropriate, clarify a jurying process used in the discipline as it relates to the candidate's work. Explain the degree to which the achievements meet or exceed departmental expectations.

Assessment of Candidate's Service

Using department/college assessment criteria, provide a narrative assessment of the candidate's service. The assessment shall be based on appropriate criteria and should focus on the following categories: 1) Service to the University; 2) Service to the Profession; 3) Service to the Community, as related to the discipline; 4) Professional Relations with Students and with Peers in Relation to Service; and 5) other matters relevant to service.

Provide an evaluation of performance and address strengths and weaknesses in relation to criteria, supporting views with relevant evidence, and provide information and explanation to assist the faculty member and other evaluators.

Department Tenure and Promotion Committee Overall Recommendation

Drawing on assessment of the candidate's teaching, scholarly/creative achievements, and service, provide appropriate recommendations pertaining to tenure/promotion. Include justifications for recommendations.

The Department Committee recommendation on **TENURE** is: [Insert Approval, Disapproval, or Not Applicable]

The Department Committee recommendation on **PROMOTION** is: [Insert Approval, Disapproval, or Not Applicable]

Signatures of committee members denote verification of the majority vote:

Committee Member Name (Printed/Typed)

Signature

Date

Department Chair

_____ I concur with the committee's evaluation report and recommendation.

_____ I do not concur with the committee's evaluation report and recommendation.

Department Chair Overall Recommendation

Drawing on assessment of the candidate's teaching, scholarly/creative achievements, and service, provide appropriate recommendations pertaining to tenure/promotion. Include justifications for recommendations. This page is required for all candidates.

The Department Chair's recommendation on **TENURE** is: [Insert Approval, Disapproval, or Not Applicable]

The Department Chair's recommendation on **PROMOTION** is: [Insert Approval, Disapproval, or Not Applicable]

Department Chair's Signature

Date

Faculty member's signature and date acknowledging receipt of the Department Committee and Chair reports and recommendations:

Signature

Date

Reconsideration by Department Committee

The candidate may request reconsideration of the Department committee's recommendation, the Department Chair's recommendation, or both within ten (10) calendar days of notification. (See Policy 4.6.4, p. 13). Requests should be submitted in writing, should address concerns raised by the Department committee and/or the Department Chair, and may include additional information in support of the clarification.

On [insert date], the candidate requested reconsideration by the Department Committee of its negative recommendation for: [insert Promotion or Tenure]. The letter is attached.

The result of the review is that the initial recommendation for **TENURE** was [insert Reversed or Affirmed] on the following grounds:

The result of the review is that the initial recommendation for **PROMOTION** was [insert Reversed or Affirmed] on the following grounds:

Department Committee

Committee Member Name (Printed/Typed)

Signature

Date

Faculty member's signature and date acknowledging receipt of the reconsideration recommendation:

Signature

Date

Reconsideration by Department Chair

The candidate may request reconsideration of the Department committee's recommendation, the Department Chair's recommendation, or both within ten (10) calendar days of notification. (See Policy 4.6.4, p. 13). Requests should be submitted in writing, should address concerns raised by the Department committee and/or the Department Chair, and may include additional information in support of the clarification.

On [insert date], the candidate requested reconsideration by the Department Chair of its negative recommendation for: [insert Promotion or Tenure]. The letter is attached.

The result of the review is that the initial recommendation for **TENURE** was [insert Reversed or Affirmed] on the following grounds:

The result of the review is that the initial recommendation for **PROMOTION** was [insert Reversed or Affirmed] on the following grounds:

Department Chair

Department Chair's Signature

Date

Faculty member's signature and date acknowledging receipt of the reconsideration recommendation:

Signature

Date



Eastern Kentucky University

Policy and Regulation Library

Academic Regulation: 4.1.11ACR

Responsible Office(s): Academic Affairs,
Registrar

Effective: ~~June 19, 2017~~ February 1, 2022

Next Review Date: Spring 2022

Academic Regulation: 4.1.11ACR

Awarding Incomplete Grades

Statement

When a student has extenuating circumstances that impede him/her from completing a course, an incomplete grade may be awarded as a temporary grade. The incomplete grade cannot be used simply because a student has failed to complete the work in the course or as a means of raising the student's grade by doing additional work after the grade report time. Students must request an incomplete grade from the faculty member prior to the last day of class when a student wishes to pursue an incomplete grade. If the instructor agrees that the student has extenuating circumstances beyond his/her control and the instructor agrees to assign an incomplete grade, the instructor must complete an Incomplete Grade Agreement detailing all outstanding assignments and/or conditions needed to complete the course, and a due date for each assignment. An incomplete grade may not be given as a midterm grade. Any student given an incomplete is expected to have satisfactorily completed at least 60% of the course.

A degree cannot be awarded to a student with any incomplete ECU courses on his/her record. ~~Any student who is a pending graduate with unresolved ECU incomplete grades ("I") will be given the choice of either accepting an "F" for the course (or "NC" for unresolved "IP" grades) or being deferred to the next term for graduation consideration. All incompletes for students pending graduation must be resolved before their published degree conferral date.~~ All Incomplete Grades for students pending graduation must be resolved no later than 6 weeks after the published degree conferral date. Any student who is pending graduation with unresolved ECU incomplete grades after the 6 week deadline will be given the choice of either accepting an "F" for the course (or "NC" for unresolved IP grades) or being deferred to the next term for graduation consideration.

Entities Affected

- Colleges
- Departments
- Office of the Registrar
- Students

Procedures

The following procedure applies when an instructor has agreed to assign a grade of “I” for students who are unable to complete the course because of extenuating circumstances.

1. On the Incomplete Grade Agreement, the instructor will identify all outstanding assignments and/or other conditions needed to complete the course, and due dates for each assignment.
2. Faculty are strongly encouraged to give students the shortest reasonable time period in which to complete the work. The longest time period is the end of the next regular semester (fall/spring); however, it typically benefits students to complete work before they begin classes the next semester.
3. The Incomplete Grade Agreement must be signed by the faculty member, student, chair of the department offering the course, and the dean of the college of the course. Chairs should assure that the Agreement includes reasonable due dates for completing the work.
4. The Incomplete Grade Agreement must be received by the Registrar’s Office no later than 15 University business days past the deadline for final grade submission. While the faculty will be able to submit the “I” grade through the online grade submission process, any “I” grade that is not accompanied by an Incomplete Grade Agreement within 15 University business days of the advertised final grade submission deadline will be converted to an “F.”
5. All outstanding work must be completed by the student and a Grade Change form must be submitted by the instructor to the Registrar’s Office by the deadline noted on the Incomplete Grade Agreement. If a grade change is not submitted by the established deadline, the incomplete will automatically default to a failing (“F”) grade.
6. If, due to extenuating circumstances, a student is unable to complete the agreed upon course work to fulfill the incomplete course by the deadline on the Incomplete Grade Agreement, the student has the option of requesting a one-time, one semester extension to the incomplete deadline. The student must initiate the request through the instructor before the original deadline. Approval of the extension of an incomplete grade is not automatic and depends on the student’s unique circumstances.

Definitions

- **Incomplete Grade, “I”:** A grade of “I” signifies that a student must complete unfinished work in order to receive a grade and, therefore, credit for a course. An incomplete grade is a placeholder until such a time as the coursework is complete; it cannot remain on a student’s transcript beyond the time allowed by this.

Responsibilities

- Faculty
 - Ensure that an Incomplete Grade Agreement is completed and submitted to the Office of the Registrar by the specified deadline.
 - Complete and submit a Change of Grade form by the specified deadline once a student completes all work designated on the Incomplete Grade Agreement.
- Office of the Registrar
 - Process Incomplete Grade Agreements and Change of Grade
- FormsStudent
 - Ensure that unfinished coursework is completed by the date specified on the Incomplete Grade Agreement.

Relevant Reference

Incomplete Grade Agreement Form

Regulation Adoption Review and Approval

Regulation Revised

<u>DATE</u>	<u>ENTITY</u>	<u>ACTION</u>
June 19, 2017	Board of Regents	Adopted
May 24, 2017	President	Approved
May 3, 2017	Provost Council	Approved
April 3, 2017	Faculty Senate	Approved
February 16, 2017	Council on Academic Affairs	Approved
June 9, 2014	Board of Regents	Adopted
May 8, 2014	President	Approved
May 7, 2014	Provost Council	Approved
October 7, 2013	Faculty Senate	Approved
August 22, 2013	Council on Academic Affairs	Approved

Regulation Issued

<u>DATE</u>	<u>ENTITY</u>	<u>ACTION</u>
April 27, 2007	Board of Regents	Adopted
April 9, 2007	Faculty Senate	Approved

A Compact Report on EKU's Operating Budget

FY 2017-2018 to FY 2021-2022

Submitted by Faculty Senate Budget Committee
February 2022

Thanks to Senior VP of Finance and Administration Barry Poynter,
Director of Budgeting, Emily Watters,
and Director of Institutional Research, Chad Adkins

EKU EASTERN KENTUCKY UNIVERSITY
Budgeting

A to Z Index • Web • People

Financial Affairs

Explore

- > Home Page
- > Budgeting Tools and Resources
- > Department Directory
- > Financial Planning
- > Fiscal Effectiveness
- > Forms
- > Inside Look
- > Operating Budgets
- > Training
- > Financial Updates

See Also

- > Office of Financial Affairs
- > Kentucky Council on Postsecondary Education

Budgeting, Financial Planning, and Fiscal Effectiveness

Operating Budget



The University Operating Budget is approved by the Eastern Kentucky University Board of Regents prior to the beginning of the new fiscal year. It includes summaries of unrestricted and restricted fund revenues, expenditures, and tuition and fees.

- [FY 2021-22](#)
- [FY 2020-21](#)
- [FY 2019-20](#)
- [FY 2018-19](#)
- [FY 2017-18](#)
- [FY 2016-17](#)

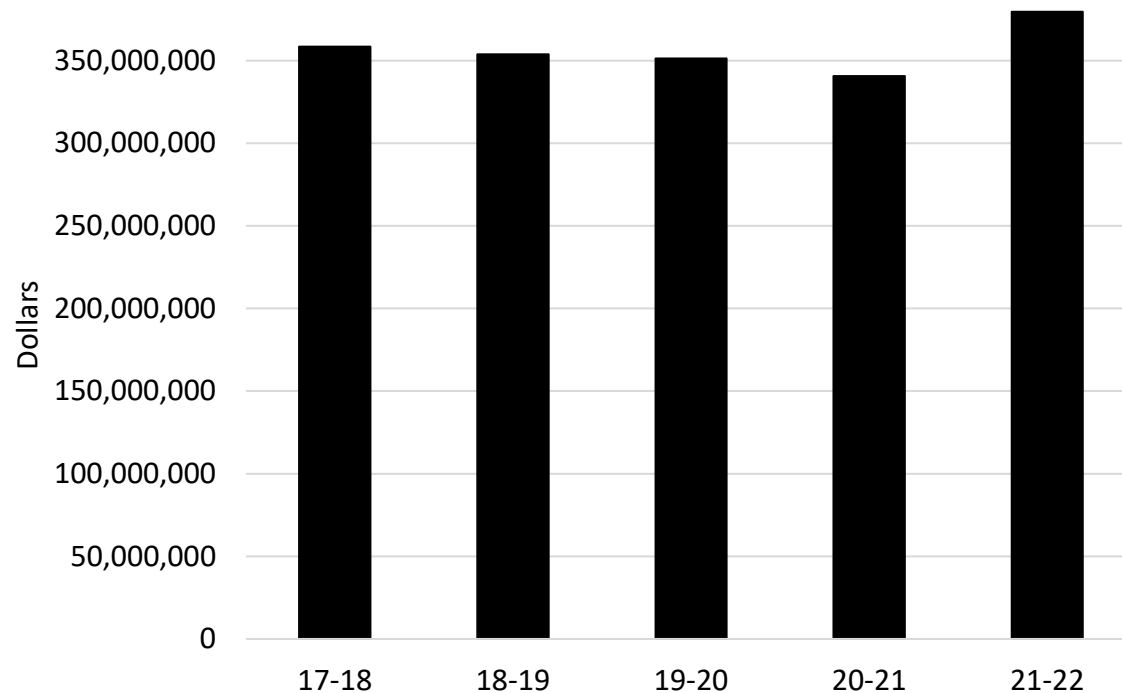
372 pages

- Total Revenues/Expenses and Enrollment Data
- Revenue Breakdown
 - Tuition and Class Fees
 - State Appropriations
 - Government Grants and Contracts
 - Auxiliary Revenue
 - Education Sales and Services
- Expenses Breakdown
 - Instruction
 - Research
 - Academic Support
 - Student Services
 - Institutional Support
 - Operation & Maintenance of Plant
 - Scholarships & Fellowships
 - Auxiliary Enterprises

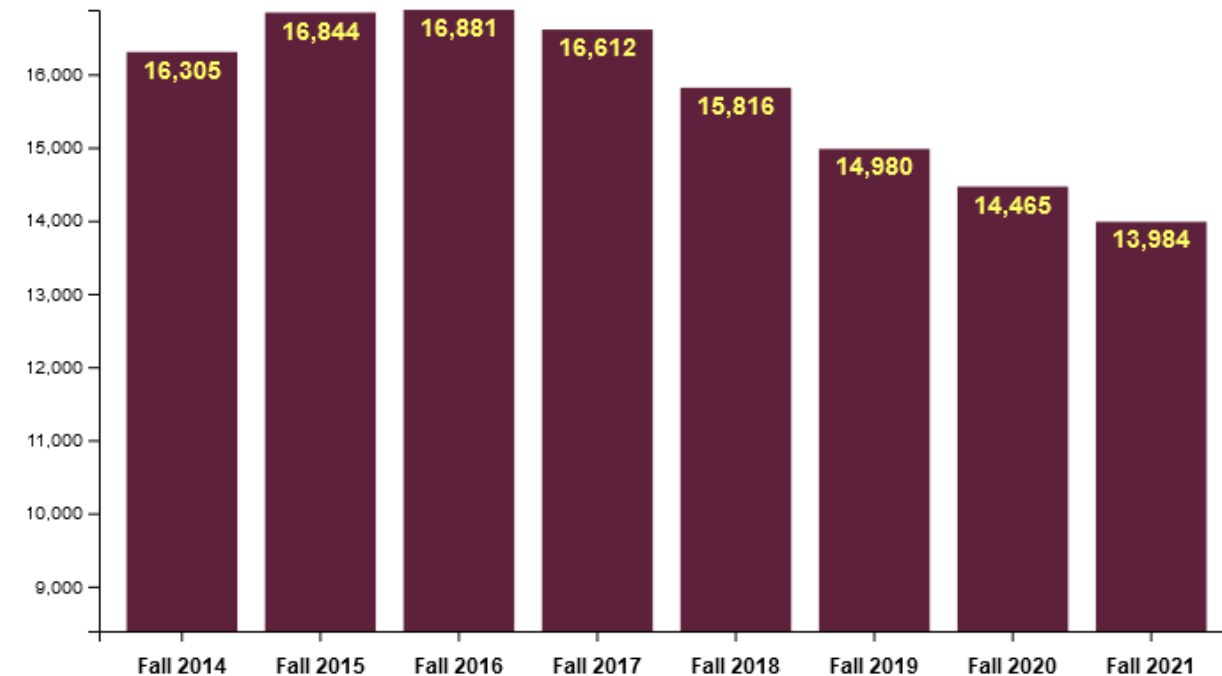
<https://budgeting.eku.edu/operating-budget>

Total Annual Budget and Student Enrollment

Total Revenue/Expenditures



Fall Enrollment



\$38,990,281 increase in 21-22
21-22 had \$34.9M in COVID-19 Relief
and \$8.1M in KERS unfunded liability support

Revenue Breakdown (Average % over past 5 years)

- Tuition and Class Fees (~42% of total revenue)
- Government Grants and Contracts (~25%)
- State Appropriations (~18.5%)
- Auxiliary Revenue (~5.8%)
- Educational Sales and Services (~2%)
- Collectively ~94% of total revenue
- Revenue not considered in this part of the report
 - Private Gifts, Grants, and Contracts
 - Non-recurring funding sources such as COVID relief funds
 - “Other” sources (Such as event revenue, food service commission, recharges, rebates, interest, insurance recoveries, surplus sales revenue, etc.)

