

Faculty Senate Agenda

May 2, 2022

3:30 p.m.

CALL TO ORDER

ATTENDANCE

APPROVAL OF MINUTES

April 4, 2022

PRESIDENT'S REPORT: David McFaddin

PROVOST'S REPORT: Sara Zeigler

GUEST SPEAKER:

- Tanlee Wasson – Update on Enrollment
- Jenna Smith – SGA Update

UNFINISHED BUSINESS:

- Faculty Senate Resolution on Cancelling Student Debt

NEW BUSINESS:

- Report from Council on Academic Affairs - Associate Provost Wies
- Faculty Welfare Report on Faculty Survey Results
- 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
[Revisions to [Faculty Handbook Section 7](#)] (*Note: Two new changes highlighted in yellow*)
Welfare Committee: Senator Blair, Chair

AD HOC COMMITTEES:

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

ADJOURNMENT

FACULTY SENATE MINUTES

April 4, 2022

3:30 p.m.

The Faculty Senate of Eastern Kentucky University met on Monday, April 4, 2022 via Zoom. Chair Crosby called the seventh meeting of the academic year to order at approximately 3:30 p.m.

The following members were absent: R. Bishop-Ross*, J. Blair*, J. Brent*^, T. Couvillon, J. George, S. McGuffin*^

* Indicates prior notification of absence

^ALT Betsy Matthews attended for J. Brent

^ALT Tracy Stepanyan attended for S. McGuffin

APPROVAL OF MINUTES:

Senator Walz moved approval of the March 7, 2022 minutes as written, seconded by Senator Feltus. **Motion carried.** (YES = 46 votes NO = 0 votes ABSTAIN = 3 votes) (See also: [Individual Votes](#))

REPORT FROM THE PRESIDENT: David McFaddin

Legislative Update

The Kentucky legislature placed a significant amount of resources in higher education initiatives this session, with ECU securing funding in several key areas. These items are included in the compromise budget proposal between the House and the Senate and all are awaiting signature on Governor Andy Beshear's desk.

- Model Laboratory School: \$90,000,000 to construct a new Model Lab School in year 2 of the biennium (July 1, 2023)
- Performance Funding Model: \$97,307,100 in FY 2022-23 and \$97,307,100 in FY 2023-24 to fund the performance funding model. This is a significant increase over current levels.
- Alumni Coliseum: \$31 million
- Employer Contribution: \$8,909,700 in FY 2022-23 and \$8,023,100 in FY 2023-24 to cover the KERS employer contribution cost increase. This represents 100% and 90% respectively of the total cost increase.
- KCFEF: \$300,000 is being transferred from the Kentucky Coal Field Endowment Fund to fund Clay County Eastern Kentucky University Scholarships at ECU Manchester.
 - \$100,000 in the current fiscal year; \$100,000 in FY 2022-23; \$100,00 in FY 2023-24
- Center for the Arts: \$200,000 in FY 2022-23 for Center for the Arts.
- Approval to issue additional agency bonds to renovate residence halls.
- Budget language was added requiring collaboration between ECU's College of Education and Model Lab to advance childhood education in the Commonwealth.

Strategic Planning Process

The first phase of the strategic planning process is ending. Currently, the team is reviewing those plans and will begin formalizing documents.

COVID Update

National, state and local data show significant declines in COVID infection rates and health care utilization related to COVID. In Madison County and on campus, we have reduced COVID infection rates to a manageable level where indoor masking is considered optional so we currently are operating under a campus-wide mask optional status. We will remain diligent in protecting the health of our ECU community and will adapt as necessary.

EKU will continue to adhere to the Commonwealth's current guidelines for isolation and quarantine as conditions warrant. We also will continue to provide surgical-style and KN-95 masks to those who wish to have that masking option.

While contact tracing efforts were vital during the early months of the pandemic, we are now transitioning away from contact tracing and asking members of the ECU community to continue to notify those they have been in close contact with during the infectious period.

All members of our campus community should continue to self-report through the self-monitoring tab located on ECU Direct. Anyone who is experiencing symptoms, has tested positive, or has been in close contact with someone who has tested positive for the virus should utilize this form so that we can continue to monitor its containment

Presidential Installation

I am looking forward to celebrating the long-standing tradition of the Presidential Inauguration. I cannot extend my appreciation enough to the Installation Committee for their hard work on the ceremony. Visit the full installation schedule at www.ecu.edu/installation/.

In particular, please mark your calendar for Friday, April 29, 9 a.m. at the ECU Center for the Arts. The ceremony provides an opportunity for me to share my vision for the future of our great institution as we celebrate being One Eastern. The reason the theme "One Eastern" was chosen is because we want to remind our community that we are working together toward one goal: to provide a transformational experience for all who walk through our gates.

I am proud to serve as the 14th president of this institution and will remain focused on leading with excellence and innovation. I trust that you will join us in this tradition.

Commencement

Recognition ceremonies for our spring graduates will occur Friday, May 13 at 10 a.m. and 3 p.m. in Roy Kidd Stadium. I know that many of you will want to celebrate this monumental occasion with our students, some of whom probably never thought they would get over this finish line. It's important to recognize every student who walks across that stage because it is now that their lives may now commence into greatness.

REPORT FROM THE PROVOST: Sara Zeigler

The College of Health Sciences dean candidates are on campus today, tomorrow, Thursday and then April 21st. Please participate in the open forums. They are in virtual format so you can participate from wherever is convenient for you. Your input is invaluable in helping us reach a good decision and making an offer to the right candidate. The survey links should be available soon and they will remain open for at least a week to give you ample time to provide your input on those candidates.

In terms of the College of Education and Applied Human Sciences, Gill Hunter will serve as Interim Dean for the coming year. We hope to have a permanent dean in place by July 1, 2023. The search committee is chaired by Jeremy Mulholland and Kim Puckett and they are going to be leading a series of open sessions for faculty members both inside and outside of that college as well as for other constituents to determine what the composition of the search committee should be and how we should frame the leadership profile. We want to get a lot of information

from those constituents prior to making those decisions. Those will probably start as soon as next week. For those of you who work in teaching programs that are housed outside of that college, it is particularly important that we get your input as well. In addition, the co-chairs will hold some open office hours for individual input if that is desired.

I am continuing to have meetings with every department on campus to gather information about faculty concerns and issues that may need to be addressed. I still have nine visits left between today and April 20th.

Below are upcoming dates for activities within Academic Affairs:

- Scholars Week runs from April 4 – April 15
 - Faculty Awards and Recognitions Ceremony is scheduled for Tuesday, April 5th at 5pm. Wine and snacks will be served
 - University Presentation Showcase is on April 13th
 - Dr. Holden Thorp will be the keynote speaker on Thursday April 14th.
- Deadline for faculty internship applications is April 15th.
- Ken Bain Virtual Workshop is on April 19th from 10am to 12pm.

Senator Nachtwey stated that after the Budget Committee report a couple of months ago the Rights and Responsibilities Committee met to discuss the report and were alarmed that there was 67 full-time faculty lines that were lost over the period covered by the report. The committee wondered about the means by which all of those faculty lines were lost and if that loss is sustainable in terms of the academic mission of the university going forward. In response, Provost Zeigler stated that during that time there was some major budget retrenchments and those lines would have been lost through attrition, mostly due to faculty retirement. In addition, enrollment was also down by about 3000 students in that same time period. If our enrollment recovers, we will need to staff appropriately to meet those enrollments and to handle the workload.

GUEST SPEAKERS:

Student Government Association Report. Ms. Jenna Smith introduced President-Elect Paige Murphy and Executive Vice President-Elect Travis Pendency.

In addition, she shared the following SGA highlights.

- Safety Week, a new initiative, is scheduled for ng up April 11th to 15th.
- Earth Week will be on April 18th to 22nd.
- JP Saxe will be in concert at ECU on April 30th

NEW BUSINESS:

[Report from Council on Academic Affairs.](#) Associate Provost Wies presented 32 items for approval. (12 new certificates, 6 program revisions, and 14 new courses)

Senator Winslow moved to combine all 32 items into one motion and approve, seconded by Senator Johnson. **Motion carried.** (YES = 47 votes NO = 0 votes ABSTAIN = 3 votes) (See also: [Individual Votes](#))

Faculty Senate Resolution on Cancelling Student Debt. Senator Winslow stated the resolution is being proposed by Debt Collective and is supported by AAUP. Their hope is to have support from faculty senates across the nation. Senator Winslow updated the sample received to include ECU's information and moved to support the resolution, seconded by Senator Nachtwey.

Senator Price moved to postpone further discussion to the May Senate meeting, seconded by Senator Kelley. **Motion carried.** (YES = 44 votes NO = 2 votes ABSTAIN = 4 votes) (See also: Individual Votes)

Nominations for Faculty Senate Chair. Senator Streetman nominated Richard Crosby for chair for the 2022-23 academic year. Senator Johnson moved to close nominations and accept by acclamation, seconded by Senator Walz. **Motion carried.** (By hand vote: 41)

Nominations for Faculty Senate Vice Chair. Senator Jones nominated Lisa Kay for vice chair for the 2022-23 academic year. Senator Johnson moved to close nominations and accept by acclamation, seconded by Senator Cizmar. **Motion carried.** (By hand vote: 44)

Faculty Senate Meeting Location for 2022-2023. Senator Bussan moved to continue with Senate meetings through Zoom next year, seconded by Senator Buck. **Motion carried.** (YES = 43 votes NO = 7 votes ABSTAIN = 2 votes) (See also: Individual Votes)

As our meetings will continue through Zoom, Regent Marion suggested that the Senate leadership should work with either the president or the provost to create a few opportunities for social gatherings, so the senators have a chance to get know one another.

GENERAL & STANDING COMMITTEE REPORTS:

REPORT FROM SENATE CHAIR: Senator Crosby

The Executive Committee devoted a considerable amount of time discussing proposed changes to the Faculty Handbook to be presented by the Rules Committee in their report to you. Academic Quality and Faculty Welfare also have significant reports to make. Due to the scope of the response to the survey from Faculty Welfare I am giving them another month to prepare their data, so their report will be presented in May.

We also discussed the proposed Resolution concerning forgiveness of student debt which will be presented by Senator Winslow under New Business.

Further discussion included looking ahead to the fall and whether we will return to face-to-face meetings or not. The consensus was that we would like to meet face-to-face if it is feasible in light of COVID.

REPORT FROM FACULTY REGENT: Senator Marion

The Board of Regents has not met since Friday, February 25th. The next meeting is scheduled for Tuesday, June 14.

Please continue to forward comments or suggestions to me on ways to help departments do their own recruitment.

STANDING COMMITTEES

Academic Quality Committee. Senator Sands presented the report on online education and Senator Kay explained the graphs in the report. [See also: [PowerPoint presentation](#), [Additional Information](#)]

In conclusion, the committee made the following recommendations:

- continue with ongoing monitoring of enrollment patterns in online and on campus courses
- continue to watch student outcomes and DFW rates
- continue to monitor resource needs for faculty

Senator Sands also noted that in the appendix section of the report is information that Dr. Weis shared which was presented to the Board of Regents. While that data was calculated a little differently, there is other data there for you to view.

Information Technology Committee. Senator Hight reported that the committee met on Thursday March 31. They are in the process of finalizing the information on the streaming video usage survey and the report should be available to present to Senate in May.

Rights & Responsibilities Committee. Senator Nachtwey announced that the committee is meeting on Thursday.

Rules Committee Report. Senator Kay presented the changes recommended to the [Faculty Handbook, Part 7](#) for approval. **Motion carried.** (YES = 44 votes NO = 0 votes ABSTAIN = 1 vote) (See also: [Individual Votes](#))

Senator Kay presented the changes recommended to the [Faculty Senate internal procedures](#) for approval. **Motion carried.** (YES = 44 votes NO = 0 votes ABSTAIN = 1 vote) (See also: [Individual Votes](#))

Faculty Welfare Committee. Senator Streetman reported for Senator Blair. There was a huge response rate on the faculty survey that was distributed, and we are in the process of compiling all of the data received. Our report will be presented at the May meeting.

Ad Hoc Committee on OERs. Senator Marion announced that Chair Kelly Smith plans to submit a year-end report for the May meeting.

ADJOURNMENT:

Senator Grabeel moved to adjourn at approximately 6pm, seconded by Senator Smit.

Timestamp	Email Address	Approve of the FS_03-07-22 Minutes?
4/4/2022 15:36:34	don.yow@eku.edu	YES
4/4/2022 15:36:36	matthew.winslow@eku.edu	YES
4/4/2022 15:36:36	erin.eliasen@eku.edu	YES
4/4/2022 15:36:36	jens.arneson@eku.edu	YES
4/4/2022 15:36:37	anne.cizmar@eku.edu	YES
4/4/2022 15:36:38	timothy.smit@eku.edu	YES
4/4/2022 15:36:38	sarah.feltus@eku.edu	YES
4/4/2022 15:36:39	gerald.nachtwey@eku.edu	YES
4/4/2022 15:36:39	mary.henton@eku.edu	YES
4/4/2022 15:36:39	pat.calie@eku.edu	YES
4/4/2022 15:36:41	kim.parsons@eku.edu	YES
4/4/2022 15:36:41	laura.newhart@eku.edu	YES
4/4/2022 15:36:42	fontaine.sands@eku.edu	YES
4/4/2022 15:36:43	andrea.sexten@eku.edu	YES
4/4/2022 15:36:44	ann.burns@eku.edu	YES
4/4/2022 15:36:44	elizabeth.underwood@eku.edu	YES
4/4/2022 15:36:45	thomas.jarvis@eku.edu	ABSTAIN
4/4/2022 15:36:46	lisa.jones@eku.edu	YES
4/4/2022 15:36:47	vincent.thomas@eku.edu	YES
4/4/2022 15:36:47	nedim.slijepcevic@eku.edu	YES
4/4/2022 15:36:47	adam.lawson@eku.edu	YES
4/4/2022 15:36:47	joanne.mcglown@eku.edu	YES
4/4/2022 15:36:47	richard.crosby@eku.edu	YES
4/4/2022 15:36:47	lindsay.cormier@eku.edu	YES
4/4/2022 15:36:49	amy.schilling@eku.edu	YES
4/4/2022 15:36:49	charles.hughes@eku.edu	YES
4/4/2022 15:36:49	michael.fore@eku.edu	YES
4/4/2022 15:36:50	christina.lovin@eku.edu	YES
4/4/2022 15:36:50	erin.stevenson@eku.edu	YES
4/4/2022 15:36:50	vonja.grabeel@eku.edu	YES
4/4/2022 15:36:51	tricia.kelley@eku.edu	YES
4/4/2022 15:36:51	carolin.walz@eku.edu	YES
4/4/2022 15:36:51	jessica.price@eku.edu	YES
4/4/2022 15:36:52	brian.clark@eku.edu	YES
4/4/2022 15:36:53	jackie.couture@eku.edu	YES
4/4/2022 15:36:53	tracy.stepanyan@eku.edu	ABSTAIN
4/4/2022 15:36:53	bill.mcclanahan@eku.edu	YES
4/4/2022 15:36:55	cynthia.harter@eku.edu	YES
4/4/2022 15:36:55	buchang.shi@eku.edu	YES
4/4/2022 15:36:58	melanie.johnson@eku.edu	YES
4/4/2022 15:36:58	curtis.streetman@eku.edu	YES
4/4/2022 15:37:01	alison.buck@eku.edu	YES
4/4/2022 15:37:01	lisa.kay@eku.edu	YES