Revenue: Tuition and Class Fees

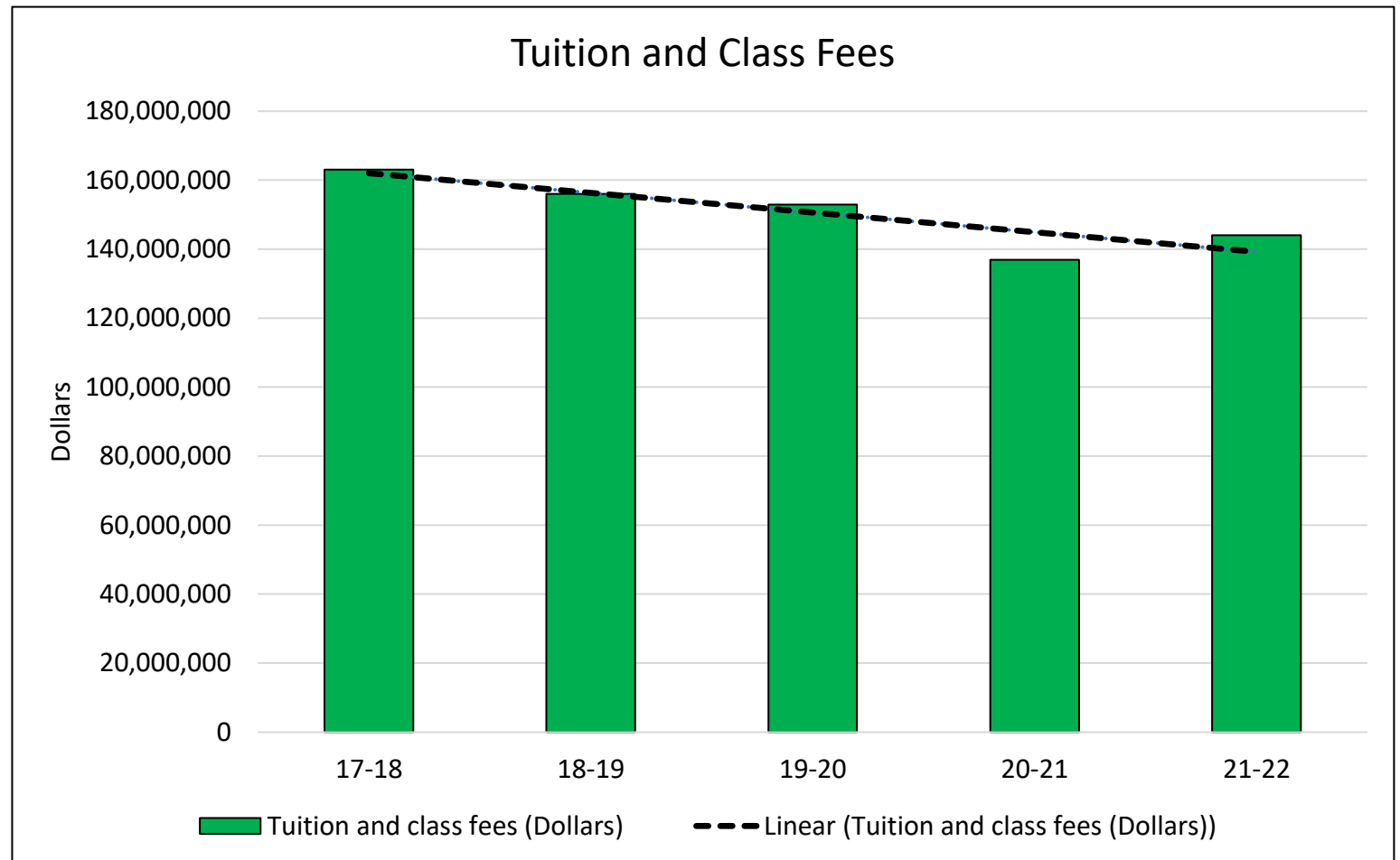
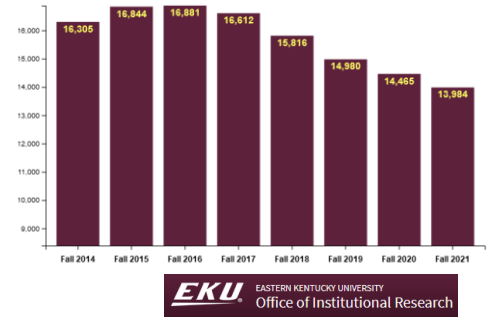
Average \$150.60M

Range \$136.95M-\$163.03M

Tuition accounts for ~95.5% of this revenue on average, Fees ~4.5%.

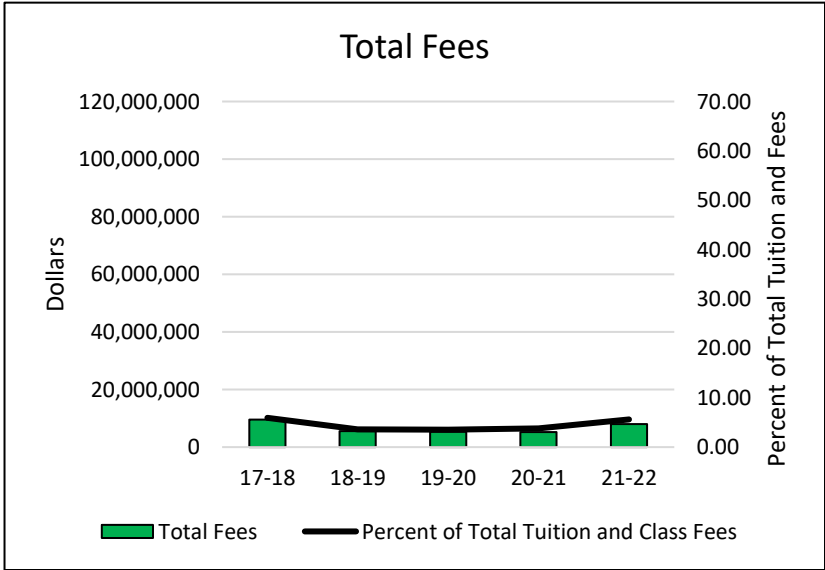
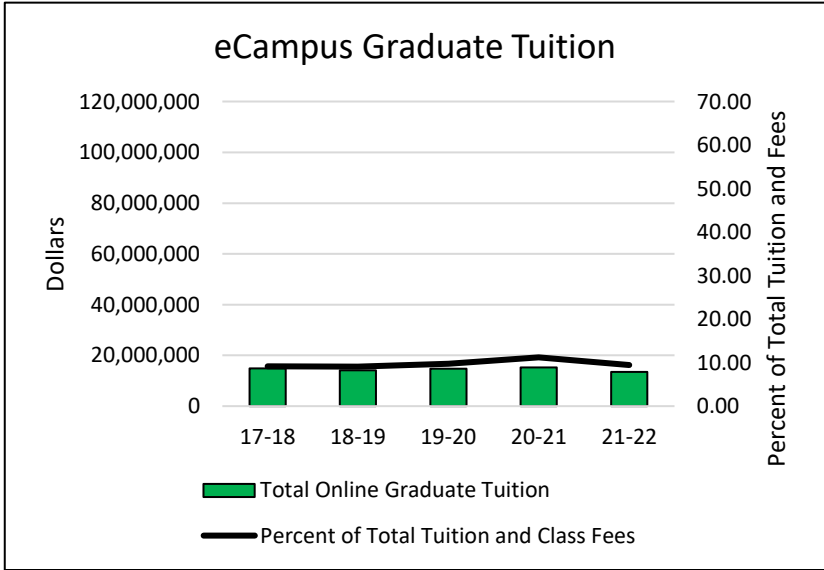
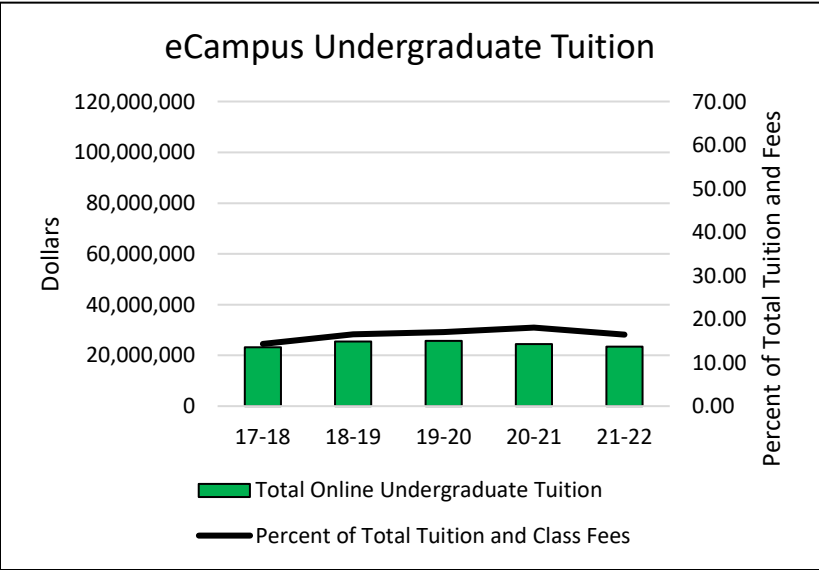
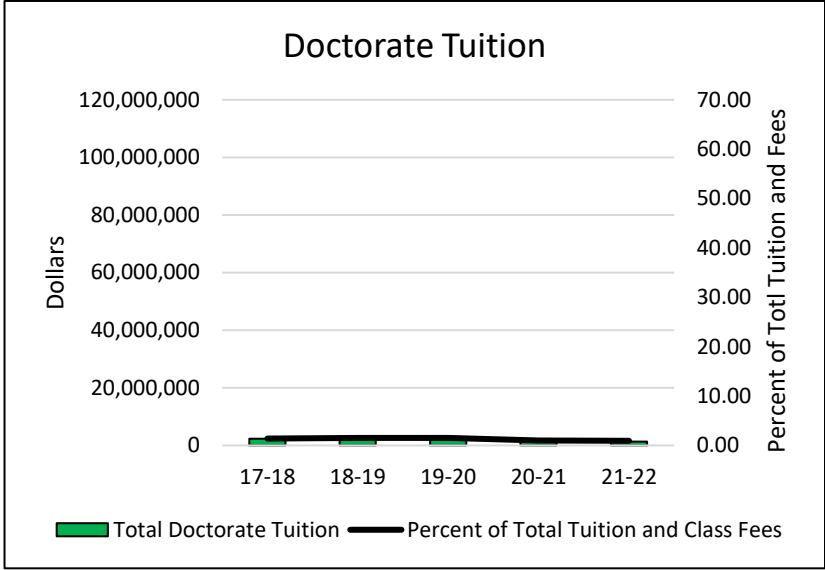
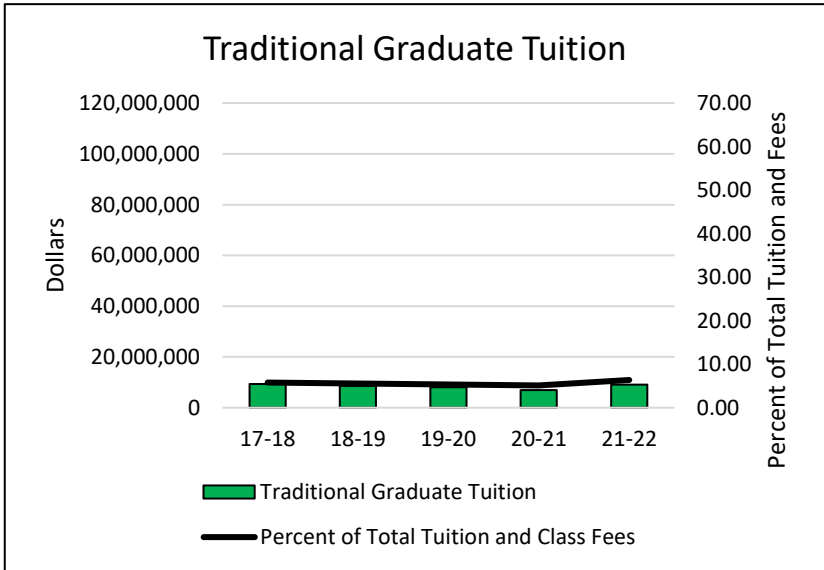
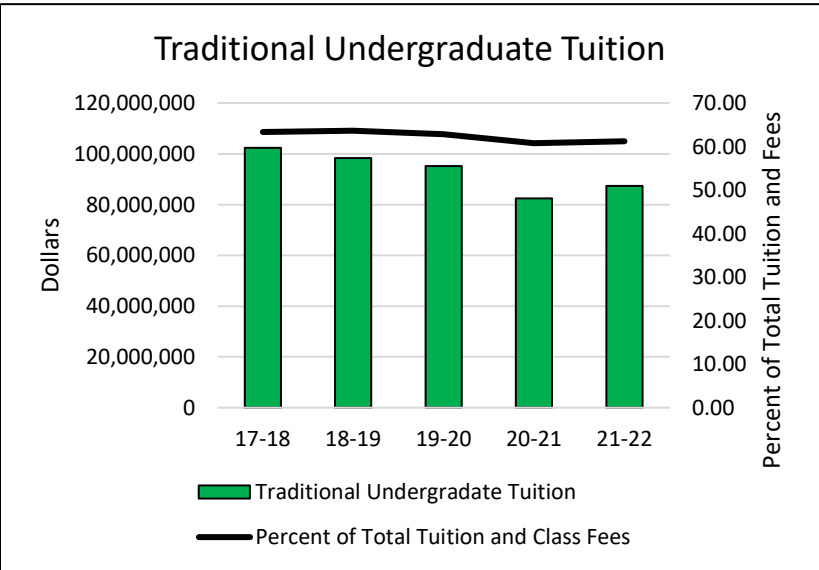
2021-22 is \$7.09M more than 2020-21