4/4/2022 15:37:13 eric.meiners@eku.edu YES

4/4/2022 15:37:18 joel.cormier@eku.edu YES

4/4/2022 15:37:29 geela.spira@eku.edu YES

4/4/2022 15:37:58 alexander.white@eku.edu YES

4/4/2022 15:38:02 kenneth.foltz@eku.edu ABSTAIN

4/4/2022 15:40:38 jennifer.hight@eku.edu YES

Timestamp	Email Address	Do you approve of CAA Items?
4/4/2022 16:07:14	christina.lovin@eku.edu	YES
4/4/2022 16:07:14	eric.meiners@eku.edu	YES
4/4/2022 16:07:15	lisa.kay@eku.edu	YES
4/4/2022 16:07:15	michael.fore@eku.edu	YES
4/4/2022 16:07:15	voniam.grabeel@eku.edu	YES
4/4/2022 16:07:16	jens.arneson@eku.edu	YES
4/4/2022 16:07:16	fontaine.sands@eku.edu	YES
4/4/2022 16:07:16	don.yow@eku.edu	YES
4/4/2022 16:07:16	curtis.streetman@eku.edu	YES
4/4/2022 16:07:16	timothy.smit@eku.edu	YES
4/4/2022 16:07:17	anne.cizmar@eku.edu	YES
4/4/2022 16:07:17	kim.parsons@eku.edu	YES
4/4/2022 16:07:17	melanie.johnson@eku.edu	YES
4/4/2022 16:07:17	matthew.winslow@eku.edu	YES
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4/4/2022 16:07:19	elizabeth.underwood@eku.edu	YES
4/4/2022 16:07:20	cynthia.harter@eku.edu	YES
4/4/2022 16:07:20	kenneth.foltz@eku.edu	YES
4/4/2022 16:07:20	ann.burns@eku.edu	YES
4/4/2022 16:07:21	thomas.jarvis@eku.edu	ABSTAIN
4/4/2022 16:07:22	marie.manning@eku.edu	YES
4/4/2022 16:07:23	laura.newhart@eku.edu	YES
4/4/2022 16:07:23	jana.mayer@eku.edu	YES
4/4/2022 16:07:23	buchang.shi@eku.edu	YES
4/4/2022 16:07:24	erin.eliasen@eku.edu	YES
4/4/2022 16:07:25	charles.hughes@eku.edu	YES
4/4/2022 16:07:25	lindsay.cormier@eku.edu	YES
4/4/2022 16:07:27	joanne.mcglown@eku.edu	YES
4/4/2022 16:07:27	tracy.stepanyan@eku.edu	YES
4/4/2022 16:07:27	gerald.nachtwey@eku.edu	YES
4/4/2022 16:07:29	jennifer.hight@eku.edu	YES
4/4/2022 16:07:30	jackie.couture@eku.edu	YES
4/4/2022 16:07:31	geela.spira@eku.edu	YES
4/4/2022 16:07:33	brian.clark@eku.edu	YES
4/4/2022 16:07:36	lisa.jones@eku.edu	YES
4/4/2022 16:07:40	richard.crosby@eku.edu	YES
4/4/2022 16:07:42	carolin.walz@eku.edu	YES
4/4/2022 16:07:42	erin.stevenson@eku.edu	ABSTAIN
4/4/2022 16:07:44	bill.mcclanahan@eku.edu	YES
4/4/2022 16:07:46	alison.buck@eku.edu	YES
4/4/2022 16:07:46	joel.cormier@eku.edu	YES
4/4/2022 16:07:49	sarah.feltus@eku.edu	YES

4/4/2022 16:08:10 adam.lawson@eku.edu YES
4/4/2022 16:08:23 tricia.kelley@eku.edu YES
4/4/2022 16:08:25 nedim.slijepcevic@eku YES
4/4/2022 16:08:28 amy.schilling@eku.edu YES
4/4/2022 16:08:36 jilliane.mccardle@eku.edu YES
4/4/2022 16:08:44 jessica.price@eku.edu YES
4/4/2022 16:26:26 pat.calie@eku.edu YES

Timestamp	Email Address	Postpone Resolution Cancelling Student Debt to May?
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4/4/2022 16:25:12	jackie.couture@eku.edu	YES
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4/4/2022 16:25:17	buchang.shi@eku.edu	YES

4/4/2022 16:25:19 brian.clark@eku.edu	YES
4/4/2022 16:25:26 joel.cormier@eku.edu	ABSTAIN
4/4/2022 16:26:19 tracy.stepanyan@eku.edu	YES
4/4/2022 16:27:21 pat.calie@eku.edu	YES
4/4/2022 16:45:05 jennifer.hight@eku.edu	YES

Timestamp	Email Address	Approve 2022-23 Meetings Via Zoom?
4/4/2022 16:41:02	cynthia.harter@eku.edu	ABSTAIN
4/4/2022 16:41:03	lindsay.cormier@eku.edu	YES
4/4/2022 16:41:03	ann.burns@eku.edu	YES
4/4/2022 16:41:04	jessica.price@eku.edu	NO
4/4/2022 16:41:06	alison.buck@eku.edu	YES
4/4/2022 16:41:06	michael.fore@eku.edu	YES
4/4/2022 16:41:06	richard.crosby@eku.edu	YES
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4/4/2022 16:41:07	anne.cizmar@eku.edu	NO
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4/4/2022 16:41:07	gerald.nachtwey@eku.edu	YES
4/4/2022 16:41:07	lan.kong@eku.edu	YES
4/4/2022 16:41:08	marie.manning@eku.edu	YES
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4/4/2022 16:41:09	vincent.thomas@eku.edu	YES
4/4/2022 16:41:09	lisa.jones@eku.edu	NO
4/4/2022 16:41:09	jackie.couture@eku.edu	YES
4/4/2022 16:41:10	joanne.mcglown@eku.edu	YES
4/4/2022 16:41:10	matthew.winslow@eku.edu	YES
4/4/2022 16:41:11	christina.lovin@eku.edu	YES
4/4/2022 16:41:11	bill.mcclanahan@eku.edu	YES
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4/4/2022 16:41:14	derek.bussan@eku.edu	YES
4/4/2022 16:41:14	timothy.smit@eku.edu	YES
4/4/2022 16:41:15	melanie.johnson@eku.edu	NO
4/4/2022 16:41:15	fontaine.sands@eku.edu	NO
4/4/2022 16:41:15	kenneth.foltz@eku.edu	NO
4/4/2022 16:41:15	jens.arneson@eku.edu	YES
4/4/2022 16:41:16	thomas.jarvis@eku.edu	YES
4/4/2022 16:41:17	lisa.kay@eku.edu	YES
4/4/2022 16:41:17	charles.hughes@eku.edu	YES
4/4/2022 16:41:17	geela.spira@eku.edu	NO
4/4/2022 16:41:17	joel.cormier@eku.edu	YES
4/4/2022 16:41:18	sarah.feltus@eku.edu	YES
4/4/2022 16:41:18	don.yow@eku.edu	ABSTAIN
4/4/2022 16:41:19	buchang.shi@eku.edu	YES

4/4/2022 16:41:21 erin.stevenson@eku.edu	YES
4/4/2022 16:41:22 tricia.kelley@eku.edu	YES
4/4/2022 16:41:26 amy.schilling@eku.edu	YES
4/4/2022 16:41:29 tracy.stepanyan@eku.edu	YES
4/4/2022 16:41:29 brian.clark@eku.edu	YES
4/4/2022 16:41:43 jana.mayer@eku.edu	YES
4/4/2022 16:41:44 adam.lawson@eku.edu	YES
4/4/2022 16:42:24 jennifer.hight@eku.edu	YES
4/4/2022 16:44:58 pat.calie@eku.edu	YES

Timestamp	Email Address	Do you approve the faculty handbook?
4/4/2022 17:19:36	jens.arneson@eku.edu	YES
4/4/2022 17:19:37	sarah.feltus@eku.edu	YES
4/4/2022 17:19:38	alison.buck@eku.edu	YES
4/4/2022 17:19:38	charles.hughes@eku.edu	YES
4/4/2022 17:19:38	jessica.price@eku.edu	YES
4/4/2022 17:19:39	joel.cormier@eku.edu	YES
4/4/2022 17:19:39	matthew.winslow@eku.edu	YES
4/4/2022 17:19:39	nedim.slijepcevic@eku.edu	YES
4/4/2022 17:19:40	don.yow@eku.edu	YES
4/4/2022 17:19:40	richard.crosby@eku.edu	YES
4/4/2022 17:19:40	cynthia.harter@eku.edu	YES
4/4/2022 17:19:41	geela.spira@eku.edu	YES
4/4/2022 17:19:41	lindsay.cormier@eku.edu	YES
4/4/2022 17:19:41	christina.lovin@eku.edu	YES
4/4/2022 17:19:42	timothy.smit@eku.edu	YES
4/4/2022 17:19:42	anne.cizmar@eku.edu	YES
4/4/2022 17:19:42	lan.kong@eku.edu	YES
4/4/2022 17:19:42	adam.lawson@eku.edu	YES
4/4/2022 17:19:43	elizabeth.underwood@eku.edu	YES
4/4/2022 17:19:43	kenneth.foltz@eku.edu	YES
4/4/2022 17:19:43	andrea.sexten@eku.edu	YES
4/4/2022 17:19:43	jana.mayer@eku.edu	YES
4/4/2022 17:19:43	kim.parsons@eku.edu	YES
4/4/2022 17:19:43	vonja.grabeel@eku.edu	YES
4/4/2022 17:19:43	thomas.jarvis@eku.edu	ABSTAIN
4/4/2022 17:19:43	brian.clark@eku.edu	YES
4/4/2022 17:19:44	eric.meiners@eku.edu	YES
4/4/2022 17:19:44	michael.fore@eku.edu	YES
4/4/2022 17:19:45	laura.newhart@eku.edu	YES
4/4/2022 17:19:45	joanne.mcglown@eku.edu	YES
4/4/2022 17:19:45	lisa.kay@eku.edu	YES
4/4/2022 17:19:45	gerald.nachtwey@eku.edu	YES
4/4/2022 17:19:46	bill.mcclanahan@eku.edu	YES
4/4/2022 17:19:46	melanie.johnson@eku.edu	YES
4/4/2022 17:19:46	marie.manning@eku.edu	YES
4/4/2022 17:19:47	carolin.walz@eku.edu	YES
4/4/2022 17:19:47	erin.stevenson@eku.edu	YES
4/4/2022 17:19:49	erin.eliassen@eku.edu	YES
4/4/2022 17:19:51	fontaine.sands@eku.edu	YES
4/4/2022 17:19:55	tricia.kelley@eku.edu	YES
4/4/2022 17:19:58	pat.calie@eku.edu	YES
4/4/2022 17:20:04	jackie.couture@eku.edu	YES
4/4/2022 17:20:14	david.fifer@eku.edu	YES
4/4/2022 17:20:17	buchang.shi@eku.edu	YES
4/4/2022 17:25:11	jennifer.hight@eku.edu	YES

Timestamp	Email Address	Do you approve the faculty internal procedures'
4/4/2022 17:23:50	andrea.sexten@eku.edu	YES
4/4/2022 17:23:50	lan.kong@eku.edu	YES
4/4/2022 17:23:50	timothy.smit@eku.edu	YES
4/4/2022 17:23:51	eric.meiners@eku.edu	YES
4/4/2022 17:23:51	alison.buck@eku.edu	YES
4/4/2022 17:23:52	richard.crosby@eku.edu	YES
4/4/2022 17:23:53	sarah.feltus@eku.edu	YES
4/4/2022 17:23:53	gerald.nachtwey@eku.edu	YES
4/4/2022 17:23:54	matthew.winslow@eku.edu	YES
4/4/2022 17:23:54	fontaine.sands@eku.edu	YES
4/4/2022 17:23:54	voniam.grabeel@eku.edu	YES
4/4/2022 17:23:55	anne.cizmar@eku.edu	YES
4/4/2022 17:23:55	laura.newhart@eku.edu	YES
4/4/2022 17:23:55	erin.eliasen@eku.edu	YES
4/4/2022 17:23:55	kenneth.foltz@eku.edu	YES
4/4/2022 17:23:56	jens.arneson@eku.edu	YES
4/4/2022 17:23:56	elizabeth.underwood@eku.edu	YES
4/4/2022 17:23:56	tricia.kelley@eku.edu	YES
4/4/2022 17:23:57	christina.lovin@eku.edu	YES
4/4/2022 17:23:57	don.yow@eku.edu	YES
4/4/2022 17:23:58	brian.clark@eku.edu	YES
4/4/2022 17:23:58	jackie.couture@eku.edu	YES
4/4/2022 17:23:58	tracy.stepanyan@eku.edu	YES
4/4/2022 17:23:59	jana.mayer@eku.edu	YES
4/4/2022 17:23:59	carolin.walz@eku.edu	YES
4/4/2022 17:23:59	nedim.slijepcevic@eku.edu	ABSTAIN
4/4/2022 17:23:59	buchang.shi@eku.edu	YES
4/4/2022 17:24:01	thomas.jarvis@eku.edu	ABSTAIN
4/4/2022 17:24:02	charles.hughes@eku.edu	YES
4/4/2022 17:24:02	joanne.mcglown@eku.edu	YES
4/4/2022 17:24:02	alexander.white@eku.edu	YES
4/4/2022 17:24:07	michael.fore@eku.edu	YES
4/4/2022 17:24:07	erin.stevenson@eku.edu	YES
4/4/2022 17:24:08	geela.spira@eku.edu	YES
4/4/2022 17:24:08	lisa.kay@eku.edu	YES
4/4/2022 17:24:08	lindsay.cormier@eku.edu	YES
4/4/2022 17:24:10	marie.manning@eku.edu	YES
4/4/2022 17:24:10	melanie.johnson@eku.edu	YES
4/4/2022 17:24:12	adam.lawson@eku.edu	YES
4/4/2022 17:24:13	joel.cormier@eku.edu	YES
4/4/2022 17:24:20	cynthia.harter@eku.edu	YES
4/4/2022 17:24:21	pat.calie@eku.edu	YES
4/4/2022 17:24:34	kim.parsons@eku.edu	YES
4/4/2022 17:25:01	jennifer.hight@eku.edu	YES

TO: Eastern Kentucky University Faculty Senate

FROM: President David T. McFaddin

DATE: May 2, 2022

RE: Faculty Senate May Report

As we come to the end of another semester and approach the season of commencement, I am reminded of the incredible challenges we've all endured personally and professionally over the past couple of years. As the heart of any educational institution, our faculty have led us faithfully through these challenges and I am inspired to know there are many great semesters of opportunity ahead.

Even through the uncertainties, our faculty found ways to keep our students engaged and striving toward excellence. As I listened to the stories of transformational teaching, leadership, and service during the annual faculty awards ceremony last month, I was reminded of our responsibility to these students and to the communities they represent, as well as a duty to learn from each other's successes to continue moving forward.

Installation Recap

I want to take an opportunity to thank each of our members of the faculty who participated in my installation ceremony. In addition, I want to thank our faculty representatives: Dr. Richard Crosby, Dr. Dana Bush, Dr. Rusty Carpenter, and Dr. Ryan Baggett. The entire week was filled with opportunities for faculty, staff and students to engage in fellowship and celebration. We did receive feedback that the Faculty/Staff Event was a huge success with many faculty asking if that was something we could do more frequently. I have asked our team to look at ways to have more events like that for us to be together in a more casual environment.

Melissa and I were also excited to announce the Michael J. Bowen Creative Arts and Design Scholarship Fund. For those of you who were not present for the installation, this scholarship fund is named in honor of ECU alumni and my best friend Michael Bowen.

President's Excellence Awards

We instituted a new university tradition last week with the recognition of ECU employees who have provided excellence in six areas. Congratulations to Dr. Theresa Botts, who received the Excellence in Diversity and Inclusion Award; Ms. Tiffany Hamblin, who received the Excellence in Engagement Award; Ms. Mary Miller, who received the Excellence in Hospitality Award; Mr. Chad Adkins, who received the Excellence in Innovation Award; Ms. Emily Jo Davis, who received the Excellence in Philanthropy Award; and Ms. Carrie Ernst, who received the Excellence in Leadership Award.

Scholars Week

The opportunity to recognize and celebrate faculty-student scholarship, research, and creativity is the purpose of Scholars Week. It's always encouraging to listen to the keynote speakers, view the student research showcase, and talk with faculty creating innovative collaborations across campus.

Giving Day

Our third ever Giving Day was a rousing success, as we saw 2,393 donors provide more donations in a 24-hour period than in any other single day university history. We were able to raise \$396,000. The original goal of 2,022 donors was achieved thanks to the efforts of our Office of Development and Alumni Relations. We also had record-breaking support from our employees and I appreciate your efforts of going above and beyond for financially investing in the future success of our institution.

In the spirit of friendly competition, the College of Business was the unit with the most employee donors on this day, unlocking a challenge gift from my wife, Melissa, and me. While several colleges, funds and affinities rose to the top of the leaderboard, ECU in her entirety was the true winner on April 13. To see a full breakdown of Giving Day, visit go.ecu.edu/givingday.

Commencement Ceremonies

I encourage you to come out to Roy Kidd Stadium, Friday, May 13, to celebrate an important celebration and transitional moment in the lives of our students. We will host two commencement ceremonies that day, one at 10 a.m. and another at 3 p.m. It is important to pause and reflect on the contributions and achievements of our graduates and wish them well in their future endeavors. For more information, visit registrar.ecu.edu/graduation-celebrations.

Summer Schedule

A benefit of working at Eastern Kentucky University is the immense amount of flexibility provided to faculty and staff. In addition to being the University providing the most vacation days to employees among all state Universities, we also believe that providing flexibility options for employees is an additional benefit. Again this year, we will be offering flexibility through a summer schedule. The Human Resources Department will send out additional details later this week about the details of this year's schedule.

One Eastern,



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

FACULTY SENATE RESOLUTION

WHEREAS, elimination of debt in higher education and pathways to education as a public good represents substantial opportunities for our Eastern Kentucky University to demand support for and reform of higher education, increase economic and public health security, expand prosperity, create jobs, and save our community money;

WHEREAS, cancelling student loan debt and eliminating debt in higher education represents an enormous economic opportunity for our Eastern Kentucky University to support students, staff, and faculty in moving upward in social mobility, creating and pursuing better jobs, increasing spending in our local community, and providing a deeply needed stimulus during the pandemic;

WHEREAS, Black, Latinx, Indigenous, Asian and Pacific Islander, and other communities of color; economically disadvantaged residents; older people and young adults experience the impacts of student debt and debt generally most acutely;

WHEREAS, abolishing of student debt also represents a moral opportunity for our Eastern Kentucky University to support students, addressing racial and gender wage gaps, and providing better overall health outcomes to students since debt is associated with negative mental and physical health outcomes, like stress, depression, general health, obesity and mortality;

WHEREAS, cancelling student debt is a policy that is strongly supported across all political parties and across the country, but especially here in Kentucky, and now President Joe Biden and the Democrats committed to some form of student debt cancellation during the 2020 election;

WHEREAS, student debt cancellation is only one step toward relief and a better higher education system, and examples from overseas and locally show the need for elimination of full student loan debt and investment in and pathways toward free higher education and other programs to support higher education as a public good;

NOW THEREFORE IT BE RESOLVED by the Faculty Senate of Eastern Kentucky University calls for the Federal Government to commit to cancel all student debt.

The ECU Faculty Senate requests that the Federal Government enacts a plan to cancel student debt and begin the transition to education as a public good.

Introduced on April 4, 2022 by: Senator Matthew Winslow

Adopted on April 4, 2022

CAA Items for Faculty Senate From April 2022 Meeting

Link to CAA forms from agenda:

https://drive.google.com/drive/folders/1Knxh4l_he9VEKDEkG3whBT7Qr1EZK88y?usp=sharing

Items for Approval

New Programs

1. BS Manufacturing Engineering
2. BS, Management Information Systems
3. Sports Communication Certificate
4. Communication in the Workplace Certificate
5. Dispute Resolution Certificate
6. Construction Safety University Certificate
7. Corporate Security Operations University Certificate
8. Emergency Management and Disaster Resilience University Certificate
9. Healthcare Safety University Certificate
10. Occupational Safety University Certificate
11. Safety Leadership University Certificate
12. Supply Chain Safety and Security University Certificate
13. Environmental Education Undergrad Certificate
14. Environmental Education Grad Certificate
15. Animal and Veterinary Sciences Certificate
16. Crops, Soils, and Resource Conservation Certificate
17. Greenhouse and Fruit/Vegetable Production Certificate
18. Turfgrass and Landscape Horticulture Certificate
19. Artificial Intelligence in Data Science Certificate
20. Cyber Security and Digital Forensics Certificate
21. Game Design Certificate
22. Financial Literacy Certificate

Program Suspensions/Closures

1. BS Social Justice Studies, CIP Code 30.9999
2. MS Chemistry
 - a. Chemistry/Chemistry 3+2 program
 - b. Forensic Science/Chemistry 3+2 program
3. MS in Career and Technical Education

Items for Notification

Program Revisions (Substantial)

New Courses

4. REC 112- Introduction to Hiking and Backpacking
5. REC 113- Introduction to Kayaking and Canoeing
6. REC 114- Introduction to Mountain Biking
7. SOC 380: Jobs and Professionalization
8. MFE 150 Introduction to Manufacturing and Engineering Design, new course
9. MFE 195, Computer Aided Design, new course
10. MFE 202, Introduction to Quality, new course
11. MFE 308, Methods of Lean Operations, new course
12. MFE 330, Materials Testing and Metrology, new course
13. MFE 332, Process Control and Auditing, new course
14. MFE 349, Applied Learning in Manufacturing Engineering, new course
15. MFE 352, Robotics and Automated Systems, new course
16. MFE 382, Advanced Material Processing, new course
17. MFE 390, 3-D Parametric Solid Modeling, new course
18. MFE 407, Fundamentals of Project Management, new course
19. MFE 453, Additive Manufacturing, new course
20. MFE 499, Senior Capstone Project, new course
21. MFE 506, Six Sigma Quality, new course
22. MIS 431, Advanced Business Analytics, new course
23. MIS 435, Advanced Database Topics, new course
24. PHY 360, Engineering Dynamics, new course
25. PHY 380, Fluid Mechanics, new course

Faculty Welfare Committee Report 2022 Executive Summary



Jim Blair
Lisa Jones
Marie Manning
Joanne McGlown
Curtis Streetman
Carolyn Walz



Faculty Trends in the US

- Faculty salary decreased at 2/3 of colleges/universities
- Average growth for full-time professors the lowest since recorded (1972)
- 1/2022: the typical professor made \$3,556 per course
- Average pay reduced by 0.4% adjusted for inflation
- Reduction in fringe benefits
- Full-time faculty ranks shrank at 50% of institutions (EKU lost 67 faculty members)
- At 26% of institutions: a loss of 5% of faculty

(Source: Annual AAUP Report, April 2021)

Higher Education Salary Trends

American Association of University Professors (AAUP) confirms tough times for higher education staff and institutions in the United States, over and above COVID-19.

- Average salary for full-time faculty (when accounting for inflation) increased just 9.5% over nearly 50 years ¹
- Fall 2020 full-time faculty salaries **decreased** for first time in more than a decade ²
- Period 2009-2019 college and university long-term debt increased by 71% to \$336 billion dollars ²

¹ <https://studentloanhero.com/featured/historical-faculty-pay-study>

² <https://www.universityworldnews.com/post.php?story=20210813112321174>

Secondary Data from the Entire US

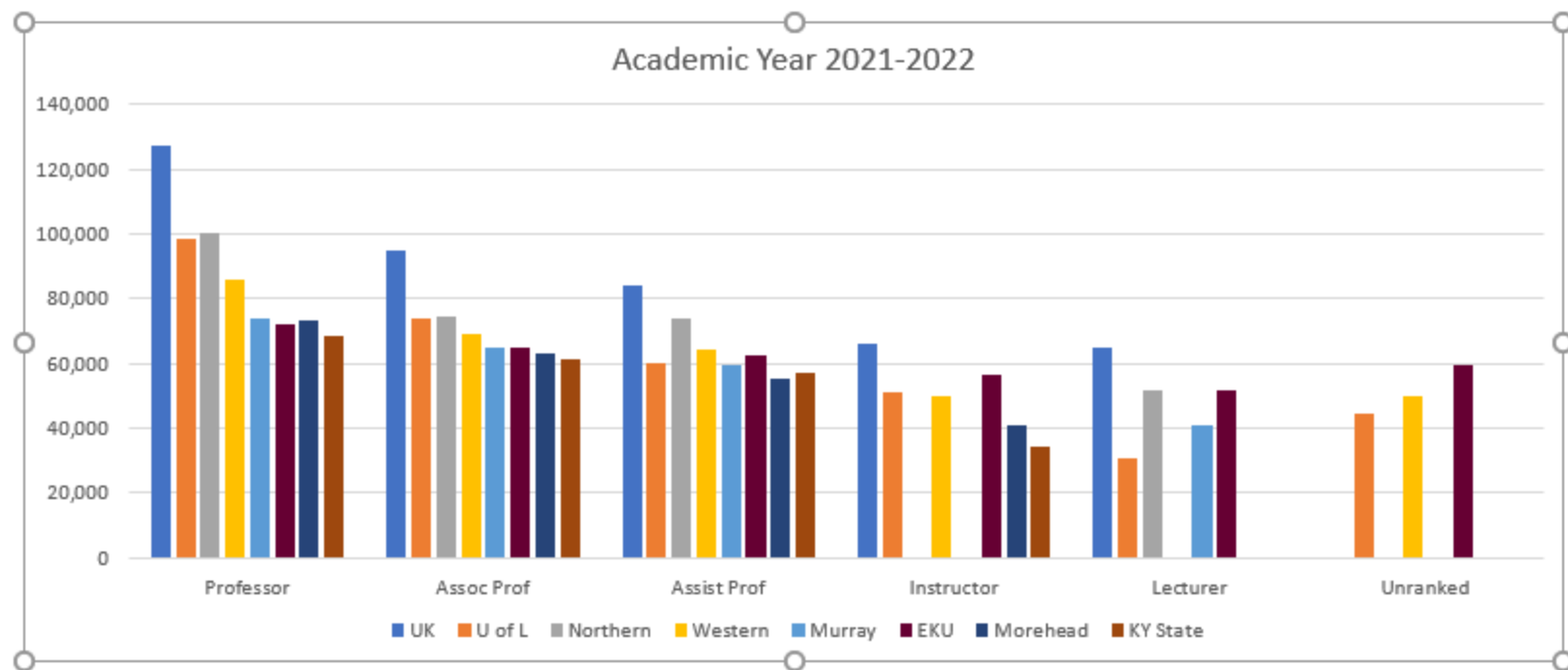
Data Summary Extracted from *Univstats.com 2022*

Average Faculty Salary by State and School Type/Category

- For **all colleges** in the United States, the average faculty salary is **\$63,804 (Kentucky ranks 42nd of 50 states with \$54,905)** .
- For **public schools**, the average salary is **\$69,933 (Kentucky ranks 42nd out of 50 states with \$57,236)**.
- For **private schools**, the average salary is **\$59,410 (Kentucky ranks 34th of 50 states with \$53,351)**.
- The average faculty salary of **national universities** is **\$96,933 (Kentucky ranks dead last at 50th of 50 states with \$72,193)**.
- The average faculty salary of **liberal arts colleges** is **\$74,971 (Kentucky ranks 23rd of 50 states with \$66,463)**.

KY Public 4 Year Institution Salaries

(Univstats.com)



Faculty Burnout

Burnout: “Syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed.” (World Health Organization)

Symptoms: feelings of energy depletion or exhaustion, increased mental "distance" from or cynicism and negativity toward one's job, and reduced professional efficacy

(<https://www.insidehighered.com/news/2020/09/14/faculty-members-struggle-burnout>)

Exacerbations: pandemic-related stressors, absent childcare and school, and unrelenting or even accelerating work expectations from colleagues -- poses real and serious risk for mental health challenges of unprecedented scope. (<https://www.insidehighered.com/news/2020/09/14/faculty-members-struggle-burnout>)

"Expecting the same output as in previous years, even though many people have less time and more stress than ever, is not a sustainable or humane solution." (June Gruber, Associate Professor of Psychology and Neuroscience at the University of Colorado at Boulder)

Faculty Burnout

- The coronavirus pandemic is a “perfect storm for professor burnout,” as it presents many new stressors without taking any old stressors away.
- Professors are being asked to shift course content online to new platforms and learn new technologies, avoid getting sick, following changing health research and guidance, and deal with their children’s own distance learning.
- Tenure
 - “Why don’t we adjust our expectations a bit in light of what’s happening around us?”
- How can institutions help?
 - Recognize how much teaching and administrative workloads have increased and demonstrate flexibility in reviewing faculty accomplishments.
 - Delay tenure clocks for assistant professors, but not promised “tenure bumps” -- paying them as if they had gone up for tenure on time, pre-pandemic, so that professors aren't punished financially for factors beyond their control.
 - Emphasize taking summer time off to recharge.

(Joya Misra, Professor of Sociology and Public Policy at the University of Massachusetts at Amherst)

Faculty Burnout

- More than two-thirds of ,100+ faculty participants said they felt “very” or “extremely” stressed or fatigued in the past month (The Chronicle, October 2020).
- Mental health of faculty and staff members was the third most pressing concern for college presidents (American Council on Education). (<https://collegiseducation.com/news/online-learning/how-to-avoid-faculty-burnout/>)
- One pre-pandemic study found that one-third of faculty members suffered from burnout.
- Faculty burnout is not a novel symptom of the pandemic, but it has intensified during it.
- Faculty performance issues related to stress are often tolerated by the academic culture.
- These dysfunctional attributes, if gone unchecked, and not discussed with the stress victim, can easily become chronic and negatively impact other faculty, staff, students, and program quality.
- University administrators frequently are reluctant to deal with the observable symptoms and behavioral issues associated with faculty burnout. (<https://eric.ed.gov/?id=EJ1056895>)

Quantitative Results: Sample

Full-Time Faculty

Total Surveys Accessed: 448

Incomplete Surveys Removed: 116 (25.9%)

Final Sample Size: n = 332 (74.1%)

Part-Time Faculty

Total Surveys Accessed: 155

Incomplete Surveys Removed: 39 (25.2%)

Final Sample Size: n = 116 (74.8%)

All Faculty

Total Surveys Accessed: 603

Incomplete Surveys Removed: 155 (25.7%)

Final Sample Size: n = 448 (74.3%)

Survey Length: Approximately 10 Minutes

Incentive: Feedback to Stakeholders

Total Faculty at ECU as of Spring 2022 (Approximately)

Full-Time: 566

Part-Time: 492

Total: 1058

Quantitative Results: Work-Family Conflict

Interrole conflict involving the demands, time spent, and strain created by their employment interfered with family-related responsibilities.

Netemeyer, R. G., Boles, J. S., & McMurrian, R. (1996). Development and validation of work–family conflict and family–work conflict scales. *Journal of Applied Psychology*, 81(4), 400.

5 Items

(5: Strongly Agree, 4: Agree, 3: Neither Agree Nor Disagree, 2: Disagree, 1: Strongly Disagree)

1. The demands of working at ECU interfere with my home and family life.
2. The amount of time working at ECU takes up makes it difficult to fulfill family responsibilities.
3. Things I want to do at home do not get done because of the demands working at ECU puts on me.
4. Working at ECU produces strain that makes it difficult to fulfill family duties.
5. Due to working at ECU, I have to make changes to my plans for family activities.