- Tuition increased 2%
 - \$4,297,405
- New Fees
 - \$2,783,432

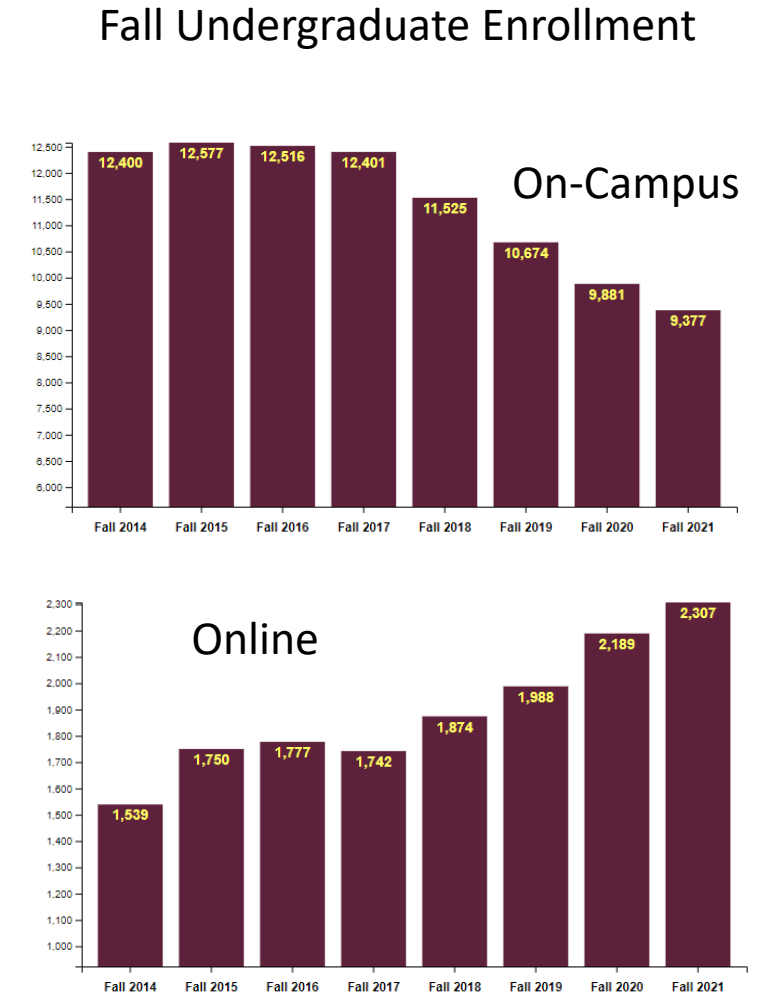
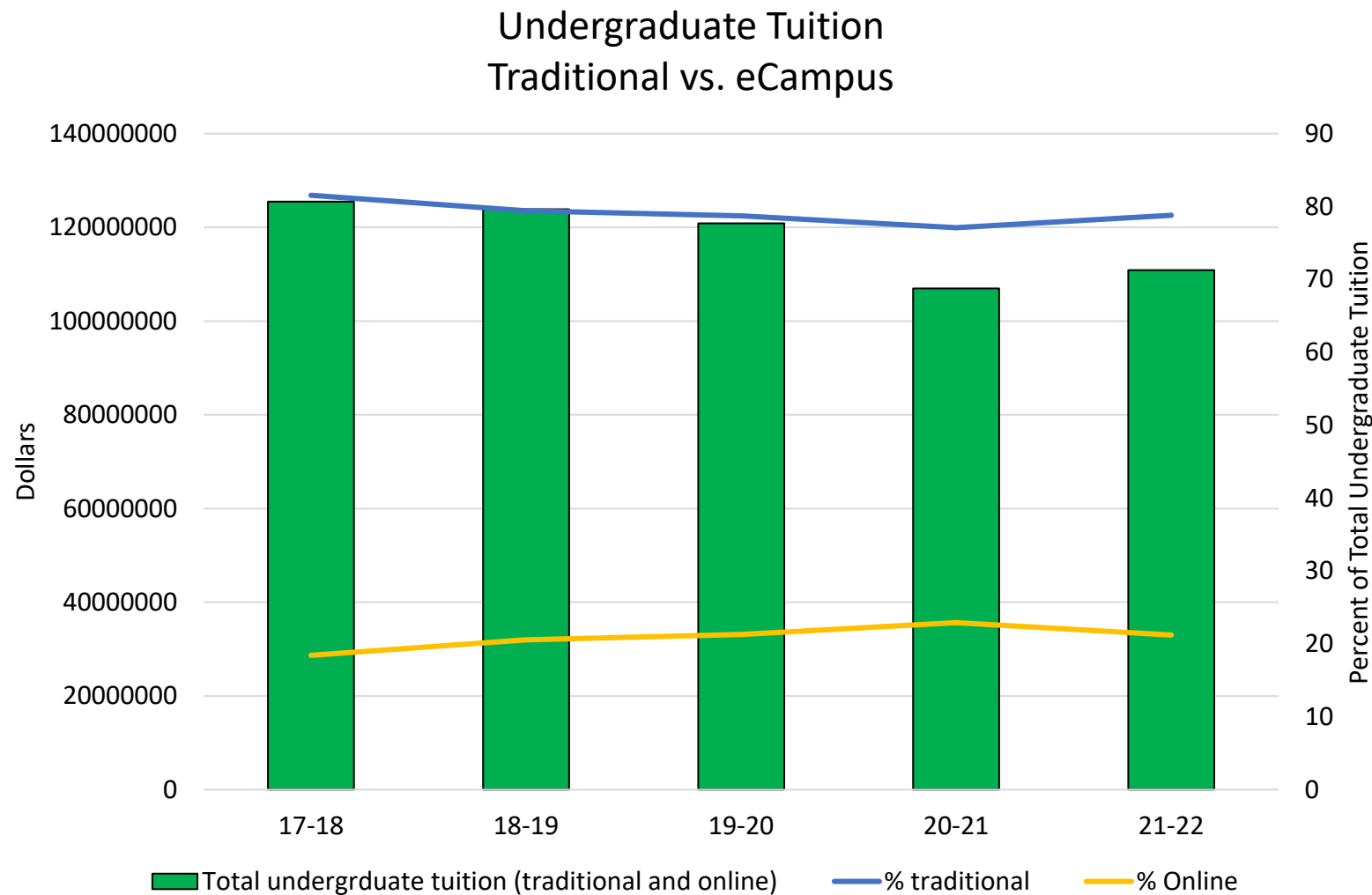


Tuition Breakdown

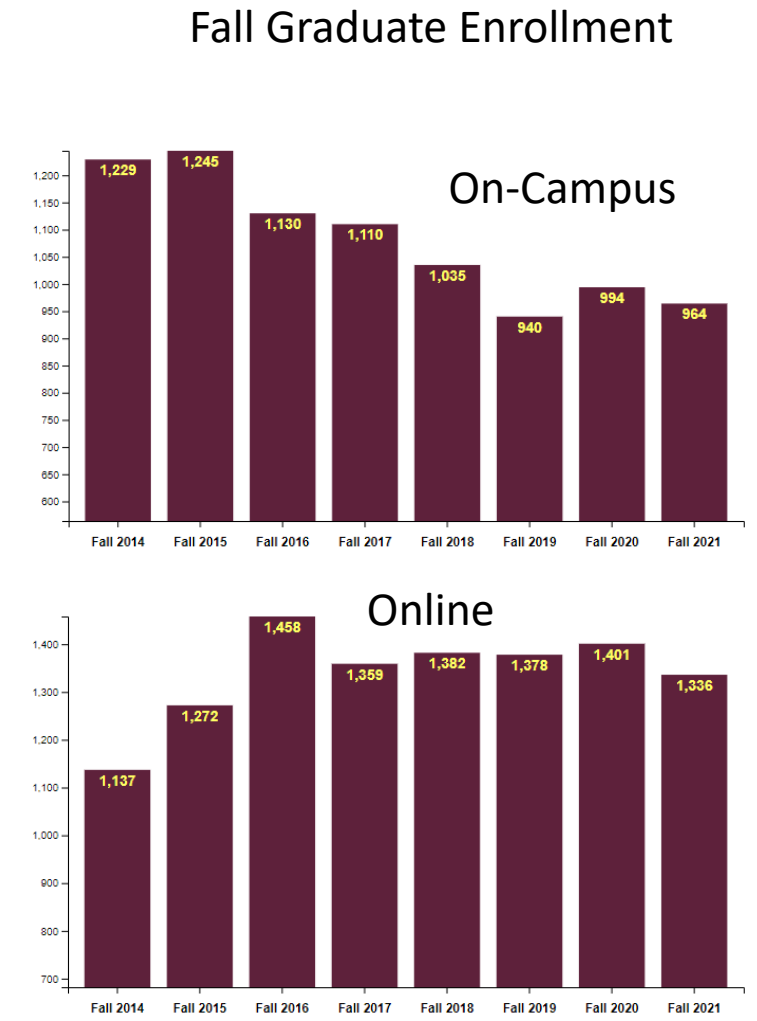
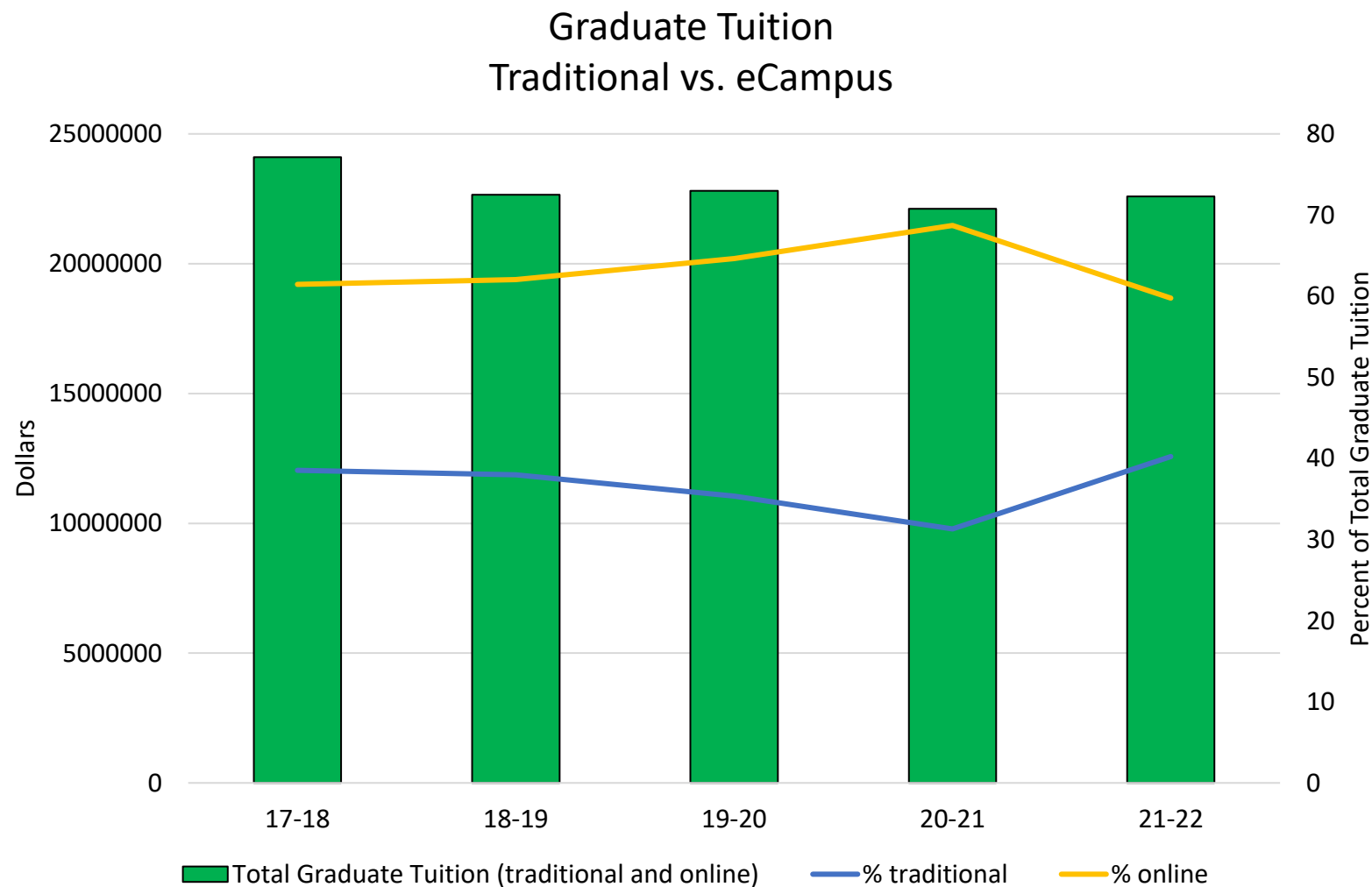
Undergraduate Traditional/eCampus, Graduate
Traditional/eCampus, Doctorate, Total Fees



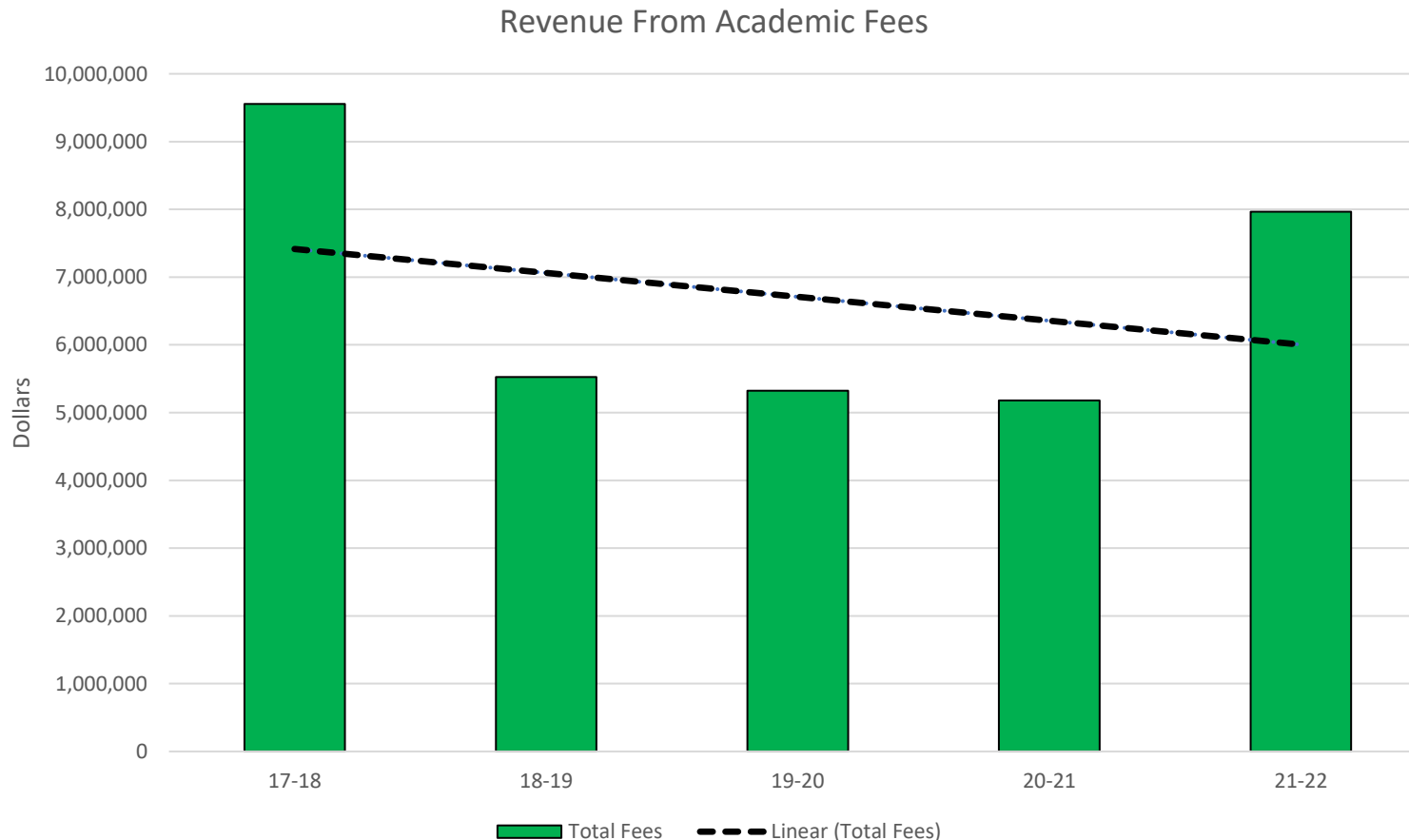
Traditional and eCampus Undergraduate Tuition



On-campus and eCampus Graduate Tuition



2021-22 Revenue from Fees is \$2,783,432 more than 2020-21



There was an “Activity Fee”

- 2017-18 (~4.06M)
- 2019-20 (~1.44M)
- (Change in classification)

There are two new fees in 2021-22:
\$125 Student Health Fee (\$2M),
\$75 Eastern Experience Fee (\$685K)
formerly \$35 Rec Fee

Class Fees increased \$675,302 from
2020-21 to 2021-22

Revenue: Government Grants and Contracts

Includes state grants/contracts administered by the University--such as the Training Resource Center (TRC) and University Training Consortium (UTC)

Average \$88.86M

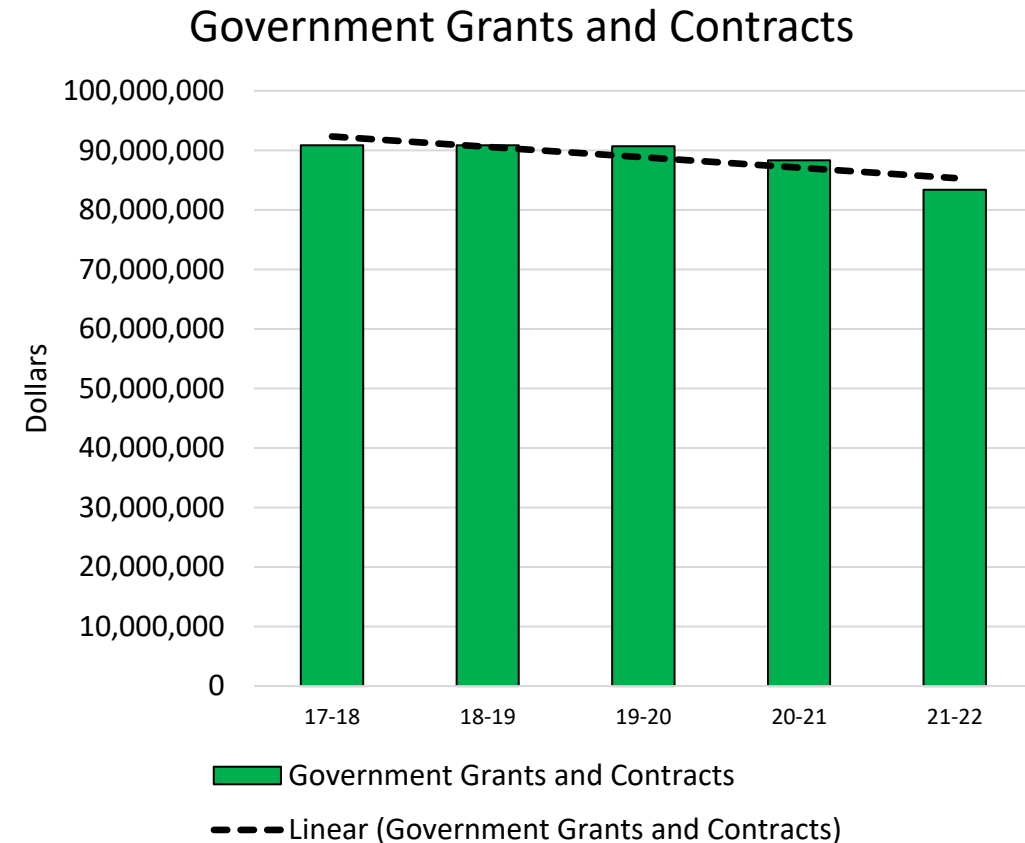
Range \$83.43M - \$90,91M

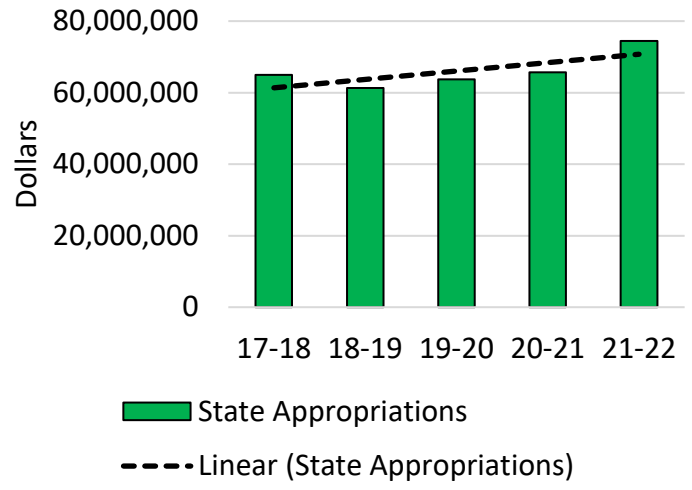
Gradual decline in grant activity overall, everywhere

Grants/Contracts that ended:

- Bluegrass Community Health Center (BCHC)
- TRC Mental Health Training

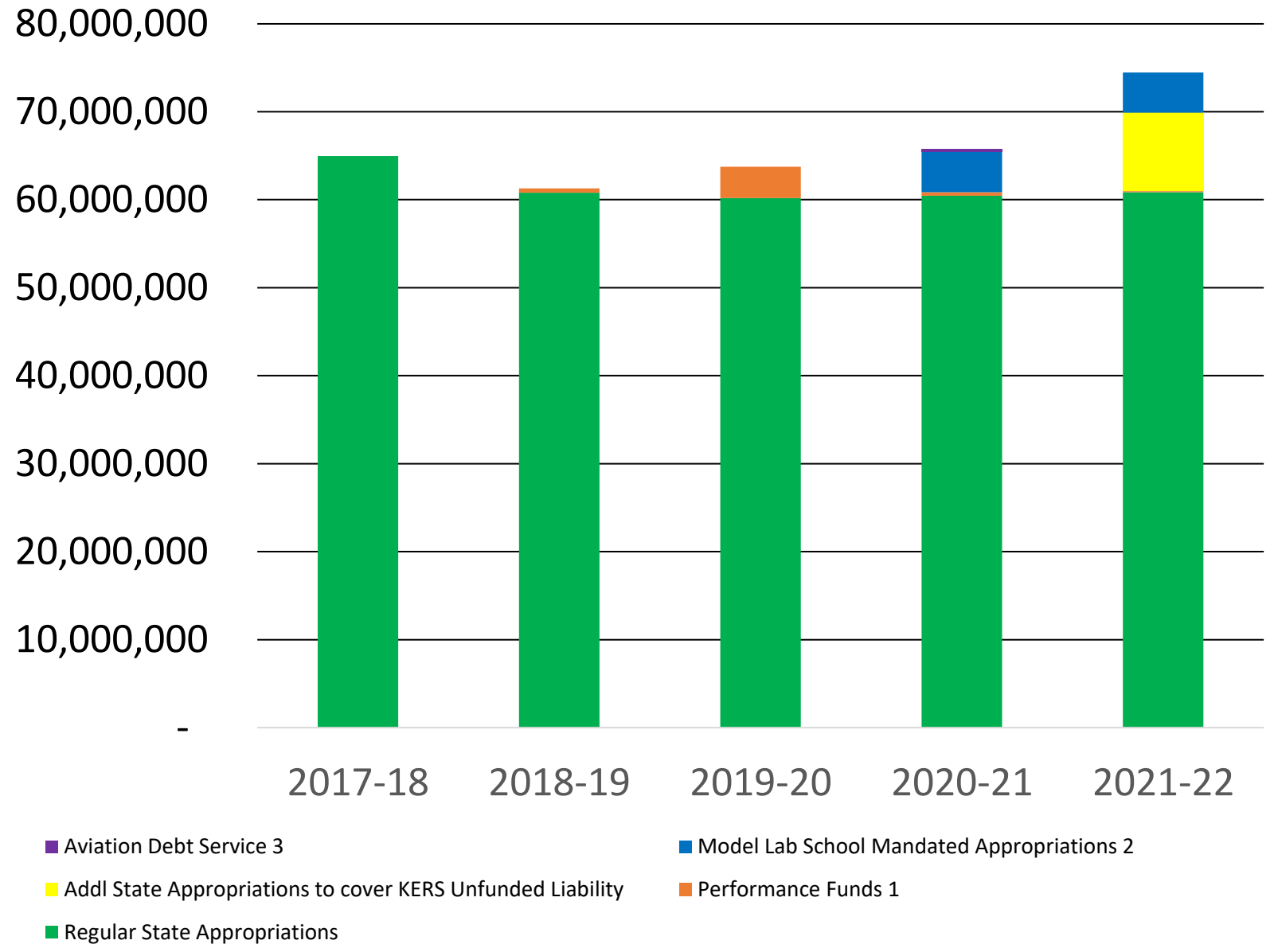
The reduction in Grants and Contracts-Restricted revenue is offset or balanced by a reduction in Grants and Contracts-Restricted expenditures.





- Average \$66.04M
- Range \$61.3M - \$74.4M
- \$4M decrease in Regular state appropriations after 2017-18. Slowly increasing past 3 years
- Performance Funding variable
- Increase this year largely due to restricted funds
 - **KERS (\$8.9M)**
 - **Model appropriation(\$4.5M)**

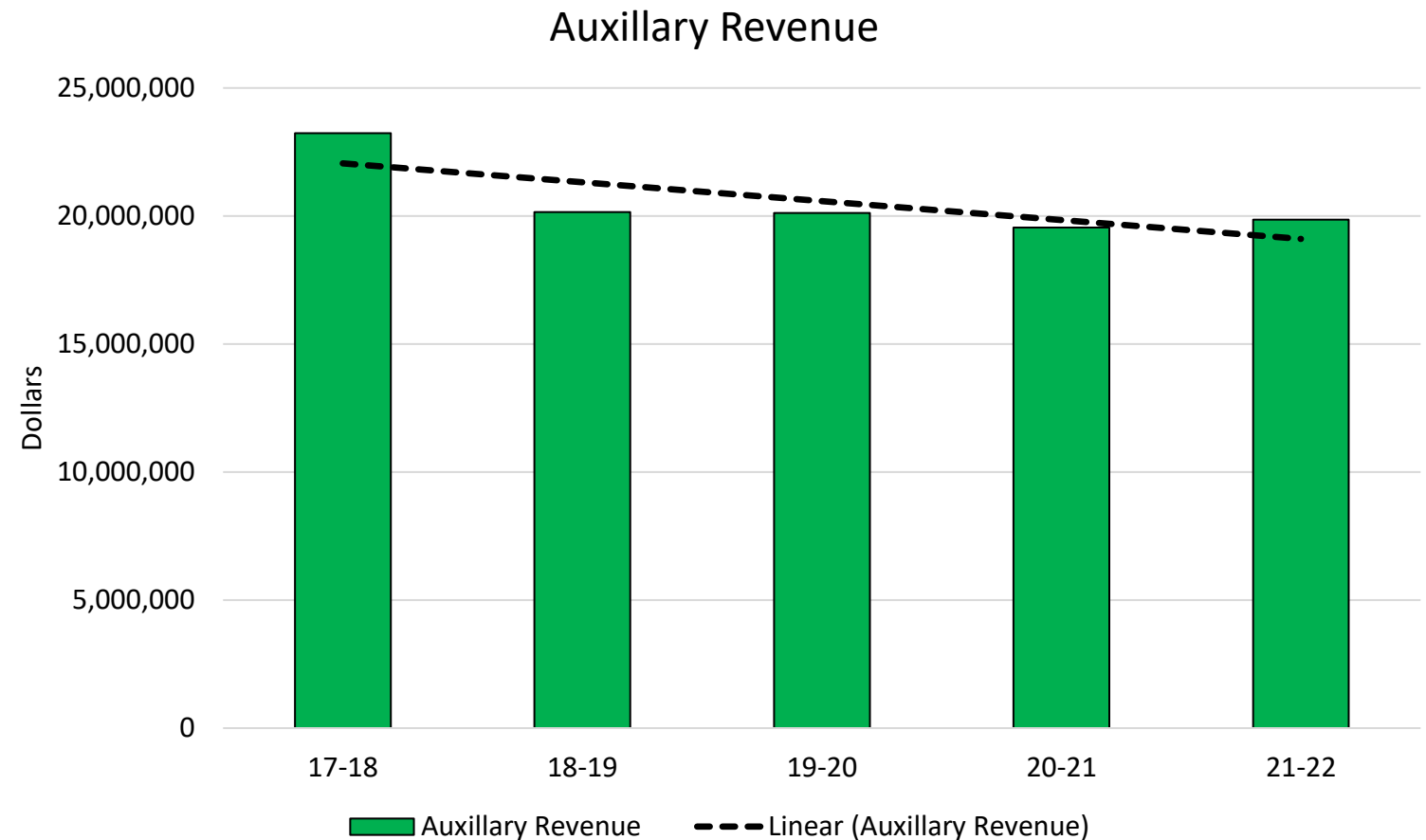
Revenue: State Appropriations



Revenue: Auxiliary

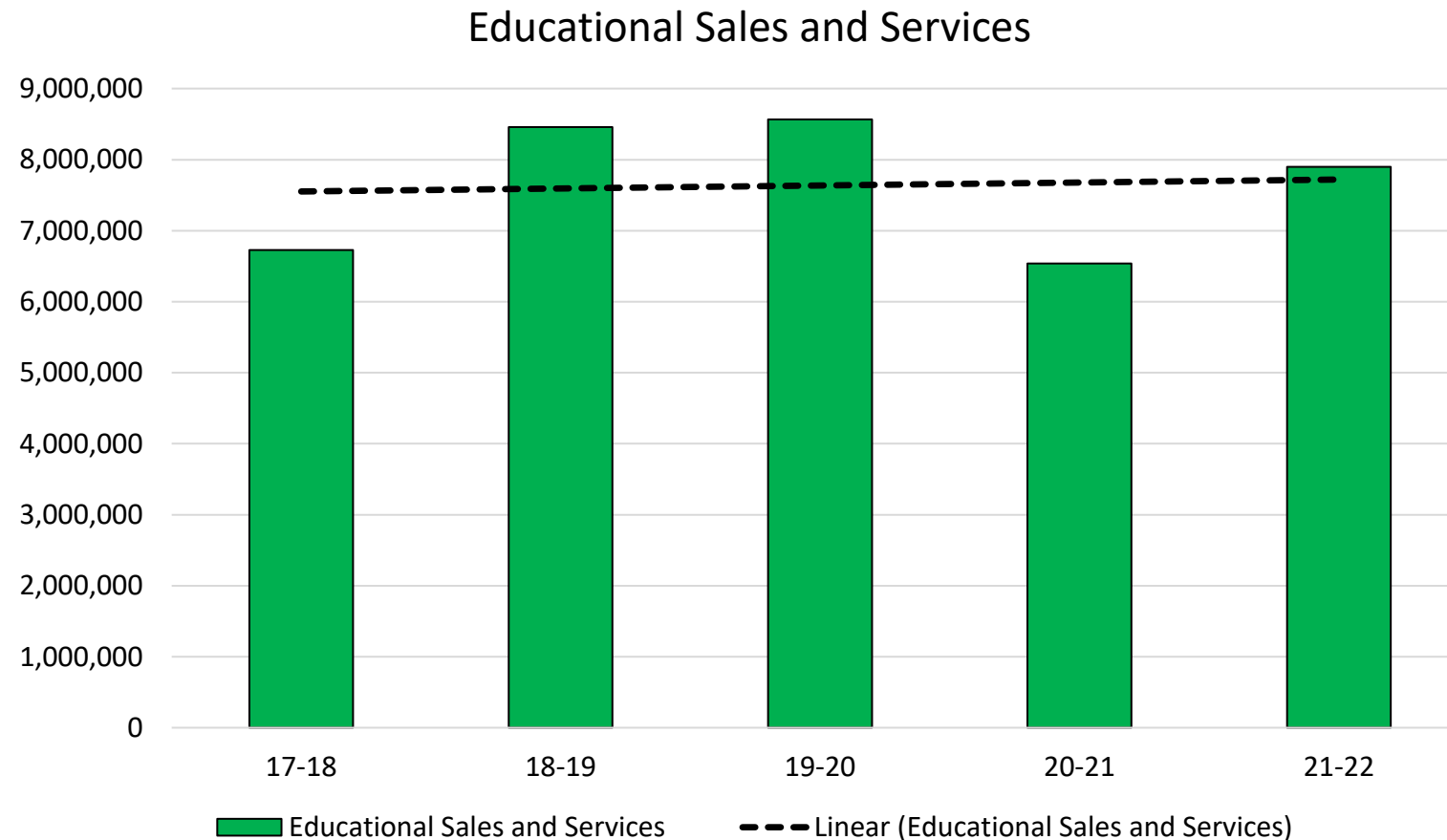
Student housing is the biggest part. Auxiliary also includes Campus Rec Center, White Hall, Parking, Arlington, Airport, etc.