****We want to see LOWER numbers. Closer to 1.****

Quantitative Results: Work-Family Conflict

FT = Full-time, $n_1 = 332$ PT = Part-time, $n_2 = 116$		5: Strongly Agree	4: Agree	3: Neither Agree Nor Disagree	2: Disagree	1: Strongly Disagree	Mean
The demands of working at ECU interfere with my home and family life.	FT PT	57 (17.17%) 1 (0.86%)	103 (31.02%) 22 (18.97%)	59 (17.77%) 29 (25.00%)	86 (25.90%) 38 (32.76%)	27 (8.13%) 26 (22.41%)	3.2319 2.4310
The amount of time working at ECU takes up makes it difficult to fulfill family responsibilities.	FT PT	51 (15.36%) 1 (0.86%)	92 (27.71%) 14 (12.07%)	67 (20.18%) 30 (25.86%)	96 (28.92%) 45 (38.79%)	26 (7.83%) 26 (22.41%)	3.1386 2.3017
Things I want to do at home do not get done because of the demands working at ECU puts on me.	FT PT	65 (19.58%) 2 (1.72%)	97 (29.22%) 19 (16.38%)	70 (21.08%) 32 (27.59%)	79 (23.80%) 38 (32.76%)	21 (6.33%) 25 (21.55%)	3.3193 2.4397
Working at ECU produces strain that makes it difficult to fulfill family duties.	FT PT	48 (14.46%) 1 (0.86%)	105 (31.63%) 14 (12.07%)	66 (19.88%) 29 (25.00%)	86 (25.90%) 44 (37.93%)	27 (8.13%) 28 (24.14%)	3.1837 2.2759
Due to working at ECU, I have to make changes to my plans for family activities.	FT PT	59 (17.77%) 3 (2.59%)	109 (32.83%) 33 (28.45%)	66 (19.88%) 33 (28.45%)	79 (23.80%) 25 (21.55%)	19 (5.72%) 22 (18.97%)	3.3313 2.7414

Faculty Comments - Work Life Balance

Full-Time Faculty

I love what I do at ECU. However, it seems that we are regularly being asked to do more and more, and my impression is that is true for staff as well

My workload has significantly increased over the last three years

If ECU wants student retention then we shouldn't be requiring faculty to teach 12-hour loads. It is overwhelming and it makes it impossible to get to know students, or to devote time to research. This is just another example of faculty being expected to do more while being under-compensated. Faculty morale is the lowest I've ever seen it in my 24 years at the ECU.

We are no longer respected educators but recruiters, retainers, and gradutors.

When positions are open and we have to wait MONTHS to get them approved for the hiring process it is discouraging. I work hard and our programs are large- we need to fill positions quickly. It is very frustrating that upper administration expects us to increase enrollment, but does not support staffing. If I leave ECU this will be the primary reason. I love my job, but I am not willing to work 60 hours a week to ensure my students have the learning opportunities they need. Please consider that we work hard and want to do a good job, but my family must come first and currently I do not believe that ECU values that.

Faculty Comments - Work Life Balance

Part-Time Faculty

EKU needs to overhaul all their processes reduce waste, improve quality, and in turn increase profit then invest in their people.

Our workload has increased tremendously in the last 6-8 yrs with no pay increase. We are asked to attend monthly meetings driving an hour or more one way with no pay, only mileage.

As faculty if put effort into my classes to create assignments, projects, quizzes, and tests then I typically spend ample time ensuring the students are getting proper feedback. That isn't EKUs fault that I spend nights and weekends working on grading, but it would be nice to have more balance during the semester.

Quantitative Results: Pay Perceptions

11 Items

(5: Strongly Agree, 4: Agree, 3: Neither Agree Nor Disagree, 2: Disagree, 1: Strongly Disagree)

1. ECU pays me a fair wage based on my skills and responsibilities.
2. ECU provides me with benefits comparable to our sister institutions.
3. I am happy working at ECU.
4. The medical coverage ECU provides is good.
5. The raises given at ECU are good.
6. ECU compensation keeps up with inflation.
7. I am not considering looking for employment elsewhere.
8. ECU cares about my mental health.
9. Overall, ECU provides good benefits to their employees.
10. ECU provides funding to help me through the promotion and tenure process.
11. I can count on ECU to provide me a Graduate Assistant to help with my work projects.

*****We want to see HIGHER numbers. Closer to 5.*****

Quantitative Results: Pay Perceptions

FT = Full-time, $n_1 = 328$ PT = Part-time, $n_2 = 108$		5: Strongly Agree	4: Agree	3: Neither Agree Nor Disagree	2: Disagree	1: Strongly Disagree	Mean
EKU pays me a fair wage based on my skills and responsibilities.	FT PT	5 (1.52%) 3 (2.78%)	23 (7.01%) 20 (18.52%)	35 (10.67%) 15 (13.89%)	107 (32.62%) 39 (36.11%)	158 (48.17%) 31 (28.70%)	1.8110 2.3056
EKU provides me with benefits comparable to our sister institutions.	FT PT	6 (1.83%) 2 (1.85%)	59 (17.99%) 17 (15.74%)	113 (34.45%) 50 (46.30%)	82 (25.00%) 14 (12.96%)	68 (20.73%) 25 (23.15%)	2.5518 2.6019
I am happy working at EKU.	FT PT	35 (10.67%) 23 (21.30%)	133 (40.55%) 54 (50.00%)	80 (24.39%) 21 (19.44%)	57 (17.38%) 7 (6.48%)	23 (7.01%) 3 (2.78%)	3.3049 3.8056
The medical coverage EKU provides is good.	FT PT	22 (6.71%) 7 (6.48%)	127 (38.72%) 15 (13.89%)	83 (25.30%) 55 (50.93%)	63 (19.21%) 7 (6.48%)	33 (10.06%) 24 (22.22%)	3.1280 2.7593
The raises given at EKU are good.	FT PT	4 (1.22%) 1 (0.93%)	17 (5.18%) 5 (4.63%)	31 (9.45%) 33 (30.56%)	69 (21.04%) 23 (21.30%)	207 (63.11%) 46 (42.59%)	1.6037 2.0000
EKU compensation keeps up with inflation.	FT PT	1 (0.30%) 1 (0.93%)	3 (0.91%) 4 (3.70%)	17 (5.18%) 24 (22.22%)	78 (23.78%) 36 (33.33%)	229 (69.82%) 43 (39.81%)	1.3811 1.9259

Quantitative Results: Pay Perceptions (continued)

FT = Full-time, $n_1 = 328$ PT = Part-time, $n_2 = 108$		5: Strongly Agree	4: Agree	3: Neither Agree Nor Disagree	2: Disagree	1: Strongly Disagree	Mean
I am not considering looking for employment elsewhere.	FT PT	36 (10.98%) 11 (10.19%)	69 (21.04%) 26 (24.07%)	80 (24.39%) 39 (36.11%)	74 (22.56%) 17 (15.74%)	69 (21.04%) 15 (13.89%)	2.7835 3.0093
EKU cares about my mental health.	FT PT	11 (3.35%) 10 (9.26%)	94 (28.66%) 35 (32.41%)	88 (26.83%) 38 (35.19%)	76 (23.17%) 14 (12.96%)	59 (17.99%) 11 (10.19%)	2.7622 3.1759
Overall, EKU provides good benefits to their employees.	FT PT	8 (2.44%) 5 (4.63%)	130 (39.63%) 25 (23.15%)	84 (25.61%) 42 (38.89%)	76 (23.17%) 17 (15.74%)	30 (9.15%) 19 (17.59%)	3.0305 2.8148
EKU provides funding to help me through the promotion and tenure process.	FT PT	2 (0.61%) 3 (2.78%)	38 (11.59%) 4 (3.70%)	111 (33.84%) 65 (60.19%)	78 (23.78%) 16 (14.81%)	99 (30.18%) 20 (18.52%)	2.2866 2.5741
I can count on EKU to provide me a Graduate Assistant to help with my work projects.	FT PT	17 (5.18%) 4 (3.70%)	51 (15.55%) 10 (9.26%)	80 (24.39%) 50 (46.30%)	70 (21.34%) 19 (17.59%)	110 (33.54%) 25 (23.15%)	2.3750 2.5278

Faculty Comments - Pay Perceptions

Full-Time Faculty

Salary compression is my leading concern. When you are asked to do substantially more work each year, but watch newly minted doctoral graduates hired at a higher salary than a 12 yrs. veteran associate professor it does not encourage one to stay at ECU.

In looking at compensation, longevity does not benefit ECU faculty as salary compression means even promoted we make less than new faculty. In addition, gender pay inequities need to be addressed.

More effort to achieve salary equity is needed.

Faculty Comments - Pay Perceptions

Part-Time Faculty

For adjunct pay, I think they should also consider years of service for pay increases as well.

Part-time instructors have not received a raise in the 7 years that I have worked here and are paid MUCH less than what I earn for smaller classes at other universities.

Teaching is valuable and should be treated as such.

I have been a part-time faculty member (facilitator) ... since 2009. The compensation has not changed in the last 13 years - \$3,050 per 3 hr. course. It is time to re-evaluate the compensation for these positions.

Quantitative Results: Compensation Opportunities

4 Items

(5: Extremely Overpaid, 4: Overpaid, 3: Neither Underpaid Nor Overpaid, 2: Underpaid, 1: Extremely Underpaid)

1. Teaching ECU Summer Classes
2. Teaching ECU Winter Classes
3. Teaching an Overload during the School Year
4. Teaching on eCampus

*****We want to see HIGHER numbers. Closer to 5.*****

Quantitative Results: Compensation Opportunities

FT = Full-time, $n_1 = 322$ PT = Part-time, $n_2 = 98$		5: Extremely Overpaid	4: Overpaid	3: Neither Underpaid Nor Overpaid	2: Underpaid	1: Extremely Underpaid	Mean
Teaching ECU Summer Classes	FT PT	0 (0.00%) 1 (1.02%)	0 (0.00%) 0 (0.00%)	124 (38.51%) 50 (51.02%)	132 (40.99%) 34 (34.69%)	66 (20.50%) 13 (13.27%)	2.1801 2.4082
Teaching ECU Winter Classes	FT PT	1 (0.31%) 1 (1.02%)	3 (0.93%) 1 (1.02%)	171 (53.11%) 55 (56.12%)	106 (32.92%) 30 (30.61%)	41 (12.73%) 11 (11.22%)	2.4317 2.5000
Teaching an Overload during the School Year	FT PT	0 (0.00%) 1 (1.02%)	0 (0.00%) 0 (0.00%)	90 (27.95%) 46 (46.94%)	133 (41.30%) 35 (35.71%)	99 (30.75%) 16 (16.33%)	1.9720 2.3367
Teaching on eCampus	FT PT	1 (0.31%) 1 (1.02%)	10 (3.11%) 3 (3.06%)	158 (49.07%) 49 (50.00%)	103 (31.99%) 34 (34.69%)	50 (15.53%) 11 (11.22%)	2.4068 2.4796

Faculty Comments - Compensation Opportunities

Full-Time Faculty Only

There should be opportunities for faculty to increase their compensation for going above and beyond. Some assistant faculty meet associate requirements way before they can request promotion. Those individuals should have an opportunity to increase their pay earlier OR be compensated more by performing at a higher level. There is no incentive to be exceptional faculty after tenure.

In the past 15 years I have seen administrators stop research; hinder faculty overload opportunity driving faculty to do more work outside of ECU.

The ability to teach overloads, winter, and summer courses online makes the compensation at ECU favorable compared to other institutions. I would look strongly at other institutions without this.

I am also expected to teach overloads almost every semester (and summer/winter term) to compensate for lack of faculty resources.

Benefits are pretty competitive but base pay (and overloads, summers, winters, etc.) is very low.

I do think faculty who have innovative research and service projects should be given additional flexibility for reassign time. And I think the large number of overloads being taught in some colleges is distressing.

Faculty Comments - Compensation Opportunities (cont'd)

Previous Provost eliminated the faculty's ability to volunteer to do more work than what is expected of us for a small amount of compensation (i.e., eliminating overload course work); and faculty who produce research and scholarship no longer have any avenue to adjust their workload to compensate for these efforts and time-expended.

In looking at compensation, longevity does not benefit ECU faculty as salary compression means even promoted we make less than new faculty. In addition, gender pay inequities need to be addressed. Finally, service to the University should not have a personal cost to faculty (e.g., faculty dinners when serving on search committees, travel for searches, etc.) There needs to be. Significant investment in supporting faculty travel for research and conferences-\$300 a year barely covers one conference registration, let alone travel. When this is required for PTE it needs to be valued and supported.

Quantitative Results: eCampus

8 Items

(5: Strongly Agree, 4: Agree, 3: Neither Agree Nor Disagree, 2: Disagree, 1: Strongly Disagree)

1. Course capacities for eCampus courses are reasonable.
2. Course capacities for eCampus course have been rationally set by administrators.
3. eCampus regularly provides me with an ample number of class facilitators.
4. When eCampus provides facilitators they do so prior to the start of the semester.
5. eCampus provides facilitators that are well trained in my course discipline.
6. eCampus management makes well-informed business decisions for their programs.
7. eCampus utilizes faculty input on their programs.
8. eCampus provides a fair process for redevelopment of courses.

*****We want to see HIGHER numbers. Closer to 5.*****

Quantitative Results: eCampus

FT = Full-time, $n_1 = 322$ PT = Part-time, $n_2 = 98$		5: Strongly Agree	4: Agree	3: Neither Agree Nor Disagree	2: Disagree	1: Strongly Disagree	Mean
Course capacities for eCampus courses are reasonable.	FT PT	10 (3.11%) 6 (6.12%)	43 (13.35%) 28 (28.57%)	114 (35.40%) 43 (43.88%)	85 (26.40%) 14 (14.29%)	70 (21.74%) 7 (7.14%)	2.4969 3.1224
Course capacities for eCampus course have been rationally set by administrators.	FT PT	8 (2.48%) 3 (3.06%)	42 (13.04%) 28 (28.57%)	123 (38.20%) 45 (45.92%)	70 (21.74%) 13 (13.27%)	79 (24.53%) 9 (9.18%)	2.4720 3.0306
eCampus regularly provides me with an ample number of class facilitators.	FT PT	9 (2.80%) 8 (8.16%)	51 (15.84%) 21 (21.43%)	145 (45.03%) 52 (53.06%)	62 (19.25%) 13 (13.27%)	55 (17.08%) 4 (4.08%)	2.6801 3.1633
When eCampus provides facilitators they do so prior to the start of the semester.	FT PT	14 (4.35%) 11 (11.22%)	57 (17.70%) 29 (29.59%)	160 (49.69%) 46 (46.94%)	48 (14.91%) 9 (9.18%)	43 (13.35%) 3 (3.06%)	2.8478 3.3673
eCampus provides facilitators that are well trained in my course discipline.	FT PT	20 (6.21%) 15 (15.31%)	96 (29.81%) 27 (27.55%)	145 (45.03%) 44 (44.90%)	35 (10.87%) 9 (9.18%)	26 (8.07%) 3 (3.06%)	3.1522 3.4286
eCampus management makes well-informed business decisions for their programs.	FT PT	9 (2.80%) 8 (8.16%)	48 (14.91%) 23 (23.47%)	181 (56.21%) 58 (59.18%)	42 (13.04%) 5 (5.10%)	42 (13.04%) 4 (4.08%)	2.8137 3.2653
eCampus utilizes faculty input on their programs.	FT PT	17 (5.28%) 13 (13.27%)	72 (22.36%) 24 (24.49%)	135 (41.93%) 50 (51.02%)	46 (14.29%) 6 (6.12%)	52 (16.15%) 5 (5.10%)	2.8634 3.3469
eCampus provides a fair process for redevelopment of courses.	FT PT	13 (4.04%) 9 (9.18%)	77 (23.91%) 28 (28.57%)	158 (49.07%) 47 (47.96%)	44 (13.66%) 9 (9.18%)	30 (9.32%) 5 (5.10%)	2.9969 3.2755

Faculty Comments - eCampus

On eCampus, we are in need of a major evaluation of our process. I am supposed to be in charge of my classes, yet I am hamstrung by eCampus policies that appear to have little to know faculty input. The increase in facilitated group sizes was tragic with great negative consequences in numerous areas of our work (quality feedback, Facilitator retention, etc.). Faculty need to be in control of their courses, not eCampus. Adding a Facilitator well into a course (Week 2 or after) is ridiculous, unprofessional, and disruptive to student learning. I was totally unaware of a Faculty Advocate, which is why I rated a number of those questions poorly.