\$2.5M decrease after 17-18
due to change in accounting
method for P3 residence halls.
(Public-Private Partnerships)



Revenue: Educational Sales and Services

Model Tuition is the biggest part. ESS also includes NCAA income, Athletic guarantees and sponsorship, Center for the Arts, Meadowbrook Farm, Facility usage fees, child development, and other fees



COVID impact

Center for the Arts was closed during 20-21

Lost NCAA revenue

Fewer conferences/events

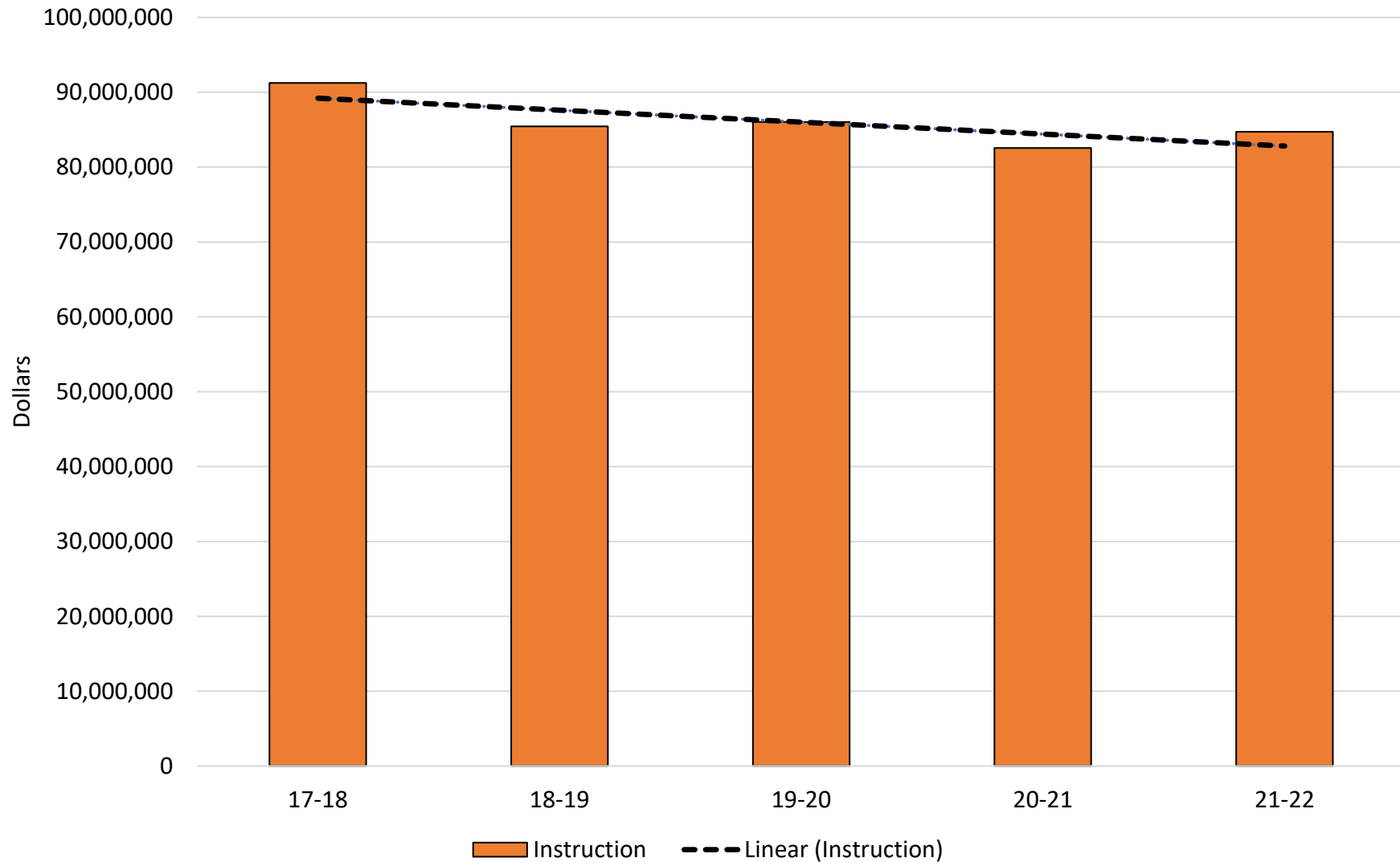
Revenue Summary

- Tuition and Fees is the largest source of revenue.
 - Revenue from tuition and fees has steadily declined over the past five years.
 - \$163,034,717 in 2017-18
 - \$144,037,554 in 2021-22
 - 2021-22 revenue increased because of increases in tuition and fees
- Government Grants and Contracts have decreased ~\$7.5M the past two years
 - Lost revenue balanced by decreased expenditures
- State Appropriations have increased each year since FY 2018-19
 - \$61,301,700 (2018-19); \$74,444,100 (2021-22)
 - Performance funding
 - KERS
 - Model appropriation
- Auxiliary revenue has been relatively constant the past four years
 - \$19,850,591 ± \$305,976.5
- Educational Sales and Services have fluctuated the past five years
 - \$7,647,408 ± \$919,763

Expenses Breakdown (Average % over past 5 years)

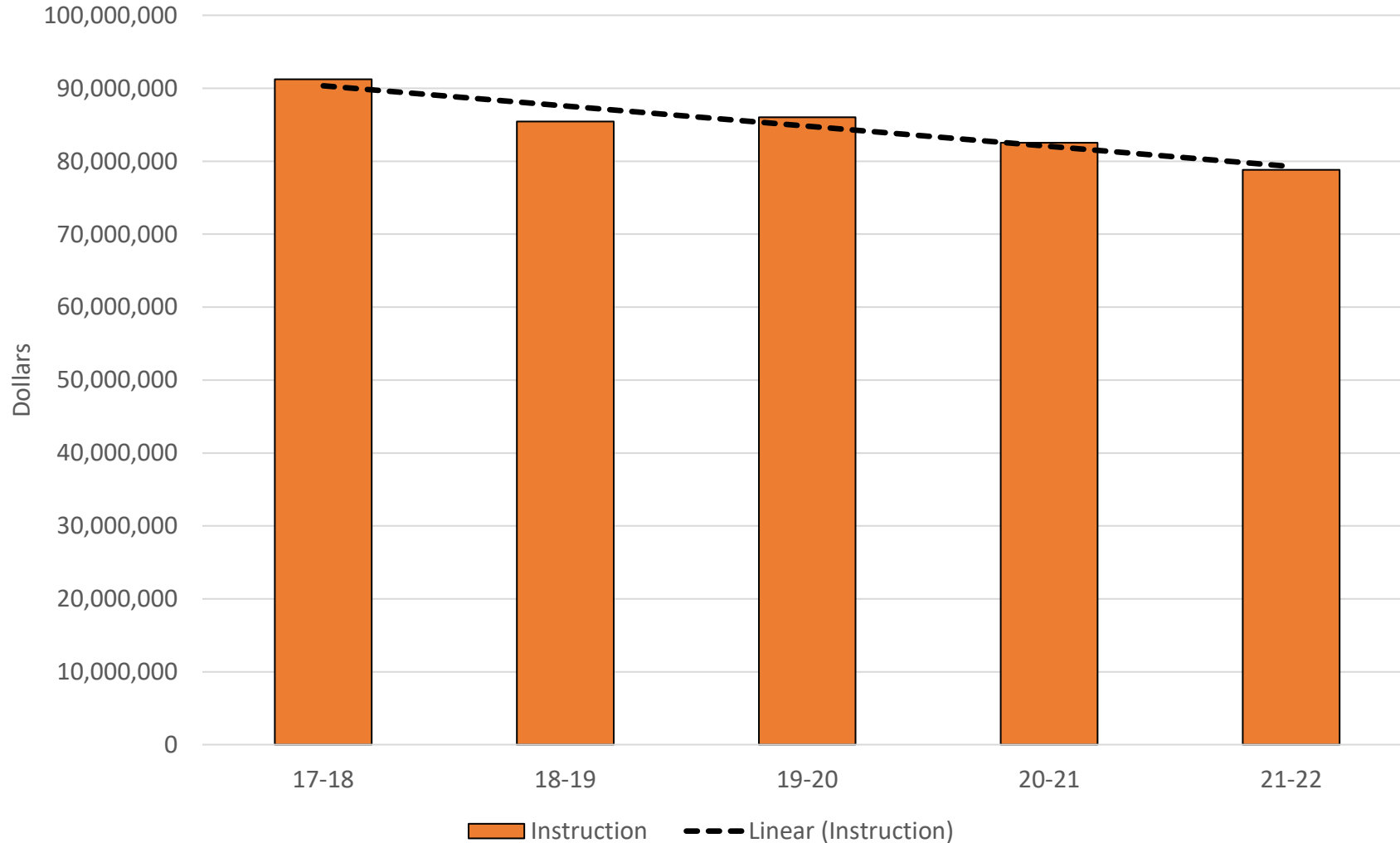
- Instruction (~24% of total expenses)
- Restricted Funds – General (~23.75%)
- Scholarships & Fellowships (~11.4%)
- Institutional Support (~9.9%)
- Auxiliary Enterprises (~7.6%)
- Academic Support (~7%)
- Operation & Maintenance of Plant (~6.9%)
- Student Services (~5.2%)
- Research (~0.03%)
- Collectively ~97% of total expenses

Expenses: Instruction



21-22 includes \$5.9M
for the BookSmart
Program

Expenses: Instruction (Not Including BookSmart Program in FY 2021-22)

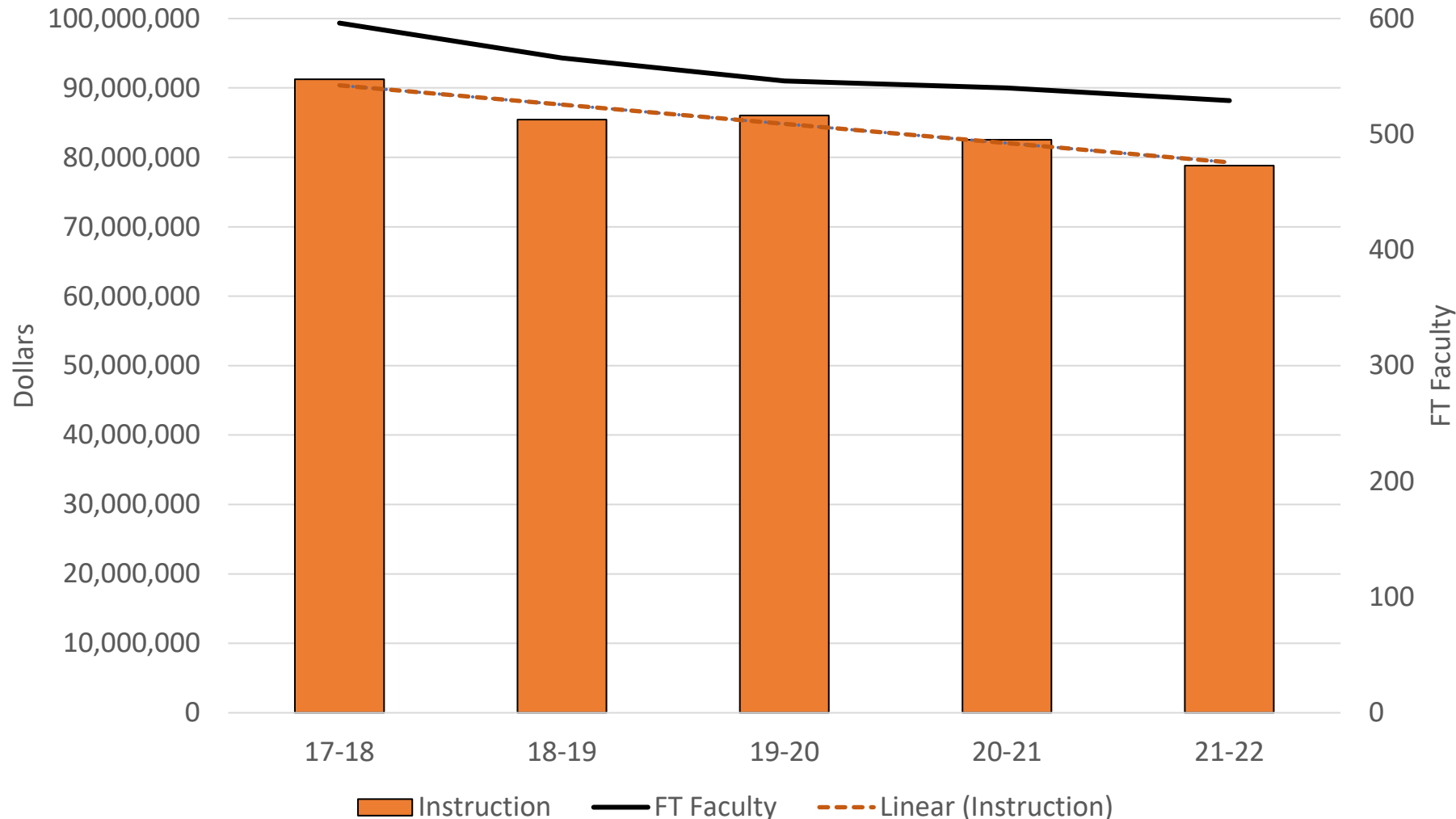


Average \$84.8M
Range \$91.2M -
\$78.8M

Total Decrease of
\$12.4M, (13.6%)
over last 5 years

Instruction Expenses* and FT Faculty

(*Not Including BookSmart Program in FY 2021-22)

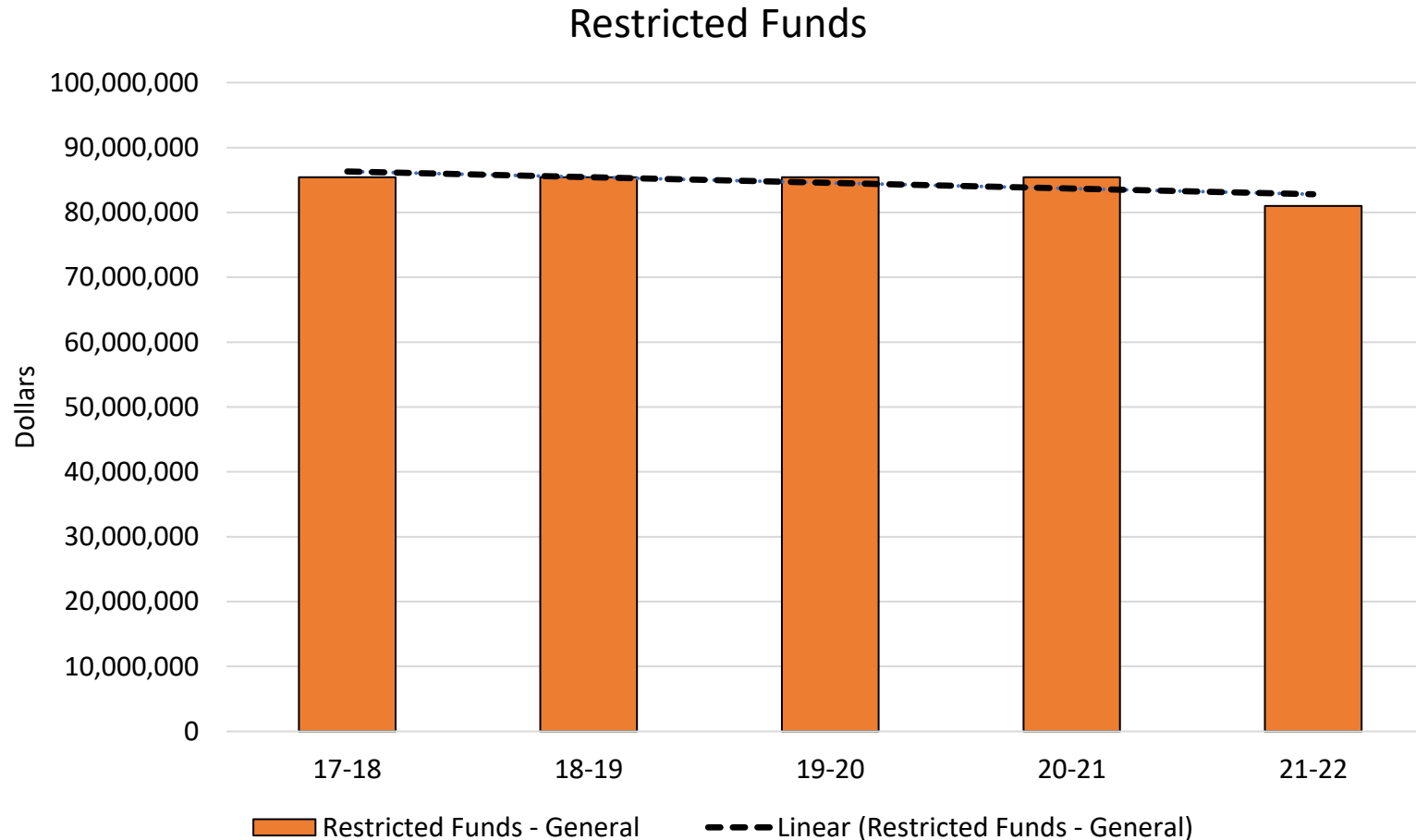


From Fall 17-Fall 20, annual decreases in FT Faculty closely follow decreases in instruction expense

67 fewer FT faculty in Fall 21 than Fall 17 (11.24% decrease)

Expenses: Restricted Funds

(Federal and state grants and contracts)

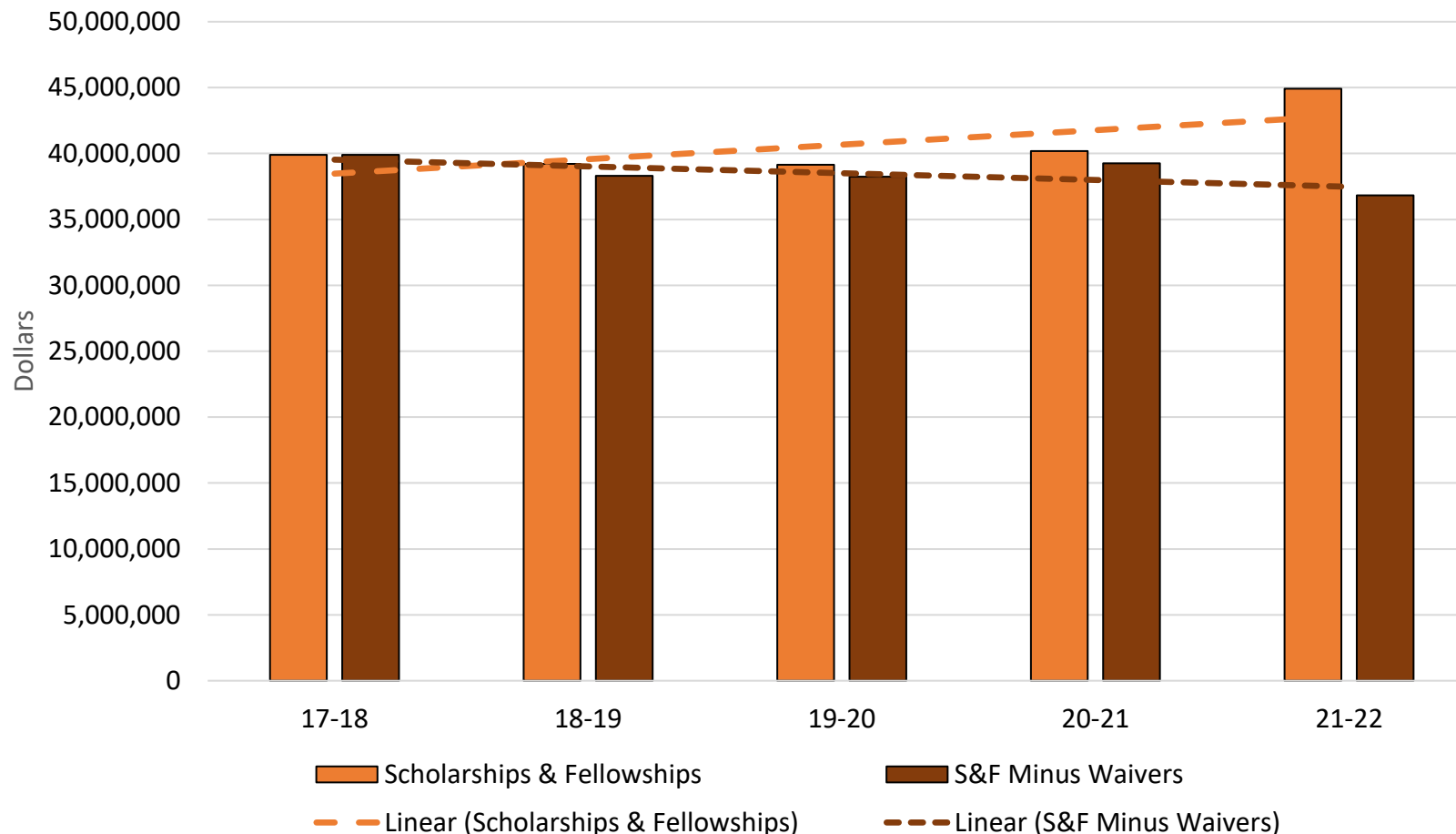


Average \$84.5M

Total amount almost constant first four years; decreased \$4.4M (5.17%) between 2020-21 and 2021-22 due to lost contracts

Expenses: Scholarships and Fellowships

With and Without Out of State Waivers



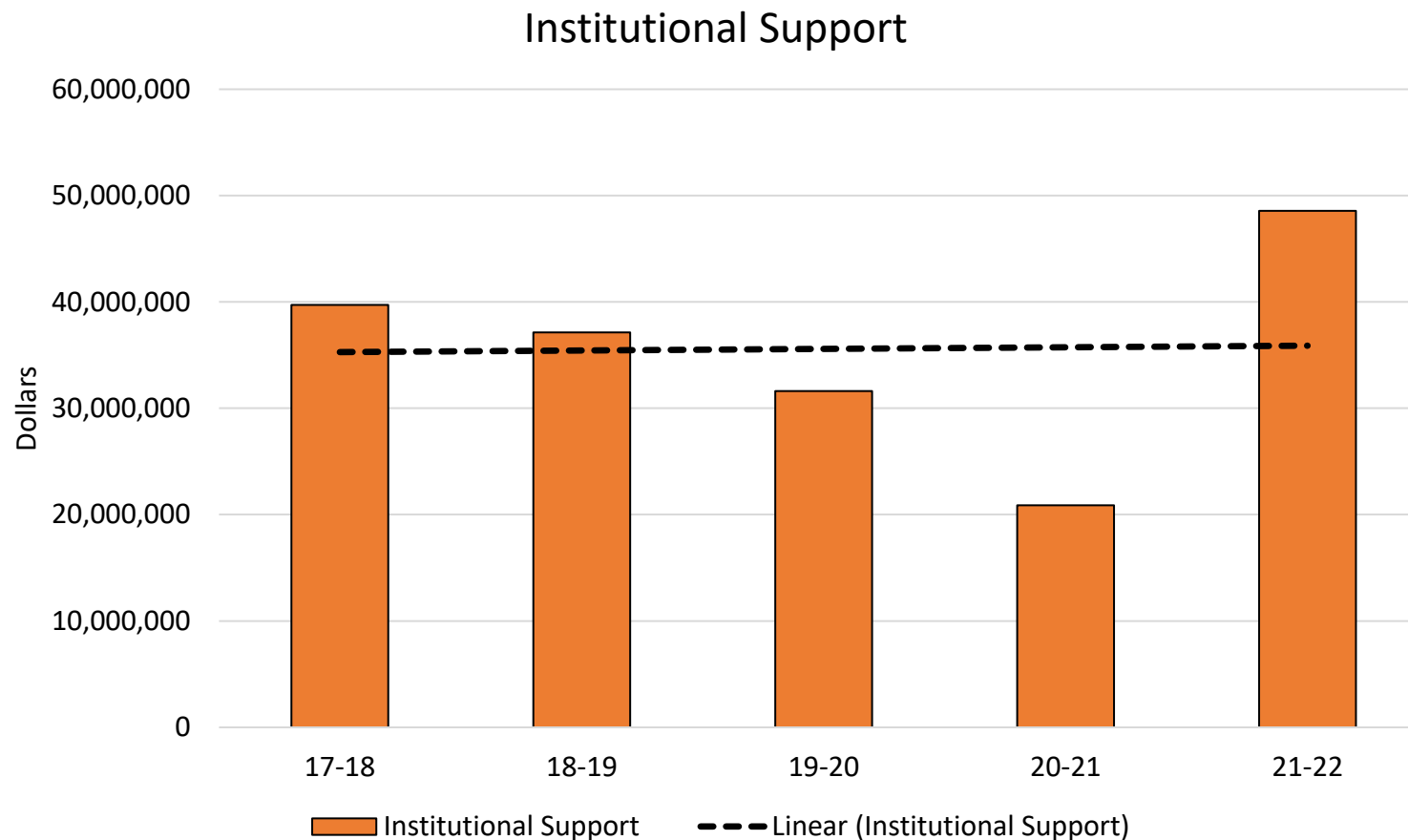
Average \$40.7M

2021-22 was \$5.8M higher than 2019-20

- \$1M was added in 2020-21 for Online Program Scholarships.
- Scholarships increased another \$4.7M in 2021-22 to fully fund the non-resident tuition waiver.

Expenses: Institutional Support

Includes Benefits clearing, IT, HR, Administration Finance, President, Provost, Public Relations, Development, Police, Insurance, Budgeting, etc.



Average \$35.6M

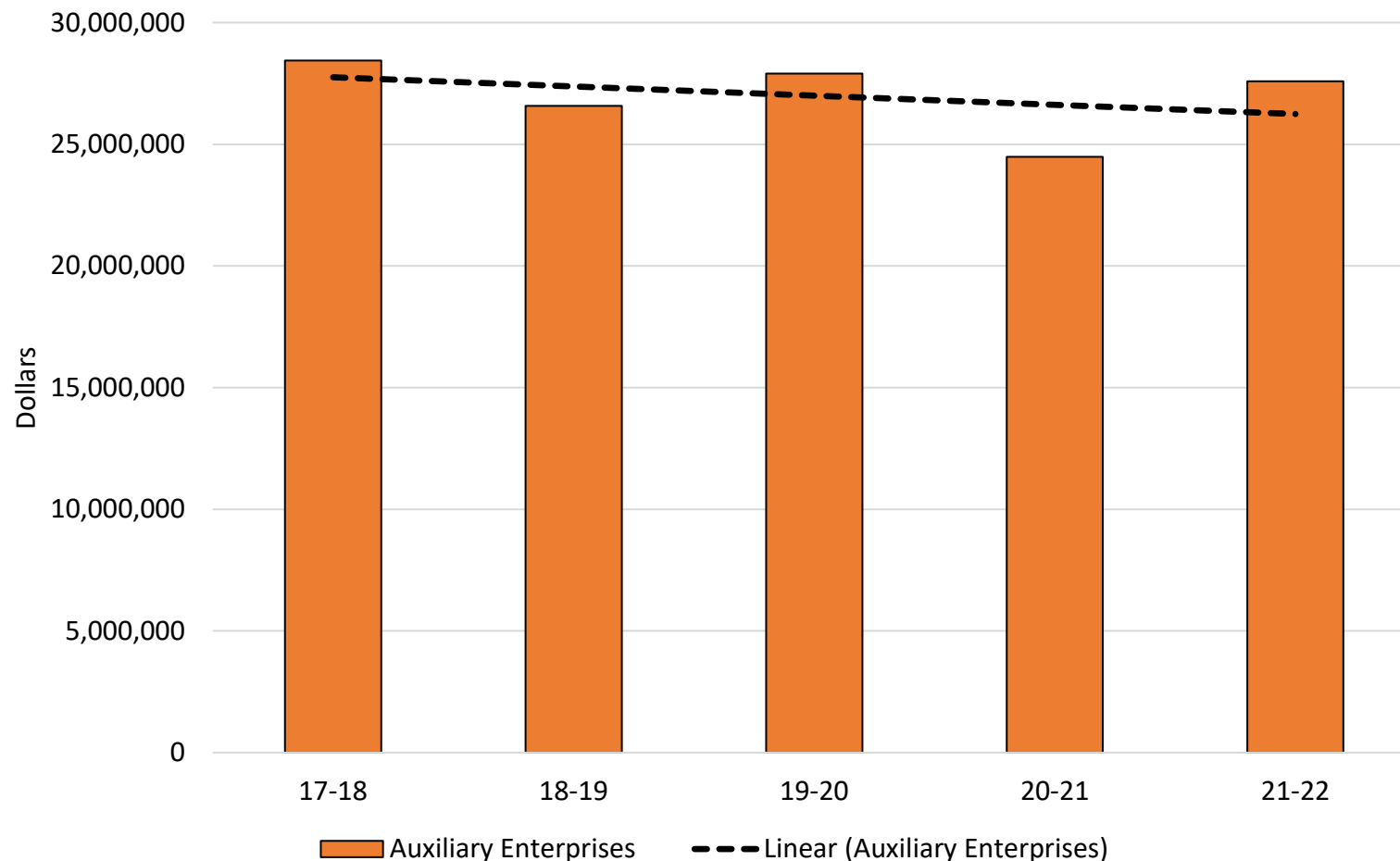
Range \$20.9 - \$48.6M

2021-22 is \$27.7M (132.8%)
more than 2020-21

- KERS and COVID relief funds

Expenses: Auxiliary Expenses

Includes: Student housing operations, Faculty and non-student housing, printing services, parking operations, White Hall, Adams Tennis Center, Arlington, and Airport



Average \$27.0M

Range \$24.5 - \$28.4M

Reduction after 17-18 (P3)