Faculty Comments - eCampus

Full-Time Faculty

Ecampus is totally redundant and run like a dictatorship. Faculty as well as administrators have zero real input and are almost always ignored, give lip service,... [they] give zero money back to programs as reinvestment. Anyone who works for any time with ecampus directly loses their interest in teaching online. It's demoralizing to everyone that interacts with [them].

Ecampus needs to be dissolved. We get absolutely no value from them. They rob the money from our programs and then want us to recruit, market, teach, etc. What exactly do they do at eku?

My work load has increased 33% per each E campus class. Before, with 25 students, I earned a facilitator. Now, I need 35, but ... at E campus never lets you get a facilitator at 35. It has to be 37, 38, 39--the number keeps growing. I feel like I work at a pencil factory where every small decision must be justified. I went to the Faculty Rights and Responsibilities, and the Welfare committee with my concerns. They spoke to Tim Matthews. Nothing changed. Meanwhile, there is money in the budget for two new tennis teams this year, and for the President's Cabinet to get a raise this year and last year. But I have to beg for a facilitator. How is this fair?

Faculty Comments - eCampus

Part-Time Faculty

Facilitator pay has not increased in more than 10 years, yet the student load went from 20 grad/25 undergrad students to 35 grad/undergrad. I can't possibly give detail help to students and inflation is not matching up to course load or facilitator skill sets.

The facilitator compensation is fair and should be allowed for two 8 week terms- E-campus is doing an excellent job.

Quantitative Results: Overwhelming Activities

5 Items

(5: Strongly Agree, 4: Agree, 3: Neither Agree Nor Disagree, 2: Disagree, 1: Strongly Disagree)

1. Being asked to recruit students on top of all of my other work responsibilities is overwhelming.
2. ECU asks me to do way too many extra duties outside of my job requirements.
3. ECU regularly adds more responsibilities to my job making it difficult to keep up with work.
4. ECU has merged multiple jobs together for their employees causing them to do the jobs of multiple individuals.
5. Asking employees to advise students in addition to their current job responsibilities is overwhelming.

*****We want to see LOWER numbers. Closer to 1.*****

Quantitative Results: Overwhelming Activities

FT = Full-time, $n_1 = 322$ PT = Part-time, $n_2 = 98$		5: Strongly Agree	4: Agree	3: Neither Agree Nor Disagree	2: Disagree	1: Strongly Disagree	Mean
Being asked to recruit students on top of all of my other work responsibilities is overwhelming.	FT PT	131 (40.68%) 11 (11.22%)	111 (34.47%) 19 (19.39%)	32 (9.94%) 41 (41.84%)	40 (12.42%) 16 (16.33%)	8 (2.48%) 11 (11.22%)	3.9845 3.0306
EKU asks me to do way too many extra duties outside of my job requirements.	FT PT	85 (26.40%) 4 (4.08%)	130 (40.37%) 19 (19.39%)	63 (19.57%) 39 (39.80%)	39 (12.11%) 19 (19.39%)	5 (1.55%) 17 (17.35%)	3.7795 2.7347
EKU regularly adds more responsibilities to my job making it difficult to keep up with work.	FT PT	114 (35.40%) 4 (4.08%)	123 (38.20%) 24 (24.49%)	58 (18.01%) 35 (35.71%)	21 (6.52%) 21 (21.43%)	6 (1.86%) 14 (14.29%)	3.9876 2.8265
EKU has merged multiple jobs together for their employees causing them to do the jobs of multiple individuals.	FT PT	136 (42.24%) 17 (17.35%)	129 (40.06%) 28 (28.57%)	40 (12.42%) 38 (38.78%)	15 (4.66%) 8 (8.16%)	2 (0.62%) 7 (7.14%)	4.1863 3.4082
Asking employees to advise students in addition to their current job responsibilities is overwhelming.	FT PT	79 (24.53%) 6 (6.12%)	102 (31.68%) 19 (19.39%)	78 (24.22%) 44 (44.90%)	53 (16.46%) 18 (18.37%)	10 (3.11%) 11 (11.22%)	3.5807 2.9082

Faculty Comments - Overwhelming Activities

Full-Time Faculty

Faculty morale at ECU has been on the decline for several years, but it seems to be at an all-time low. Some of the problem is attributable to the pandemic. However, ECU faculty are not compensated fairly for our work. It is ridiculous that eCampus requires 35+ students before a facilitator is added to a course, when the face to face version of the same class has a cap of 25. It's also confounding that an adjunct with an MA makes \$2600 to teach a 16-week course on campus (and pays for a parking tag), but is paid \$3050 to facilitate for an 8-week eCampus course. Some faculty receive course releases for administrative work or advising, while others do not. Out-of-state conference travel is virtually impossible with the funding available to us. A serious look at faculty workload and compensation is needed. We're all overburdened with committee work, recruiting, etc.

Faculty Comments - Overwhelming Activities (cont.)

Full-Time Faculty (cont.)

I think each department ought to have recruitment software and full time shared recruitment people who work 1/2 time for 1 department and 1/2 for another department. I also think that each faculty member working in a specific program ought to be the advising face for their own students. That being said I do appreciate the assistance of college advising offices with filing for graduation, petitions etc.

In my [decades] here, I have never seen faculty so angry and demoralized. Decades of neglectful administrations are coming back to haunt the institution and the current one seems bent on honoring traditions. We are no longer respected educators but recruiters, retainers, and gradutors. When I tell family and friends across the country what my salary is, they absolutely cannot believe it. But, every night when I lay down to sleep and feel abused by my employer, I rest in the comfort knowing that our football team got a new multimillion dollar playing field.

Thanks for raising awareness of the Faculty Advocate. ... I have major concerns for how this position is structured and now I can raise these concerns. I have been asked to teach four courses, conduct a program review, conduct a program strategic plan, do fall semester course scheduling, recruit students, complete regular committee work at all levels of the university, and find time to do what I love (teach and research). I haven't graded anything since classes started as I put out administrative fires. No raise, no compensation. Program Coordinators need a course release every semester at minimum. I have interviewed for positions at other universities where I feel my time will be better respected. I am bitter but I am still here because I enjoy (most) of my work and all of my colleagues and students.

Faculty Comments - Overwhelming Activities (cont.)

Part-Time Faculty

I would like to see additional compensation as an adjunct faculty member, as we often take on harder workloads to alleviate full time faculty. It also would have been nice to be included in some of the covid compensation that full time faculty received.

As an adjunct faculty member, I would like to see more compensation ... in 1999, I was paid \$2000 for a 3 hour course, in 2022, it's only increased by \$600. For the level of expertise I bring to the program and the amount of hours I put in beyond the three contact hours, writing letters of recommendation, advising students, tutoring, preparing and grading papers, I do feel the compensation could be more reflective of the workload.

Quantitative Results: Technology

4 Items

(5: Strongly Agree, 4: Agree, 3: Neither Agree Nor Disagree, 2: Disagree, 1: Strongly Disagree)

1. ECU provides me ample technology support.
2. ECU offers a wide variety of technology that I can utilize at my job.
3. ECU does not provide access to helpful technology that would benefit me in my job. (Reverse Scored)
4. Whenever IT makes changes, they provide employees plenty of notice prior to the change being made.

*****We want to see HIGHER numbers. Closer to 5.*****

Quantitative Results: Technology

FT = Full-time, $n_1 = 322$ PT = Part-time, $n_2 = 98$		5: Strongly Agree	4: Agree	3: Neither Agree Nor Disagree	2: Disagree	1: Strongly Disagree	Mean
EKU provides me ample technology support.	FT PT	56 (17.39%) 19 (19.39%)	144 (44.72%) 49 (50.00%)	65 (20.19%) 14 (14.29%)	39 (12.11%) 12 (12.24%)	18 (5.59%) 4 (4.08%)	3.5621 3.6837
EKU offers a wide variety of technology that I can utilize at my job.	FT PT	41 (12.73%) 12 (12.24%)	133 (41.30%) 45 (45.92%)	85 (26.40%) 26 (26.53%)	47 (14.60%) 9 (9.18%)	16 (4.97%) 6 (6.12%)	3.4224 3.4898
EKU does not provide access to helpful technology that would benefit me in my job.	FT PT	21 (6.52%) 3 (3.06%)	52 (16.15%) 11 (11.22%)	74 (22.98%) 19 (19.39%)	135 (41.93%) 45 (45.92%)	40 (12.42%) 20 (20.41%)	2.6242 2.3061
Whenever IT makes changes, they provide employees plenty of notice prior to the change being made.	FT PT	39 (12.11%) 16 (16.33%)	139 (43.17%) 49 (50.00%)	58 (18.01%) 19 (19.39%)	62 (19.25%) 11 (11.22%)	24 (7.45%) 3 (3.06%)	3.3323 3.6531

Faculty Comments - Technology

Full-Time Faculty

University does not provide adequate support for the development and maintenance of departmental websites. This is an added duty for faculty and staff that primarily do not have that expertise. Difficult to get news about program accomplishments (or faculty, staff and students) out to stakeholders and partners through press releases, or inclusion in EKU website. Need to critically look at departmental budgets. Some have inadequate budgets to cover essential operations. In these situations, it becomes difficult for depts to support faculty development in the tenure and promotion process, develop recruiting materials, etc.

Working conditions are deplorable. Heat has been out in most of the building for four months. Cannot even provide the basic qualities of environmental comfort so what do you think the emphasis on innovation is going to be (NONE) EKU is way behind in technology and being able to support the workforce with jobs that are needed. Emphasis is on the bottom line not innovation or excellence.

IT is under staffed for training purposes and the ability to communicate with faculty. Faculty and IT folks talk different languages, thus in converting courses to hybrid, understanding options, faculty may take the easy road (discussion boards for every engagement) versus using technology (which type is the best for my purposes, can you help me with training and set up in a Campus One course?). This has been a long standing concern when calling 622-3000. Our Library staff go above and beyond to help support faculty and student learning needs. They add to the positive atmosphere for teaching and learning. Thanks for your work on the Faculty Welfare Committee.

Quantitative Results: Travel

3 Items

(5: Strongly Agree, 4: Agree, 3: Neither Agree Nor Disagree, 2: Disagree, 1: Strongly Disagree)

1. ECU supports me in traveling to conferences for my job.
2. The compensation ECU provides for travel is adequate.
3. There are lots of travel funds made available by ECU to attend conferences.

*****We want to see HIGHER numbers. Closer to 5.*****

Quantitative Results: Travel

FT = Full-time, $n_1 = 322$ PT = Part-time, $n_2 = 98$		5: Strongly Agree	4: Agree	3: Neither Agree Nor Disagree	2: Disagree	1: Strongly Disagree	Mean
EKU supports me in traveling to conferences for my job.	FT PT	11 (3.42%) 4 (4.08%)	80 (24.84%) 8 (8.16%)	61 (18.94%) 55 (56.12%)	75 (23.29%) 15 (15.31%)	95 (29.50%) 16 (16.33%)	2.4938 2.6837
The compensation EKU provides for travel is adequate.	FT PT	5 (1.55%) 3 (3.06%)	40 (12.42%) 9 (9.18%)	59 (18.32%) 48 (48.98%)	94 (29.19%) 20 (20.41%)	124 (38.51%) 18 (18.37%)	2.0932 2.5816
There are lots of travel funds made available by EKU to attend conferences.	FT PT	2 (0.62%) 4 (4.08%)	30 (9.32%) 3 (3.06%)	46 (14.29%) 54 (55.10%)	113 (35.09%) 20 (20.41%)	131 (40.68%) 17 (17.35%)	1.9410 2.5612

Faculty Comments - Travel

Full-Time Faculty

Finally, service to the University should not have a personal cost to faculty (e.g., faculty dinners when serving on search committees, travel for searches, etc.) There needs to be. Significant investment in supporting faculty travel for research and conferences-\$300 a year barely covers one conference registration, let alone travel. When this is required for PTE it needs to be valued and supported.

Out-of-state conference travel is virtually impossible with the funding available to us. A serious look at faculty workload and compensation is needed. We're all overburdened with committee work, recruiting, etc.

Quantitative Results: Faculty Advocate

6 1-Item Measures

(2: Yes, 1: No)

- Did you know that ECU provides you a Faculty Advocate?

(2: Yes, 1: No)

- Have you ever used the Faculty Advocate at ECU?

(5: Extremely Likely, 4: Likely, 3: Neither Likely Nor Unlikely, 2: Unlikely, 1: Extremely Unlikely)

- How likely are you to use the Faculty Advocate during your future employment at ECU?

*****We want to see HIGHER numbers. Closer to 2 for the first 2 items and closer to 5 for the last 4 items.*****

(5: Extremely Beneficial, 4: Beneficial, 3: Neither Beneficial Nor Unbeneficial, 2: Unbeneficial, 1: Extremely Unbeneficial)

- How beneficial is having a Faculty Advocate to the employees at ECU?

(5: Extremely Satisfied, 4: Satisfied, 3: Neither Satisfied Nor Dissatisfied, 2: Dissatisfied, 1: Extremely Dissatisfied)

- How satisfied are you with the Faculty Advocate at ECU?

(5: Extremely Like, 4: Like, 3: Neither Like Nor Dislike, 2: Dislike, 1: Extremely Dislike)

- How much do you like having the Faculty Advocate at ECU?

Quantitative Results: Faculty Advocate

FT = Full-time, $n_1 = 322$ PT = Part-time, $n_2 = 98$		Yes	No
Did you know that ECU provides you a Faculty Advocate?	FT PT	135 (41.93%) 28 (28.57%)	187 (58.07%) 70 (71.43%)

FT = Full-time, $n_1 = 322$ PT = Part-time, $n_2 = 98$		Yes	No
Have you ever used the Faculty Advocate at ECU?	FT PT	16 (4.97%) 1 (1.02%)	306 (95.03%) 97 (98.98%)

Quantitative Results: Faculty Advocate

FT = Full-time, $n_1 = 320$ PT = Part-time, $n_2 = 98$		5: Extremely Likely	4: Likely	3: Neither Likely Nor Unlikely	2: Unlikely	1: Extremely Unlikely	Mean
How likely are you to use the Faculty Advocate during your future employment at ECU?	FT PT	10 (3.13%) 2 (2.04%)	76 (23.75%) 16 (16.33%)	125 (39.06%) 64 (65.31%)	70 (21.88%) 10 (10.20%)	39 (12.19%) 6 (6.12%)	2.8375 2.9796

FT = Full-time, $n_1 = 320$ PT = Part-time, $n_2 = 98$		5: Extremely Beneficial	4: Beneficial	3: Neither Beneficial Nor Unbeneficial	2: Unbeneficial	1: Extremely Unbeneficial	Mean
How beneficial is having a Faculty Advocate to the employees at ECU?	FT PT	34 (10.63%) 16 (16.33%)	139 (43.44%) 37 (37.76%)	111 (34.69%) 42 (42.86%)	21 (6.56%) 3 (3.06%)	15 (4.69%) 0 (0.00%)	3.4875 3.6735

Quantitative Results: Faculty Advocate

FT = Full-time, $n_1 = 320$ PT = Part-time, $n_2 = 98$		5: Extremely Satisfied	4: Satisfied	3: Neither Satisfied Nor Dissatisfied	2: Dissatisfied	1: Extremely Dissatisfied	Mean
How satisfied are you with the Faculty Advocate at ECU?	FT PT	5 (1.56%) 5 (5.10%)	30 (9.38%) 10 (10.20%)	254 (79.38%) 80 (81.63%)	14 (4.38%) 3 (3.06%)	17 (5.31%) 0 (0.00%)	2.9750 3.1735

FT = Full-time, $n_1 = 320$ PT = Part-time, $n_2 = 98$		5: Extremely Like	4: Like	3: Neither Like Nor Dislike	2: Dislike	1: Extremely Dislike	Mean
How much do you like having the Faculty Advocate at ECU?	FT PT	35 (10.94%) 13 (13.27%)	118 (36.88%) 38 (38.78%)	154 (48.13%) 47 (47.96%)	7 (2.19%) 0 (0.00%)	6 (1.88%) 0 (0.00%)	3.5281 3.6531

Faculty Comments - Faculty Advocate

Full-Time Faculty Only

Based on the job description of the faculty advocate, it seems as if this person ultimately creates more work for faculty.