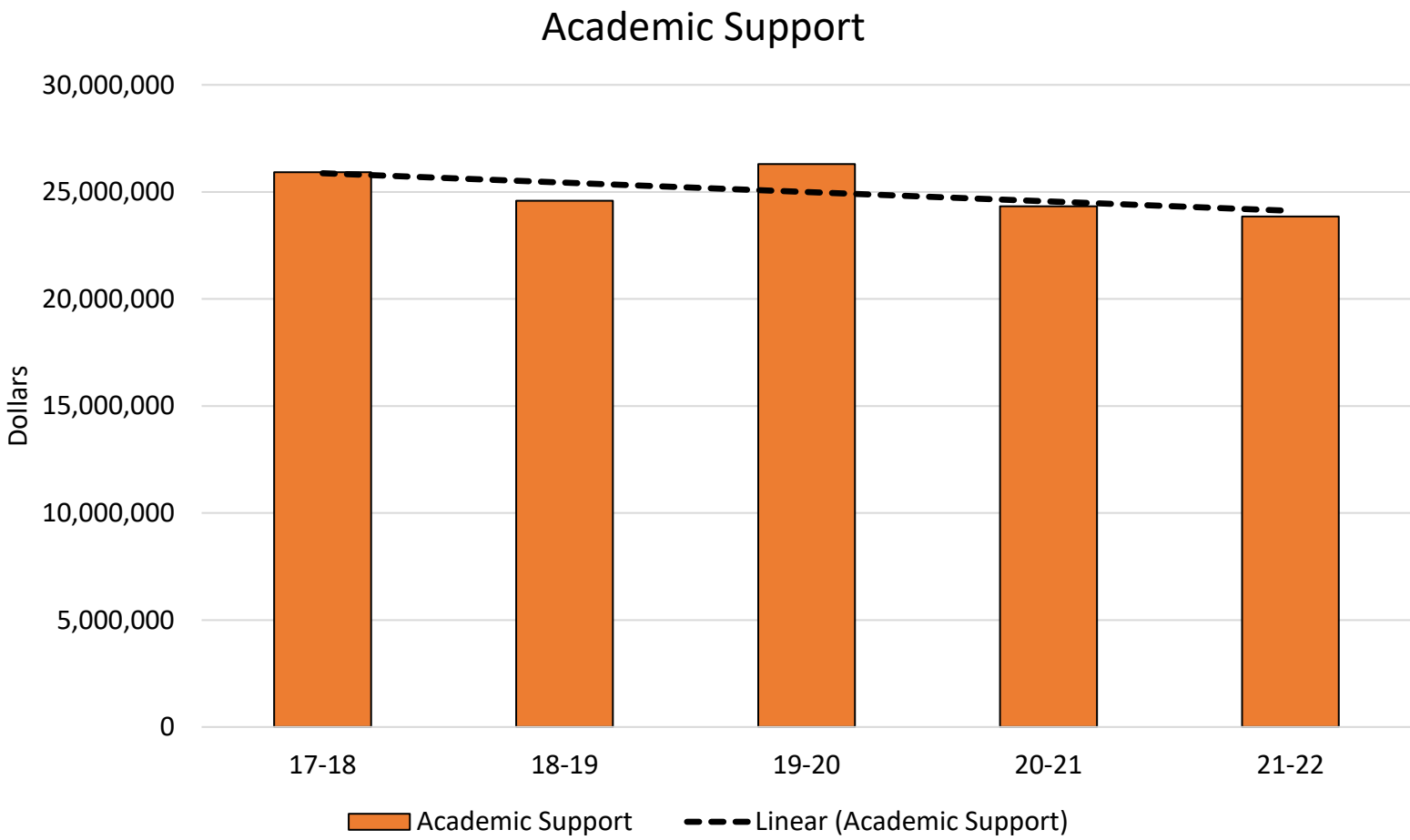
New auxiliaries added

WEKU, Facilitation Center, OSHA Training Center, Community Workforce Development, and the Eastern Progress

COVID in 20-21

Expenses: Academic Support

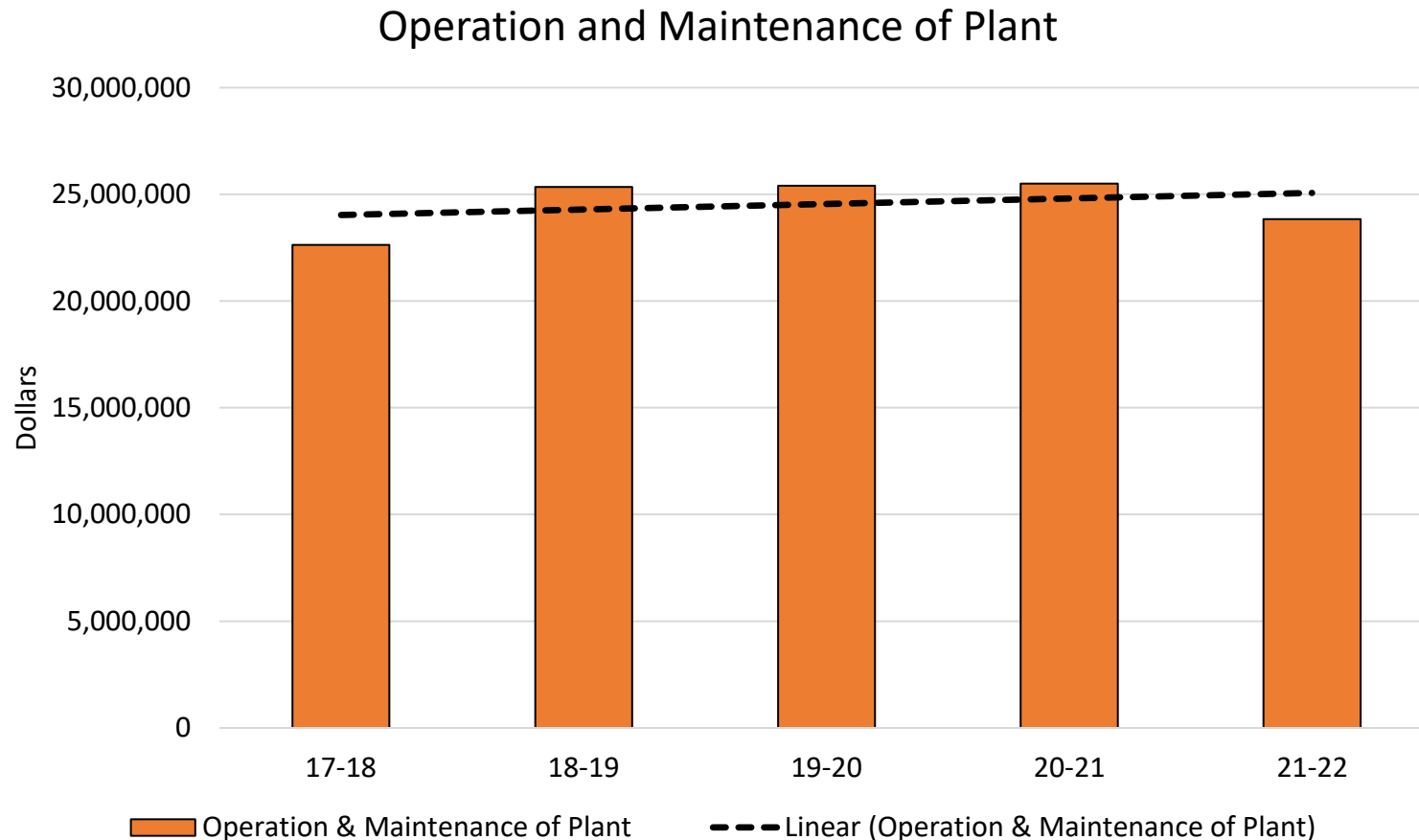
Includes: college dean budgets, the library, regional programming, retention and graduation, military and veteran affairs, and student labs like Model, Burrier Child Development, Natural Areas and Meadowbrook Farm



Average \$25.0M

Range \$23.9 - \$26.3M

Expenses: Operation and Maintenance of Plant Includes Aramark Custodial and Grounds



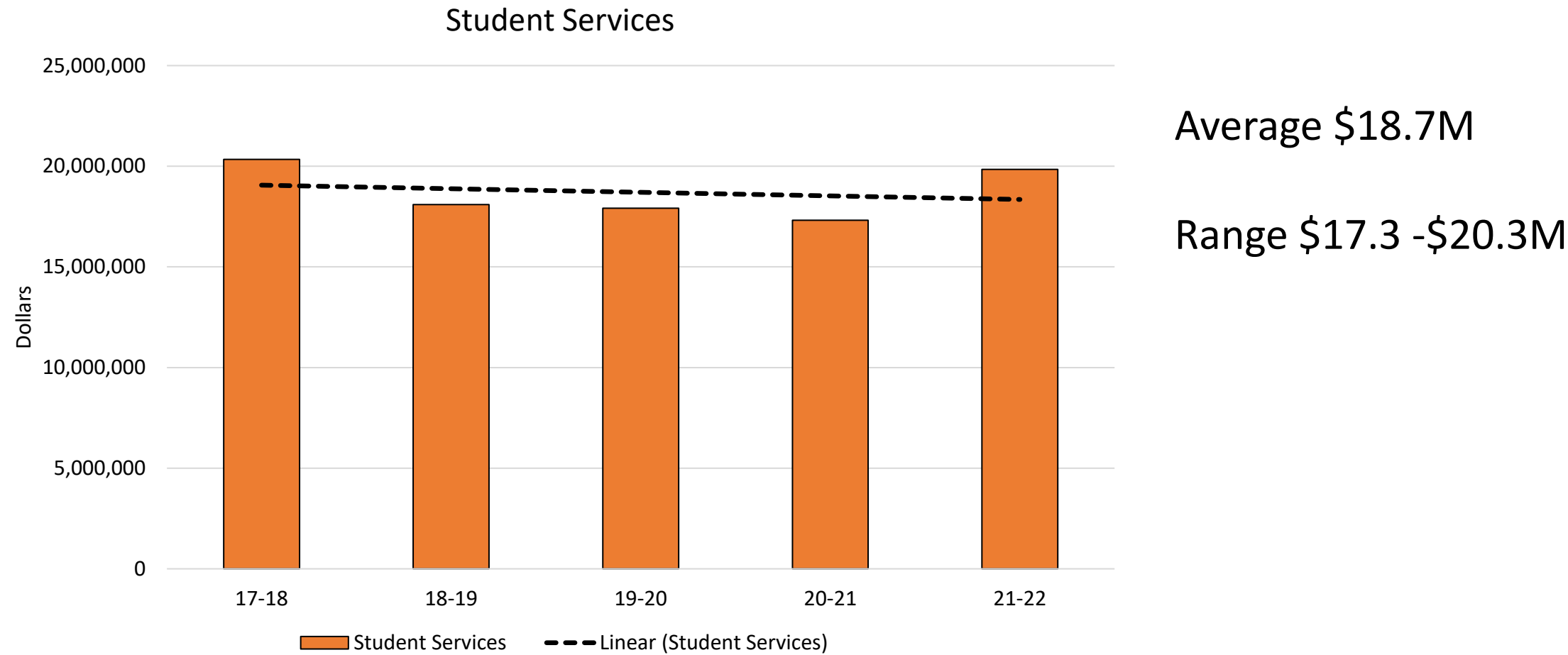
Average \$24.5M

Range \$22.6 - \$25.5M

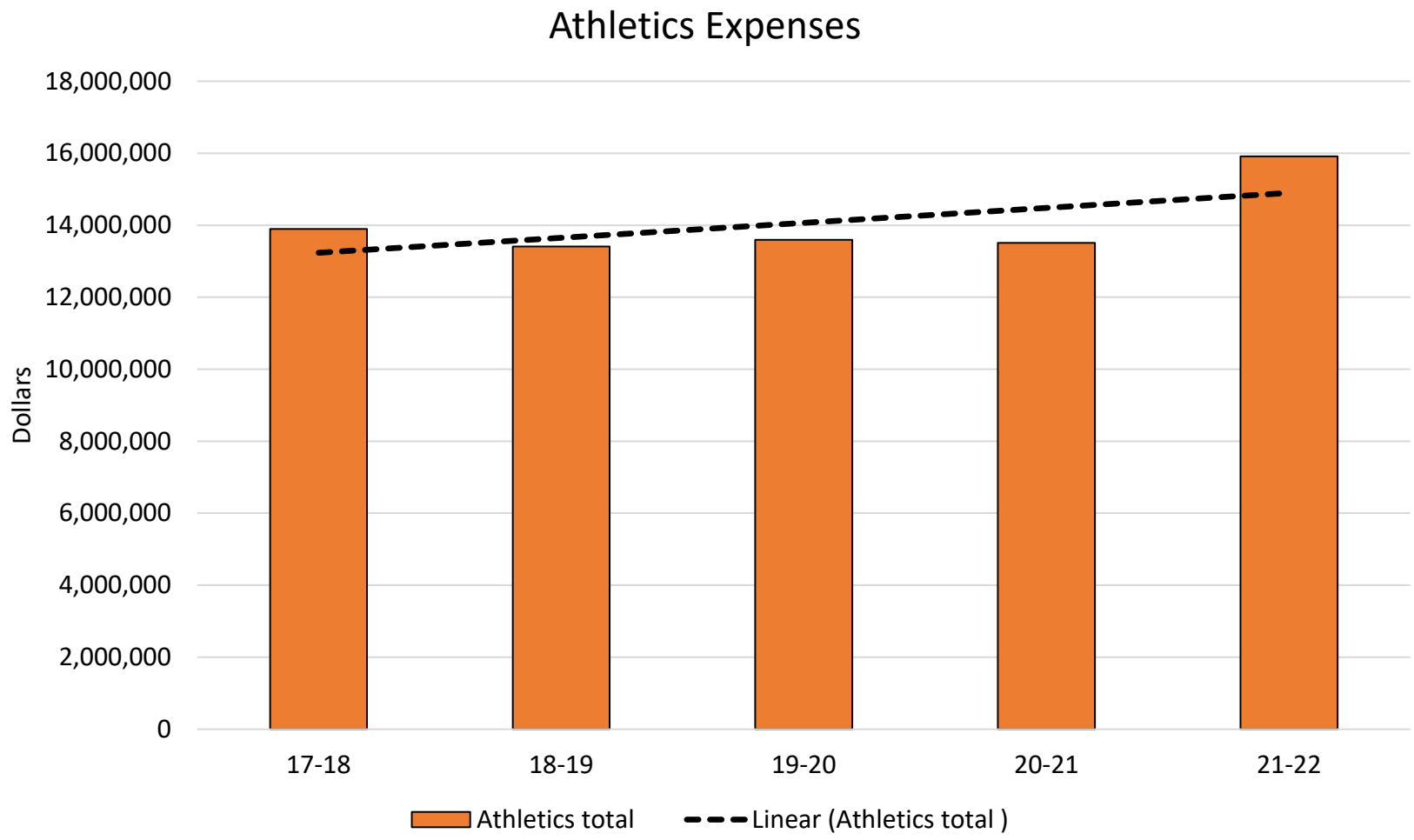
21-22 has a reduction of the
KERS fringe rate (-\$1.3M.)

Expenses: Student Services

(Primarily personnel; includes Admissions, Registrar’s Office, Athletics, Accessibility Services, Student Conduct & Standards, Counseling Center, Student Health Services, Graduate Studies, Enrollment Management, Student Financial Aid Administration (office budget), recruitment expense, student life and activities.