Faculty advocate is a nice person but has interests with management. So she won't represent me fairly.

The role of the faculty advocate is important, but it does not replace the Ombud position and the resources listed for those questions really relate to training rather than personal issues....

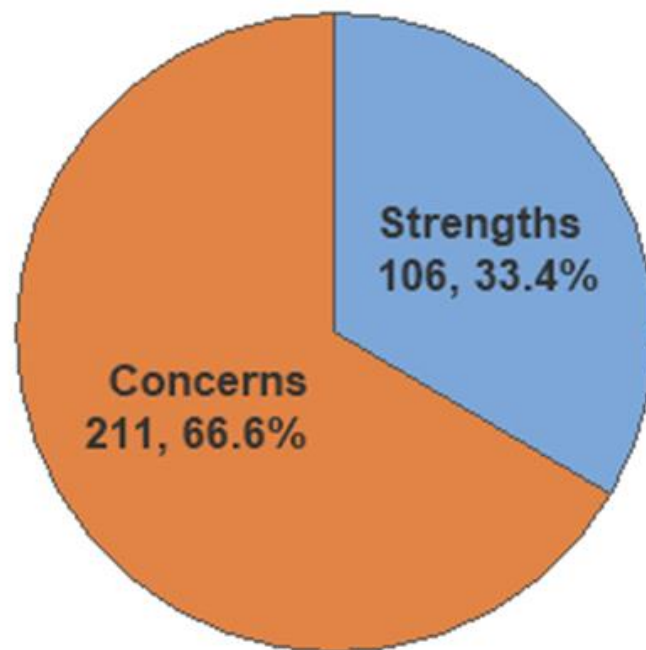
I was totally unaware of a Faculty Advocate, which is why I rated a number of those questions poorly.

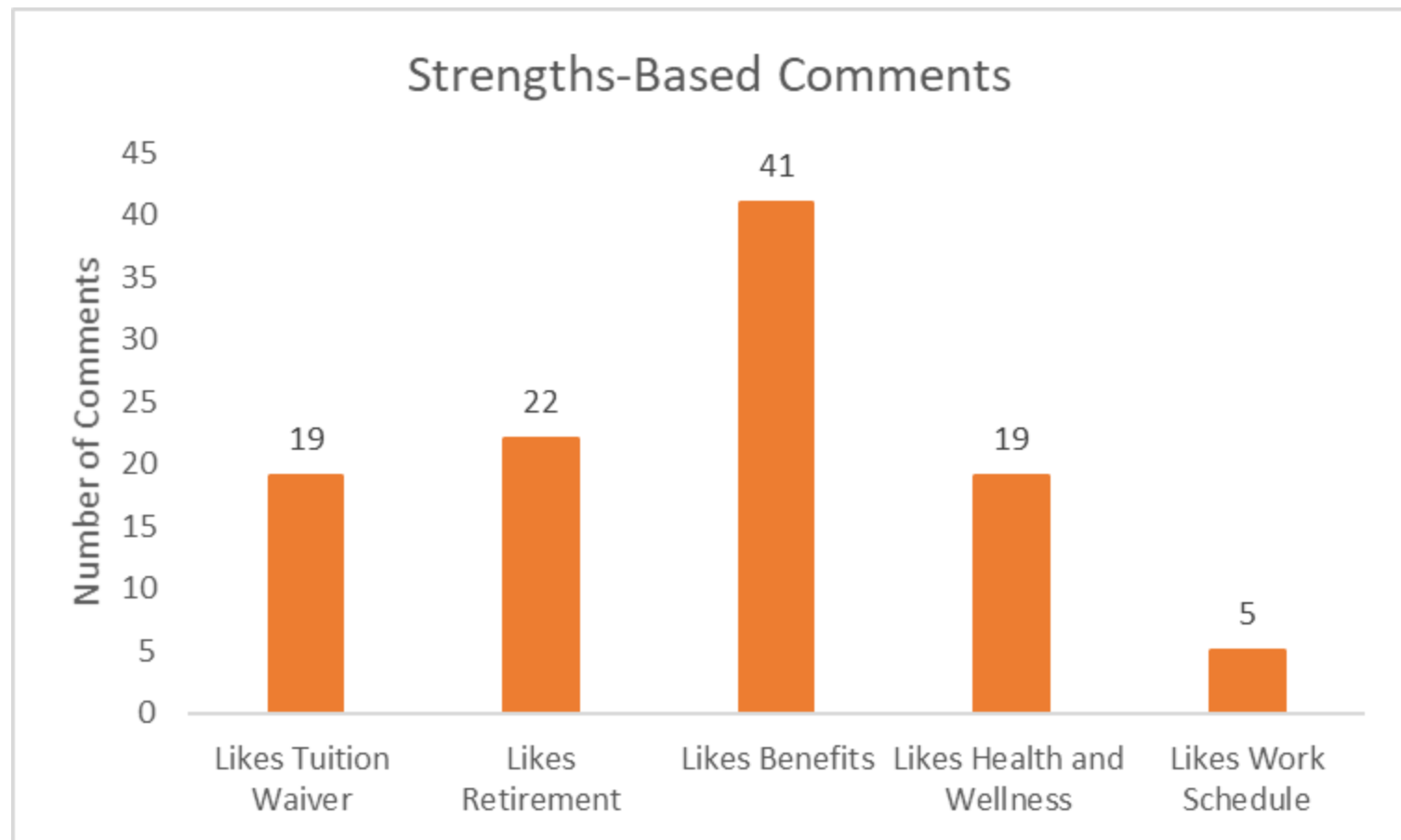
The reason I dislike having a faculty advocate is that (she) is not properly trained for this position. Plus it seems like just another opportunity to have a faculty member doing multiple jobs. I ... think this position should be a full-time position in an office for someone who is truly trained for that work. The type of disagreements that are listed for the Faculty Advocate's involvement are the type of things that could get ECU into legal hot water.

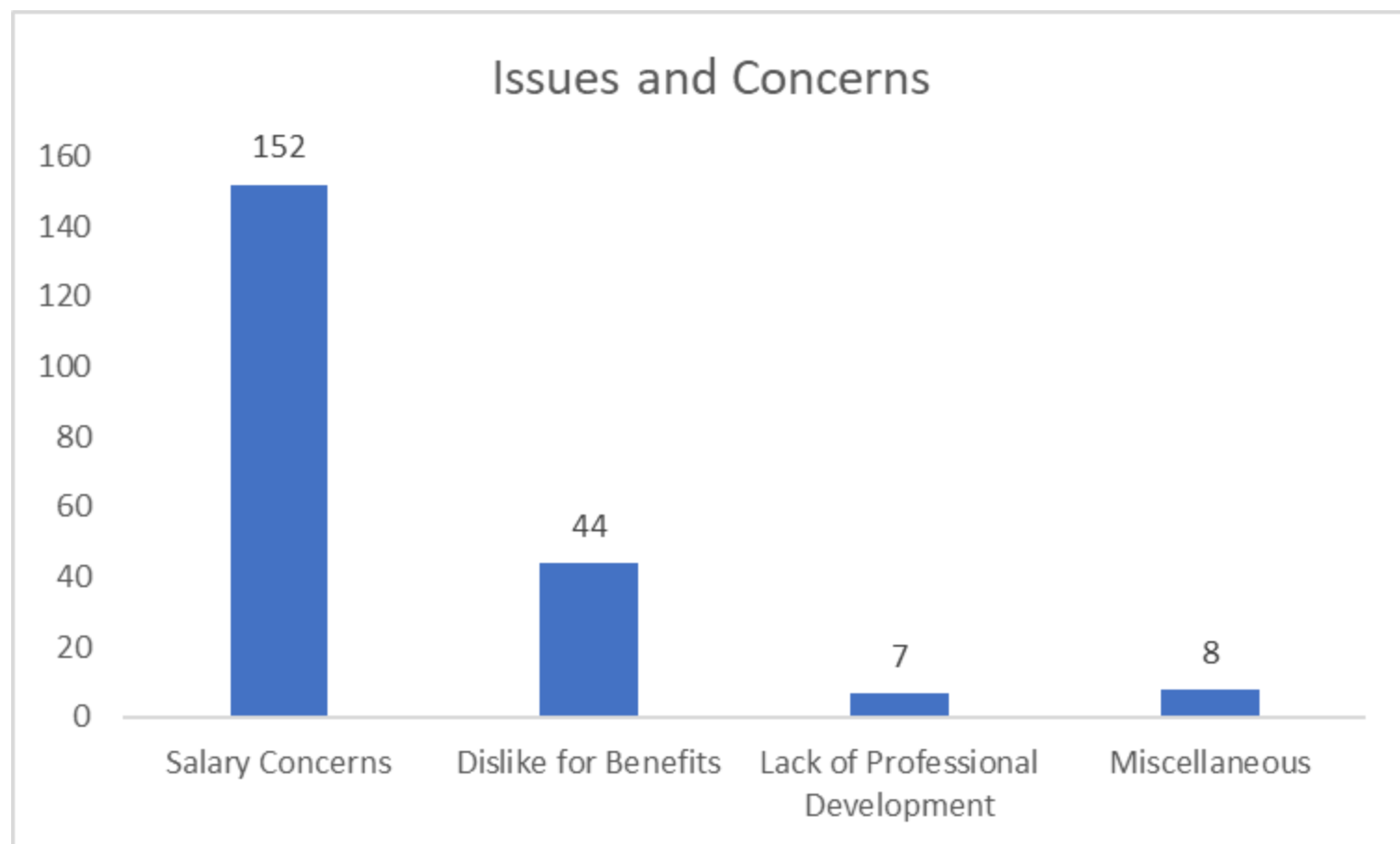
Faculty Comments - Compensation / Pay (cont.)

I love what I do at ECU. However, it seems that we are regularly being asked to do more and more, and my impression is that is true for staff as well. We reduce reassigned time and just expect everyone to absorb the duties. We eliminate office staff and assume everything will still get done somehow. We eliminate faculty positions and assume classes will still get taught and service duties will be completed. We complicate processes in the name of progress (e.g., purchasing, P&T procedures, email and laptop security, website updates). I don't mind working hard--I'm just tired. In terms of compensation, I used to be able to increase my take-home pay through merit pay (I did well because I work so hard) and summer school classes. Now there is no merit pay, and there are fewer summer school sections to be taught (my impression is that the eCampus classes get a lot of the students we would have had in in-person sections in the past). Of course, summer school pay is prorated now too. Ultimately, conditions may drive me to retire before I thought I would.

Qualitative Feedback Outcomes







What Is Going Well--Strengths

- Tuition reimbursement
- Bluemine
- Flexible work schedules
- Student loan forgiveness

Issues of Concern

- Salary compression
- Equity in pay in and across departments
- Gender equity across salary and workload
- Inconsistent course releases
- Shared governance
- eCampus challenges
- Direct professional development opportunities (CEUs, travel)
- Fees and costs (parking, recreation, etc.)

Conclusions/Recommendations/Next Steps

- Morale is at an all-time low among both full- and part-time faculty at ECU for a variety of reasons, first among them concerns about consistently low salaries.
- Salary compression leads to additional workloads, both on and off campus, to pay the bills. Bring up salaries to at the very least catch up to and keep pace with inflation.
 - However, do not take overloads away and force faculty to live with lower wages. This will not resolve the problem.
- Identify methods/strategies to promote professional development that supports practices leading to tenure/promotion (i.e., offer CEUs, travel pay, memberships).
- Preserve and maintain tuition waiver.
- More transparency and shared governance is needed (more equitable distribution of funds among facilities, faculty, and administration).
- Loss of confidentiality and decreased role moving from ombudsperson to faculty advocate.
- Consider returning perks like free parking (used to be a much-loved benefit of working at ECU) and adding benefits like free access to the rec center to encourage healthy exercise habits (would help with healthcare costs for both ECU and faculty).

Faculty Regent Report to Faculty Senate

May 2, 2022

Dear Senators,

The Board of Regents has not met since Friday, February 25th. The Board of Regents meets quarterly and as needed. The next meeting remains on schedule for Tuesday, June 14. Future meetings are scheduled for Friday, September 16, and Thursday, December 1.

The June Board meeting agenda has not been developed and will likely be available in early June, typically one week prior to the June 14 meeting. The June meeting typically includes Board actions on proposed rates for tuition, fees, residence hall rates and dining rates. Following those items, the Board then considers action on the annual operating budget.

For general updates:

Brief Anticipated Budget Synopsis: Among items informing the operating budget will be the difficult task of forecasting university enrollment scenarios, expenditures related to increases and volatility in the consumer price index and energy markets, and any savings expected in our annual operational costs through the Commonwealth of Kentucky's investment in our physical infrastructure via the [approved Budget](#), which received final votes on April 13. Overall, the State Budget provided considerable investment in our physical infrastructure which should defray or reduce some of our ongoing and long-term costs ranging from repairs typically funded from our regular operations and maintenance budgets, and through savings presented by enhancements in energy efficiency by upgrades associated with the university's physical plant. Included are significant investments in Alumni Coliseum (\$72.35M) and replacement of Model Laboratory School (\$90M). The final state budget also enhances, albeit modestly, improvement in the university's budget overall budget for non-capital costs. Consequently, as in recent years, the budget lines related to personnel remain heavily dependent upon university enrollment, and fortunately, mark another consecutive year of increased investment in public higher education. President McFaddin and/or AVP for Government Relations, Ethan Witt, are more informed on the budget matters and were both instrumental for ensuring an appreciable investment in ECU and public higher education, including all of Kentucky's regional universities.

Thank You to our Faculty #1: On Friday, April 15, the initial faculty recruitment lunch workshop greatly exceeded attendance expectations by organizers in Enrollment Management to which they were delighted, and able to accommodate through hosting the event in O'Donnell Auditorium. The attendance numbers demonstrated there's a strong interest in department-level recruitment and retention efforts, and it is my hope that we can have more workshops in the future including more Q&A regarding technical details and digital processes, what types of scholarship information we can confidently present to prospective students, and more, all of which enable departments to more efficiently and effectively tell their own stories. Department-level faculty are often the best positioned to recruit into their fields of study, so using their time effectively is paramount in achieving goals and shared institutional success.