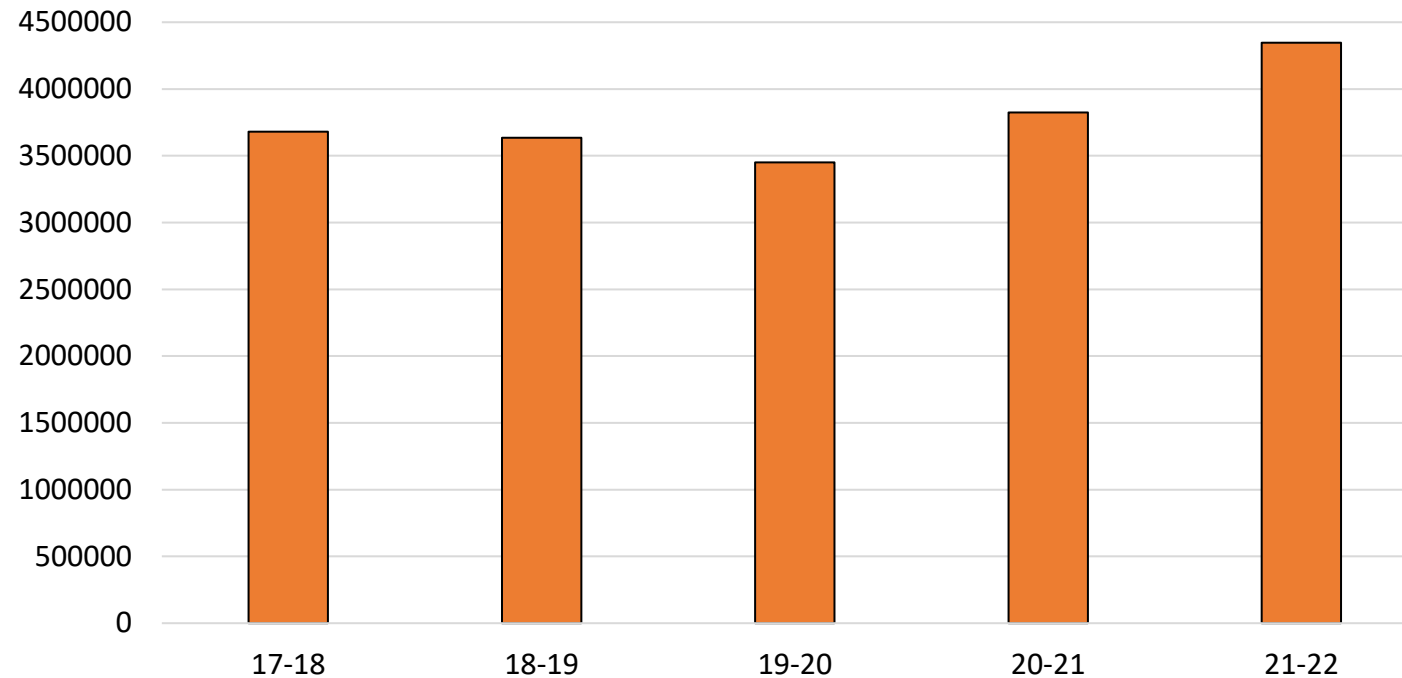


Athletics - (Salaries, Benefits, Operating, and Scholarships)



Athletics Expenses increased \$2,405,104 from 2020-21 to 2021-22 (partially offset by increase of \$965K in athletics revenue)

Total Football Expenses (Salaries, Benefits, Operating, and Scholarships)

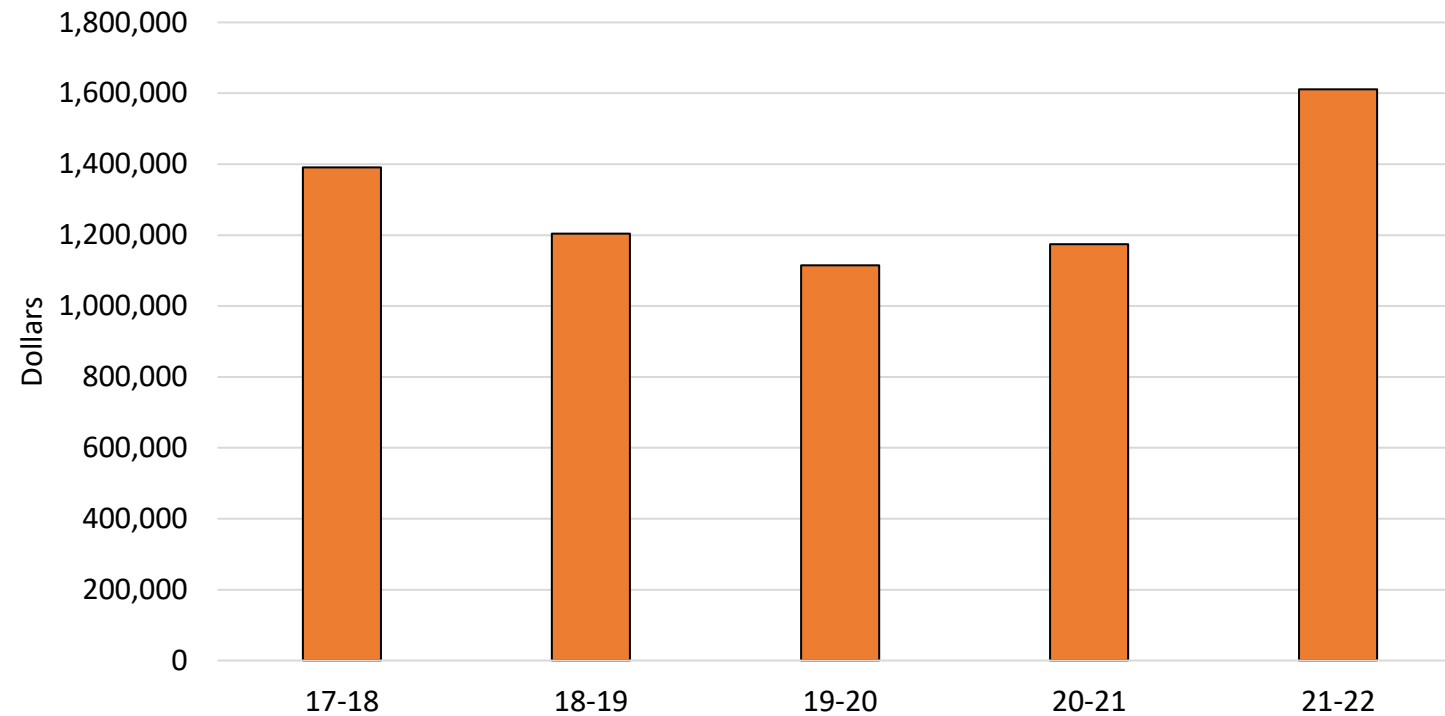


- Football expenses increased \$373,031 from 2019-20 to 2020-21
- Football expenses increased \$522,557 from 2020-21 to 2021-22

(\$895,588 increase in expense over past two years)
(25.95% increase over 19-20 budget)
(football revenue increased \$514K over same period)

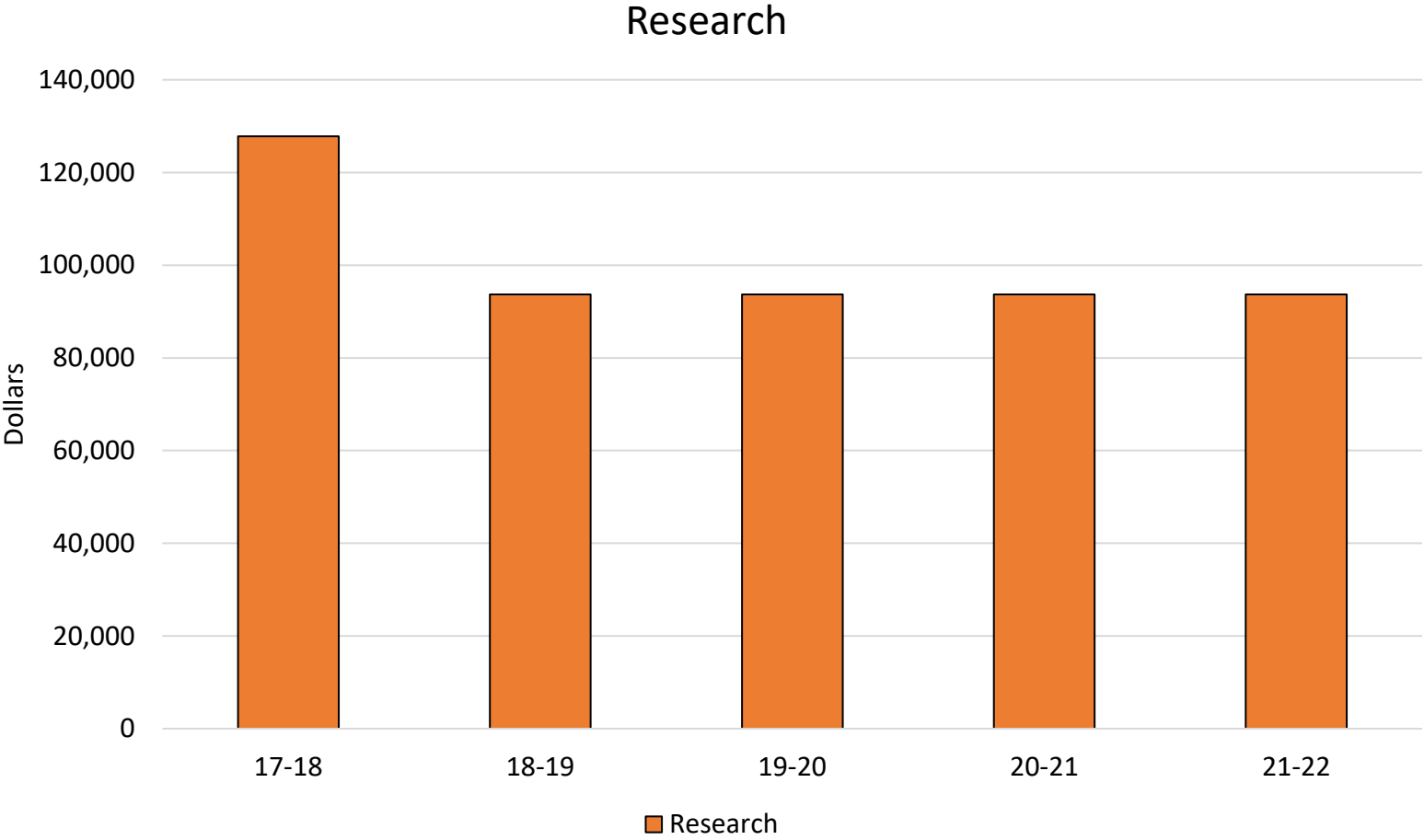
Mens Basketball Expenses

(Salaries, Benefits, Operating, and Scholarships)



- Mens Basketball expenses increased \$495,940 (44%) from 2019-20 to 2020-22
 - MBB revenue increased \$120K since FY20

Expenses: Research (Internal grants/awards)



Research expenses were \$127,796 in 2017-18 and has been \$93,685 every year since.

Expenses Summary

- Instruction is largest single expense (24.13% of all expenses on average)
 - BookSmart Program added \$5.9M in 2021-22
 - Removing Booksmart from calculations:
 - Instruction expenses were \$12.4M less in 2021-22 than in 2017-18
- Restricted Funds were relatively constant the first four years, but decreased \$4.4M (5.17%) between FY21 and 22
 - Balanced by lost revenue
- Scholarships and Fellowships
 - decreasing trend first 4 years
 - increasing trend this year due to \$7.2M increase in out of state waivers
- Institutional Support declined each year 2017-18 through 2020-21
 - Inst. Supp. increased \$27.7M (132.8%) from 2020-21 to 2021-22
 - ~\$23M for COVID
 - \$8.1M for KERS

Other major expenses have remained relatively constant

- Auxiliary expenses accounted for 7.565% $\pm$ 0.375% of total expenses each of the past five years
- Academic Support accounted for 6.89% $\pm$ 0.60% of total expenses each of the past five years
- O&M of Plant accounted for 6.885% $\pm$ 0.605% of total expenses each of the past five years
- Student Services accounted for 5.38% $\pm$ 0.29% of total expenses each of the past five years
 - \$2.4M increase in Athletics this year
- Research expenses have been constant the past four years (\$93,685)
 - 0.025% of this year's budget

Faculty Regent Report to Faculty Senate

February 7, 2022

Dear Senators,

The most recent meeting of the Board of Regents was on Thursday, December 9th in the Powell Building. The next Board meeting is scheduled for Friday, February 25th. Since the last meeting occurred in-person, it is anticipated that this upcoming meeting will again be in-person. The agenda for the upcoming meeting will likely become available around February 18th.

Highlights from the December 9 meeting are as follows:

1. The Board approved the following: (1) \$1,000 Performance Distribution Payment, (2) \$500 Healthy You Vaccine Incentive Payment, (3) [*Experience Excellence Strategic Plan*](#), and (4) the return of men's and women's tennis as a sponsored sport.
 - For persons who have not yet received the vaccine incentive payment, the university encourages eligible vaccinated persons to upload their vaccination information before February 28. As of the December Board meeting, the university estimated at least 85% of full-time faculty and staff were vaccinated.
2. Other Updates from the Board Meeting:
 - Dr. Betina Gardner announced that the *Make No Little Plans* fundraising campaign exceeded its \$50 million goal at the end of June 2021.
 - Dr. Bryan Makinen indicated that Eastern Bypass Pedway should wrap up and open this semester and there's some ongoing planning/ideas on how to best update the Powell Plaza area.
3. Discussion/Acceptance of President's Performance Evaluation
 - A brief summary of the evaluation was provided. Overall, the President consistently was rated as being effective or very effective in overall performance across all constituency groups. The President along with his administration and the university at-large were commended for having the first increase in fall freshmen enrollment in six years, which was accomplished during his first year in the position. The President was consistently identified across all groups as being a highly effective and passionate representative of the university in all settings, especially government relations. The President's unique experiential authority to speak as a first-generation college graduate and ECU alumnus from Kentucky at-large and Appalachian Kentucky was deemed as an ongoing strength.
 - The Board recognized and shares a desire for market-competitive compensation for faculty and staff, and acknowledged the strides by the administration in this area. Overall, from July through December 2021, with the President's leadership, the university added \$5.1 million in employee compensation, and the President with Board support remains committed to making more progress in this area.
 - Overall, the review was favorable, and it was apparent the President has support from university boards, external stakeholders, faculty, staff and students.

4. Supporting/Supplemental Documents Received:

- [Annual Report 2020-2021](#), which summarizes the prior calendar year, is an excellent document for reflection of what was accomplished at the university in the midst of a pandemic.
- [The Economic Impact of Eastern Kentucky University: 2021](#) by Dr. James Maples, Kobe Perry, and Dr. James Blair, demonstrated the value of ECU to Kentucky and our local economy. The document provided a key finding, whereby the researchers estimate “ECU generates \$580.63 million dollars in university, student, and visitor expenditures each year, supporting over 6,600 jobs and \$247.01 million in labor income in Madison County and the region.” The document was also a true testament of the value of our faculty as the report was generated in-house by our colleagues for a fraction of the price such an important policy-impacting document would cost on the private market. Kudos to Dr. Maples and Dr. Blair and their student researcher (Kobe Perry) for representing the academic enterprise so effectively.

CPE Update: The CPE President, Dr. Aaron Thompson, will be giving a State of Higher Education address and leading a panel with Kentucky education leaders on Wednesday, February 9th at 11:30 a.m. No registration is necessary. More information is available at the [CPE webpage](#). The event will also be archived on the [CPE’s YouTube channel](#).

Lastly, members of the Board of Regents continue to monitor the legislative session and the Board has been kept apprised through the updates shared by the President with the campus community. The proposed investments in higher education this session are very significant; however, the budget discussions among legislators remain very fluid. On Thursday, February 10, Regents along with other university and local leaders will participate in Colonels at the Capitol whereby our community can collectively educate and support our legislative partners and state leaders with recognizing the importance of the proposed investments in Eastern Kentucky University and statewide higher education, not only for our local community, but also the citizenry, and the future of the Commonwealth.

Please know that if you have any questions regarding matters before or likely to come before the Board, or if you have suggestions for me, you may reach me by email (jason.marion@eku.edu) or phone (513-317-9508) at any time. Thank you for all of your ongoing support and wisdom.

Sincerely,
Jason