Thank You to our Faculty #2: Thank you for representing us well at the Installation Week events and for your attendance at the Installation Ceremony. It is likely that most of the regents on the Board of

Regents have never observed all the colleges and their faculty assembled together in a single event, and accordingly, many regents shared to me their sincere appreciation for the many faculty in attendance, knowing that many of our colleagues were also teaching, very busy this time of the academic year, and aware that there were more faculty in the audience than just those in the academic procession. The week's events afforded an opportunity for social interaction and relationship-building among colleagues, and dialogue between administrators, regents, and elected officials. Lastly, faculty attendance and engagement demonstrated our shared support of President McFaddin in leading the university in pursuit of its mission, as well as a celebration of both his journey and our mission, while also connecting all parts of the university community into a single garment with a shared destiny as One Eastern.

CPE News: The [CPE passed a resolution](#) honoring Governor Andy Beshear and the General Assembly for their support of higher education.

Lastly, as we enter the summer, please know that I'm still available and willing to be of service if you have any questions regarding matters likely to come before the Board. Also, should you have suggestions for me, you may reach me by email (jason.marion@eku.edu) or phone (513-317-9508) at any time. It has been a remarkable year, and I'm humbled to serve you all in this role and fortunate to have worked with a purpose-centered and people-centered Faculty Senate and Faculty Senate Executive Committee. Thank you all for your support and continued guidance.

Sincerely,
Jason

**Academic Quality Committee
Year-End Report 2021-2022
Submitted April 2022**

The charges for 2021-2022 for the Faculty Senate Academic Quality Committee were the following:

The faculty have primary responsibility for such fundamental areas as curriculum, subject matter, and methods of instruction, research, faculty status, and those aspects of student life which relate to the educational process. The Academic Quality Committee works to ensure that faculty input is given at the earliest stages of any discussion of academic matters that affect faculty, students, and the learning environment. This should prevent situations from arising in which administrative decisions that have an impact on teaching and learning are made without adequate faculty input.

- Provide a channel of communication among the Faculty Senate, the faculty-at-large, and the Administration on academic matters and the formulation of academic policy.
- Be available as an advisory agency to the President of the University and to the Provost on academic matters.
- Serve as a channel of communication with the Student Government Association on matters concerning student academic responsibility and students' role within the academic community.
- Coordinate with the Rules Committee to reassess and update your internal procedure.

New charge: “Conduct an assessment of instruction on campus”. Last year the Committee did a critical assessment of what worked and what did not work during the pandemic, with the need for a major shift to synchronous and asynchronous online instruction. With the anticipated return to a more in-person academic year, and the widely accepted notion that THE major thing that makes ECU so special is the teaching, it would be useful to do an assessment of instruction. This would include e-Campus and traditional instruction.”

Summary of Committee Work on New Charge

The AQC Committee voted Senator Fontaine Sands as Chair and Senator John Brent as secretary for the Committee. Committee met monthly and the first order of business was to clarify the new charge. The charge to “assess instruction” was considered very broad by the committee. The group’s recommendation was to obtain more clarity and specifics from the Executive Committee. Senator Kay consulted with the Executive Committee and reported back to the AQC with the following clarified charge to **“Develop an assessment plan of on-line instruction”**.

Objectives created by the AQC for this charge included the following:

- Gather information related to online education
- Document ECU trends associated with online teaching/learning using descriptive data pre-pandemic through the pandemic
- Compare, if possible, ECU student outcomes considering recent online trends (pre-post pandemic)

Activities planned included:

- A review of the literature on how online teaching and learning has changed overtime, including emerging trends, best practices, and outcomes associated with increases in online learning
- Locate, if available, any established surveys that could form the basis for documenting and describing ECU’s current state of online learning

- Meet with key University leaders to see what faculty surveys and data collection has already been previously completed (Rusty Carpenter, Tim Mathews, Provost Zeigler)
- Work alongside the Registrar's office and IT to get a synopsis of what online learning looks like via longitudinal footprints request pre- and post-COVID-19

Summary of Results Presented to Faculty Senate April 2022

- A reference list was created and provided to full senate with relevant articles associated with on-line instruction and impact of the pandemic on teaching
- Based on interviews the following information was gathered and presented.
 - Dr. Tim Mathews – Instructional Design Center (IDC) and staff provide multiple opportunities for professional development through an Online Course Development and Teaching Certificate (8-weeks) and Online Teaching and Learning (OTL) workshops. IDC works with Faculty on use of technology available to utilize in on-line courses. IDC and e-Campus conducted in 2019 a faculty survey on education/learning needs for on-line teaching. Top 5 responses included:
 - 1 Online Student Engagement = 53.66%
 - 2 Online Teaching Pedagogy = 52.44%
 - 3 Effective Use of Discussion Boards = 47.66%
 - 4 Top Ten Strategies for Teaching Online = 37.80%
 - 5 Effective Online Assessment Strategies = 35.37%
 - Dr. Rusty Carpenter – the Faculty Center for Teaching and Learning (FCTL) also offers professional development sessions for online instruction. FTLC/Noel Studio is evaluating new technologies and creating an outline and catalog of needed resources. The FCTL has a new funded project to improve video recording access and ease for faculty (no editing required), called the “**One button Studio**”—tentative availability Fall 2022. Will include:
 - green screen, thumb drive capability
 - professional mics and lighting
 - live streaming capabilities
 - 50" screen to view while presenting materials
 - picture-in-picture display so faculty can appear in front of the PowerPoint
 - Dr. Sara Zeigler, University Provost - University's vision is to continue to build strong online programs, providing the flexibility current and prospective students want.
 - Continue to allow Campus 1 (on-campus) students to enroll in e-Campus courses at no increased cost even after the pandemic (long-term)
 - Dean's Council is discussing capping enrollment numbers for on-campus (Campus 1) students in online e-Campus courses
 - Noted that DFW rates are higher for on-campus (Campus 1) students taking e-Campus online courses than traditional online e-Campus students (need to trend post pandemic)
- Footprints Data was pulled from Banner and may not exactly match data that come from other sources. Note: See full written report and or PPT presented to Faculty Senate for tables and figures from the footprints data, and reference lists.
 - Percentage of credit-hours generated by e-Campus courses climbed from a little over 3% in Fall 2011 to around 31% in Spring 2022.

- Fall 2019, prior to pandemic – percentage of credit-hours for 100% online courses was at 20% and Traditional F2F was at 72%.
- In Spring 2022, percentage of credit-hours for 100% online increased to 41% with Traditional F2F decreasing to 44%.
- Both traditional F2F and e-Campus students were impacted by the pandemic with **increases** in DFWs. Spring 2021 remained above pre-pandemic levels for both cohorts.

Recommended charges for 2022-2023 for the Faculty Senate Academic Quality Committee include ongoing monitoring of:

- Enrollment patterns in online and on-campus courses
- Student outcomes, DFW rates
- Faculty resource and professional development needs

Committee Members:

Senator John Brent

Senator Ann Burns

Senator Anne Cizmar

Senator Lisa Kay

Senator Jessica Price

Senator Fontaine Sands

Faculty Senate Budget Committee Year End Report – May 2022

This report reiterates the purpose of the budget committee and its charges for the 2021-2022 academic year. Following that, there is a brief summary of the committee's activities and accomplishments. Recommendations for the committee's activities next year appear at the end of this report.

The purpose of the Committee on the Budget shall be to provide a channel of communication between the Faculty Senate and the Administration on matters relating to the formulation of the University budget. The Committee shall be available as an advisory agency to the President of the University in those matters relating to the budget formulation process and will meet with the President at least once each semester to receive information about budgetary matters. The Committee should work to complete the charges received from the Senate Chair in addition to addressing matters brought to the Committee by constituents and other stakeholders.

Elect a Budget Committee Chair/Co-chair and Committee Secretary and inform the Faculty Senate Chair and Secretary. The Chair also serves on the President's Administrative Council.

Receive charges from Faculty Senate Chair (from Chair's report or from Executive Committee's Liaison to the Budget Committee). Then monthly accept additional charges as distributed. Work in Conjunction with VP of Finance to keep the Senate up to speed of the financial situation, in view of the Pandemic and the possible further cuts of the State appropriations.

- **For the Remainder of the Academic Year:** Work on charges. Coordinate with the Welfare Committee and the University Benefits Advisory Committee to determine the cost and future rate of the Health Benefits at ECU and Coordinate with the Rules Committee and reassess and update your internal procedures.
- **New Charge:** In conjunction with the VP for Finance, produce a compact budget report for the past 5 fiscal years (2017-2021). Focus on major categories such as Academics (including eCampus), Administration, Athletics, Infrastructure, contracted services (mailroom, Aramark), etc. in broad terms, and as percentages of the budget. This should be suitable for general circulation and focus on the big picture. Include data visualization. Show income and expenses (including usage of student fees). Also, show budget projections for the next 3 years. Present your report at the February Senate meeting.
- **New Charge:** Assist the Faculty Welfare Committee as needed as they examine the issues of pay increases, salary compression and inversion, and prorating of part-time and overtime instruction based on enrollment.

The FS Budget Committee focused its work on producing a compact budget report for the past five years. The full report was made available on the FS website and was presented at the FS meeting in February 2022. Some of the key findings in the report include:

- There was an increase of \$38,990,281 in total Revenue/Expenditures in 21-22
 - 21-22 had \$34.9M in COVID-19 Relief and \$8.1M in KERS unfunded liability support
- **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

- 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
 - 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)
- 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
- 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

For the next academic year, the FS Budget Committee should create a spreadsheet template that can be updated with new budgetary data each year. The committee should use this template to compile new data to append the report completed this year. This will provide the basis for an updated report on the ECU budget in spring 2023. The FS executive committee may also ask the budget committee to follow up on some of the questions that were raised following the presentation of the report in February 2022.

Faculty Senate Elections & University Nominations Committee Report to Faculty Senate, May 2, 2022

Committee Members: Eric Meiners (Co-Chair), Amy Schilling (Co-Chair), Geela Spira, Thomas Couvillon, Adam Lawson,

Elections & University Nominations Committee had two primary charges for 2021-2022. The first was overseeing the election for Faculty Regent during the spring semester. The second was to supervise the election of the part-time faculty Senator to ensure that the new member is on board in time to attend the Senate meeting in May.

Faculty Regent:

On January 27, a letter was sent out from the Elections & University Nominations Committee soliciting self-nominations for the position of Faculty Regent, along with a copy of the criteria and procedures and a sample petition to all eligible faculty. The deadline to submit nomination petitions for candidates for Faculty Regent was Friday, February 18 at 4:30 p.m.

On February 17, the committee received Senator Marion's Faculty Regent Nomination Petition. By the close of the deadline, Senator Marion's nomination was sole nomination. Senator Meiners vetted each of the 20 signees of the petition. Working with Senator Marion, Senator Meiners planned a Faculty Senate Candidates Forum. On March 1, the Faculty Senate Candidates Forum was held virtually on Zoom. Senator Meiners hosted the forum. The Zoom meeting for the forum was recorded and the video file was made available for those unable to attend the live meeting.

Working with Institutional Research an online ballot was created. Voting for Faculty Regent opened Wednesday, March 2 and the voting ended Friday, March 11 at 4:30 p.m. On March 11, Senator Marion was declared the winner, having earned 100% of the vote. There were no irregularities or reported problems with the online ballot.

Part-time Faculty Senate:

Emails were sent to department chairs in early April soliciting part-time faculty interested in serving a two-year term as Senate representative. By April 22, the committee received 5 self-nominations. Working with Institutional Research, an online ballot was created. The ballot was distributed on Monday, April 24. Consistent with the 2020 election, the link to the ballot was sent to part-time faculty and retirement transition faculty, with two scheduled email reminders sent out Thursday, April 27 and again on Monday, May 2. The voting for this election will close at noon on Monday May 2, and a winner will be declared in addition to two runners-up, who will serve as alternates.

Faculty Senate IT Committee Year End Report Spring 2022

For the fall of 2021 of the faculty senate IT Committee was comprised of Gerald Nachtwey (Chair), Javier Alvarez (member) Jennifer Hight (member), Amy Schilling (member), Alexander White (member).

For the 2021-2022 academic year, the faculty senate IT committee was tasked with:

- Electing a new chair for the 2021-2022 academic year, and new committee member(s) to replace outgoing members.
- Discuss and develop ballot storage for Faculty Senate Meetings (Google Drive)
- Continue monitoring Blackboard issues as necessary. Monitor technology issues related to PC and MAC users for effective teaching and learning. Continue to provide IT support during Faculty Senate meetings, while helping with the administration of polling (attendance and votes by senators on items up for approval) during Senate meetings. Provide updates regarding Faculty and Staff Laptops Distribution. Provide updates regarding Cloud Storage Resources
- Work with library to develop a faculty survey regarding problems related to streaming videos and licensing. Assist in development of video usage survey in collaboration with EKU Libraries personnel (Jens Arneson and Ashley Cole)
- Membership on University Academic Technology Advisory Committee (ATAC)

Election of New Chair & Committee Member

Jennifer Hight and Javier Alvarez volunteered to co-chair Faculty Senate IT Committee for October, November, and December 2021. For the spring of 2022, Javier Alvarez was no longer with the University, thus requiring a vote for election of a new member. Jennifer Hight became sole Chair of Faculty Senate IT Committee, and Thomas Couvillon was elected to replace Senator Alvarez. Two new members will be voted on to replace outgoing members at the Faculty Senate meeting scheduled for May 2, 2022 during Faculty Senate Organizational Meeting: Gerald Nachtwey and Amy Schilling.

Discuss and Develop Ballot Storage for Faculty Senate Meetings (Google Drive)

A Google Drive for the Faculty Senate IT Committee was created to house all IT Committee documentation, including end of year reports, attendance, and other voting forms with access granted to current IT Faculty Senate members.

New Faculty & Staff Laptop Updates, & Cloud Storage Resources

The most recent update (April 29, 2022) regarding new faculty and staff laptops from Mike Wynn, User Support and Service Coordinator at EKU indicated the following:

We have put the RFP out for the purchase of new laptops and are currently receiving evaluation machines (*Lenovo, Dell and Apple*). Currently the schedule is to begin distribution to Staff then switch to Faculty after since the Staff machines are a year older than the faculty. Backups are the responsibility of the user. We do provide plenty of cloud storage that can be used. Both OneDrive and Google drive currently have unlimited storage for EKU

employees. We can instruct on backing up your machine to either of these options we just need the user to call and we can walk them through the process. Let me know if you have any other questions.

Assist in development of video usage survey in collaboration with ECU Libraries personnel

The Faculty Senate IT Committee worked in collaboration with ECU Libraries personnel (Jens Arneson and Ashley Cole) to develop a faculty and staff video usage survey. This was developed and revised over the fall 2021 and spring 2022 academic year. The survey was developed in Google Documents, and then content was transferred to Qualtrics formatting. The survey was distributed by email in April of 2022 for completion by faculty and staff. The email with link is provided below:

The message that went out with the survey reads:

ECU Teaching Faculty and Staff,

In collaboration with the Faculty Senate Information Technology Committee, ECU Libraries is working on a project investigating current practices in streaming video usage. Your input is an opportunity to influence how ECU Libraries supports your students in relation to streaming videos and other electronic resources.

To better understand streaming video trends and challenges in the classroom, we ask all teaching faculty and staff to complete a short, 3 minute survey. **The survey is available at https://ecu.co1.qualtrics.com/jfe/form/SV_41vdQSXeTj0UNjE.**

If you have any questions about the survey or would like to provide any additional feedback, please e-mail Ashley Cole (ashley.cole@ecu.edu) or Jens Arneson (jens.arneson@ecu.edu).

Once the survey is closed and we gather all the data, we will be sure to share with the committee.

Warmly,

Ashley

Membership on University Academic Technology Advisory Committee (ATAC)

Introduce faculty to new formatting and resources within Blackboard including new organization of information for Direct, and grades being automatically populated to ECU Direct after grades are finalized in Blackboard.

The ATAC committee changed name to Teaching and Learning Technology Committee, and is currently headed by Lisa Moore.

Faculty Senate Rights and Responsibility Committee Report to Faculty Senate, May 2, 2022

Committee Members: Gerald Nachtwey (Chair), John Brent, Charlie Hughes, Elizabeth Underwood, Carolin Walz, Nancy McKenney (ex-officio)

2021-22 IT Committee Charges

- 1. Continue oversight of all policies affecting faculty rights and responsibilities*
- 2. Continue to review request for faculty organizations to have a similar infrastructure to student organizations and develop a procedure for creating such organizations.*
- 3. Coordinate with the Rules Committee to reassess and update your internal procedures.*

1. Continue oversight of all policies affecting faculty rights and responsibilities.

The committee continued to push for revisions to Policy 4.7.4, Faculty Grievances. The full senate voted to approve revisions to the policy made by the committee in the 2020-2021 session, but University Counsel advised that such revisions would have to go through the vetting process of an ad hoc Drafting Committee. Such a committee was never convened by the Executive Committee because of ongoing personnel changes at the Office of University Counsel. The year ended with assurances from their office that personnel would be in place at the beginning of the next academic year to put this process in motion.

At the March meeting of the committee, a point was raised as to whether or not Policy 4.6.4, Promotion and Tenure of Faculty, would have to be revised to reflect the growing prevalence of faculty work on Open Education Resources (OERs). The opinion of the committee was that the existing policy afforded enough discretion to departments and colleges that might choose to give faculty credit towards promotion and/or tenure for work on OERs.

2. Continue to review request for faculty organizations to have a similar infrastructure to student organizations and develop a procedure for creating such organizations.

In preparation for the November 2021 meeting of the committee, Senator Nachtwey reached out to the Executive Committee for clarification on this charge. In response to that inquiry, the Senators Crosby and Kay informed Rights and Responsibilities that the circumstance leading to the creation of this charge had changed and that it was no longer to be pursued.

3. Coordinate with the Rules Committee to reassess and update internal procedures.

Near the end of the Fall semester, Senator Bishop-Ross contacted Rights and Responsibilities about whether any updates to internal procedures were necessary. Senator Bishop-Ross had none to suggest, and committee members were content with current procedures, so no updates were made.

Rules Committee Year-End Report 2021-2022 Submitted April 2022

The charges for 2021-2022 for the Faculty Senate Rules Committee were the following:

- Work with Faculty Senate Secretary to review the Faculty Handbook and the Faculty Senate Rules. Report recommendations to the Faculty Senate Executive Committee for possible action.
- Work with other relevant entities on campus to review and update definitions pertaining to faculty and any related references. Make sure the Elections & University Nominations Committee knows these new definitions.
- Clarify explanation of term limits in the Faculty Handbook.
- Edit punctuation in the Faculty Handbook.
- Oversee and coordinate with all the Senate standing committees to assess and update the internal procedures of the committees.
- **New Charge:** Begin the process of changing the Senate rules to remove administrators—President, Provost and Dean’s Representative—from Senate membership (this will not affect the Faculty Regent). They may continue to serve as ex officio, non-voting members of committees, and will continue to give reports and answer questions as invited guests at Senate meetings and Executive Committee meetings.

The Rules Committee voted Rachel Bishop-Ross and Lisa Kay as co-chairs and Curtis Streetman as secretary. The committee made various changes to the Faculty Handbook that included making the definition of Faculty-at-Large more inclusive, removing administrators from the Faculty Senate, clarifying the election units, cleaning up the representation section, inserting a statement regarding providing support to cover the reassigned time for the Faculty Senate Vice Chair, noting that voting would record individual votes, changing the description of the Executive Committee membership to reflect current practice, inserting some common statements in the committee descriptions regarding minutes and reports, removing or updating outdated information, correcting typos, and editing in general. The Rules Committee also worked with other committees to make any needed updates to Internal Procedures.

Recommended charges for 2022-2023 for the Faculty Senate Rules Committee include the following:

- Work with other relevant entities on campus to review the Faculty Handbook to ensure that it does not conflict with university policies and regulations.
- Investigate what open meetings laws imply for voting requirements and update the Faculty Handbook accordingly.
- Consider updating archaic language in the Faculty Handbook.
- Make other necessary updates to the Faculty Handbook.
- Update Internal Procedures as needed.



Eastern Kentucky University

Faculty Handbook 2018-2019

This *Faculty Handbook* is an official publication of Eastern Kentucky University and supersedes previous Faculty Handbooks. This Handbook is intended for a quick reference of policies, regulations, and information pertaining to or relevant for faculty at Eastern Kentucky University. As such, the Handbook may not include all University policies. Policies, regulations, and information contained in this Handbook are subject to revision without prior notice.

EQUAL OPPORTUNITY/AFFIRMATIVE ACTION STATEMENT

Eastern Kentucky University is an Equal Opportunity/Affirmative Action employer and educational institution and does not discriminate on the basis of age (40 and over), race, color, religion, sex, sexual orientation, gender expression, pregnancy, ethnicity, disability, national origin, veteran status, or genetic information in the admission to, or participation in, any educational program or activity which it conducts, or in any employment policy or practice. Any complaint arising by reason of alleged discrimination should be directed to the Office of Institutional Equity, Eastern Kentucky University, Jones Building 416, Richmond, Kentucky 40475, (859) 622-8020, or the U.S. Department of Education, Office of Civil Rights, 400 Maryland Avenue, SW, Washington, D.C., 20202, 1-800-421-3481 (V), 1-800-877-8339 (TTY).

The Office of Equity and Inclusion is charged with the University's compliance with Title IX of the Educational amendments of 1972. Sexual harassment and sexual assault are forms of sex discrimination that are prohibited by Title IX and may include off campus conduct of such nature. The Office of Equity and Inclusion is charged with the University's compliance with Title VI and Title VII of the Civil Rights Act of 1964. Inquiries concerning compliance are coordinated through: Joslyn Glover, Chief Equity Officer and Title IX Coordinator, and John Dixon, Director of Office of Equity and Inclusion.

EMERGENCIES

The University has established a telephone line restricted to use in reporting emergency situations on-campus such as fires, accidents, or injuries.

In case of such emergencies, please call 911.

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PART SEVEN

ORGANIZATION OF THE FACULTY OF EASTERN KENTUCKY UNIVERSITY

I. NAME

The organization hereinafter defined shall be the Faculty of Eastern Kentucky University.

II. MEMBERSHIP

~~The Faculty-at-Large of Eastern Kentucky University shall include the President of the University and all full-time employees of the University who hold the rank of Professor, Associate Professor, Assistant Professor, Instructor, or Lecturer or who are members of the Library Faculty, Clinical Faculty, Visiting Faculty, Adjunct Faculty, or ASL Specialists.~~

~~A. The Faculty-at-Large of Eastern Kentucky University shall include the President of the University and all persons who hold appointments of the Board of Regents (1) whose regularly assigned duties include instruction, research, administration, and/or public service on a full-time basis and (2) who hold the academic rank of Professor, Associate Professor, Assistant Professor, or Instructor, or those whose administrative functions in the University aren't designated as "major" by the President of the University.~~

~~B. The Teaching and/or Research Faculty of Eastern Kentucky University shall include all full-time employees of the University who hold the rank of Professor, Associate Professor, Assistant Professor, or Instructor, and whose faculty-load assignment includes 50 percent or more teaching and/or research as shown by the Faculty Load Analysis or comparable report for the fall semester for each academic year or who are members of the Library Faculty.~~

~~C. Assistant Instructors part-time instructors and members of the administrative staff not included in Sections A. or B. above shall not be members of the Faculty-at-Large but may attend Faculty meetings without the right to enter into the deliberations or legislative action of the Faculty.~~

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III. RESPONSIBILITIES OF THE FACULTY-AT-LARGE

A. The Faculty-at-Large shall exercise responsibility, within limits established by the Kentucky Revised Statutes, Regulations of the Board of Regents, and delegation of authority by the Board of Regents, to promote the best interests of Eastern Kentucky University. It shall generally concern itself with the consideration, formulation, review, and recommendation of policies and procedures designed to foster the proper growth and development of Eastern Kentucky University as an institution of higher education. Included is concern with policies relating to the academic program, faculty welfare, and student welfare.

B. The Faculty-at-Large normally shall exercise these responsibilities through its representative--the Faculty Senate.

C. The Faculty-at-Large shall have the power to review all actions of the Faculty Senate as provided in Article VII, Section A, Paragraph 3.

IV. ORGANIZATION OF THE FACULTY-AT-LARGE

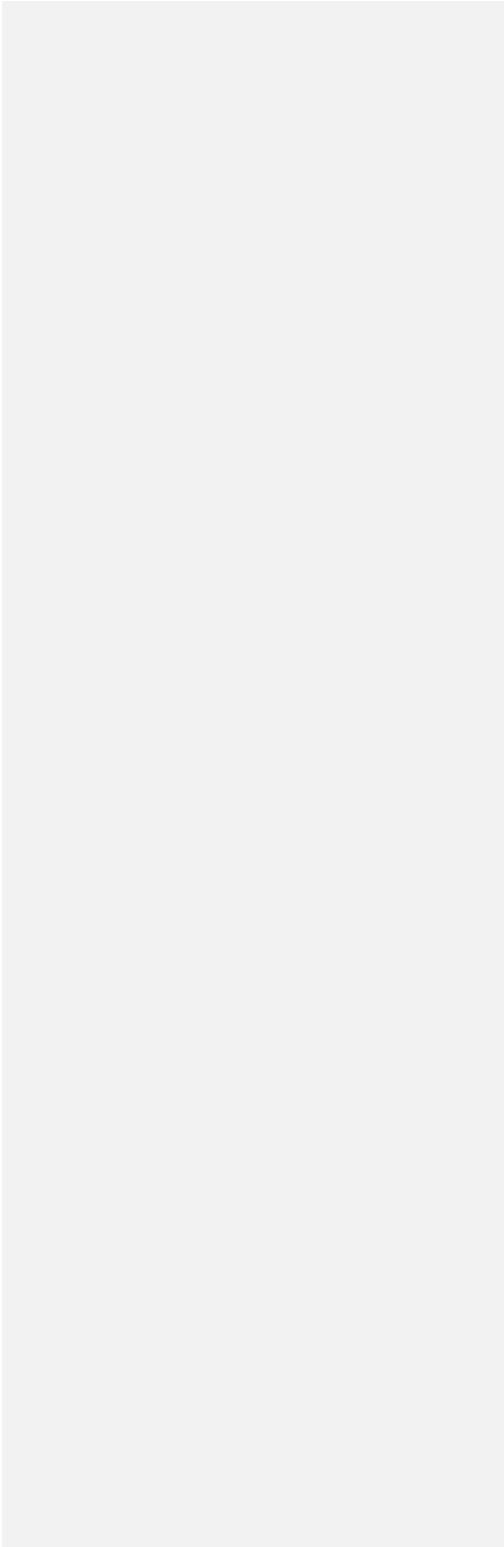
A. Officers

1. The President of the University shall be the Chair of the Faculty-at-Large.
2. The Provost shall be ~~the~~ Vice Chair of the Faculty-at-Large.
3. The Secretary of the Faculty Senate shall be ~~the~~ Secretary of the Faculty-at-Large.

B. Duties of the Officers of the Faculty-at-Large

1. Chair
 - a) The Chair shall preside at all meetings of the Faculty-at-Large that ~~he or she~~they attends.
 - b) The Chair shall call meetings of the Faculty-at-Large when, in the Chair's judgment, such meetings are necessary and/or desirable, or when an appeal of action of the Faculty Senate is requested as provided in Article VII, Section A, Paragraph 3.
 - c) Upon petition of 10 percent of the members of the Faculty-at-Large, ~~excluding Adjunct Faculty~~, the Chair shall call a meeting within 15 days.
 - d) The Chair may ask the Chair of the Faculty Senate to preside over meetings of the Faculty-at-Large when dealing with issues which have been brought forth from the Faculty Senate.
 - (1) When the Chair of the Faculty Senate is unavailable, the Vice-Chair of the Faculty Senate may be asked to preside over meetings of the Faculty-at-Large when dealing with issues which have been brought forth from the Faculty Senate.
2. Vice Chair
 - a) In the absence of the Chair, the Vice Chair shall preside.
3. Secretary
 - a) The Secretary shall cause the actions of the Faculty-at-Large to be recorded and preserved in a permanent record.
 - b) The Secretary shall post motions approved by the Faculty-at-Large on the Faculty Senate website.
 - c) The Secretary shall notify all members of the Faculty-at-Large of a call of a Faculty-at-Large meeting, giving

reasonable notice.



V. MEETINGS OF THE FACULTY-AT-LARGE

- A. The Faculty-at-Large shall convene upon call of the Chair.
- B. The majority of the members of the Faculty-at-Large excluding Adjunct Faculty, shall constitute a quorum for the transaction ~~of business~~ of business.
- C. The current edition of *Robert's Rules of Order Newly Revised* shall govern the conduct of meetings of the Faculty-at-Large except when the Faculty-at-Large shall adopt rules otherwise, and the Chair may appoint a parliamentarian to assist the presiding officer in questions of parliamentary procedure.

VI. COMMITTEES OF THE FACULTY-AT-LARGE

- A. In addition to standing committees of the Faculty-at-Large created by the Board of Regents, the Faculty-at-Large may create other standing committees.
- B. The Chair of the Faculty-at-Large may, from time to time, establish ad hoc committees of the Faculty-at-Large to consider special areas of concern.
- C. All members of the Faculty-at-Large standing committees, other than ex-officio members and nonvoting representatives designated by the Faculty Senate, shall be appointed by the Chair of the Faculty-at-Large. In making these appointments, the Chair shall be advised by the Elections and University Nominations Committee of the Faculty Senate.
- D. All Faculty-at-Large committees and councils which periodically make recommendations relating to academic affairs, faculty affairs, or student affairs shall submit recommendations either directly to the Faculty Senate, to the Council on Academic Affairs, or to the Council on Student Affairs through appropriate organizational channels.
- E. ~~All Faculty-at-Large committees which do not maintain a continuing relationship with the Senate through the Council on Academic Affairs shall submit an annual report of committee activities to the Senate.~~

VII. THE FACULTY SENATE

- A. Nature and Function of the Senate
 1. The Faculty Senate shall be the delegate assembly of the Faculty-at-Large through which the Faculty-at-Large shall exercise its responsibilities.
 2. The Faculty Senate shall serve as a means of communication between the ~~Teaching and Research~~ Faculty-at-Large and the Administration.
 3. Any action of the Faculty Senate must be reviewed at a general meeting of the Faculty-at-Large when a petition, bearing the signatures of 10 percent of the Faculty-at-Large (excluding Adjunct Faculty) and calling for a general meeting to review an issue, is presented to the Chair of the Faculty-at-Large.
 - a) Petition for such a review must be received by the Chair of the Faculty-at-Large within 30 days following notice to the Faculty-at-Large of the Senate action that is the object of the petition to review.
 - b) The action of the Senate which is the object of the petition shall be presented to the Faculty-at-Large at a meeting called by the Chair of the Faculty-at-Large and, on motion and vote, the Faculty-at-Large may sustain or veto the action of the Senate.
 4. Duties of the Faculty Senate ~~The~~ Faculty Senate shall receive and consider proposals concerning policies affecting the general welfare of the University, provide for channels of communication between the Faculty-at-Large and other constituencies of the University, and develop procedures for the functioning of the Senate. Specifically, the Faculty Senate shall perform the following:
 - a) Policy Function ~~The~~ Faculty Senate shall receive and consider proposals for the institution, abolition, or amendment of policies as detailed below. Recommendations of the Faculty Senate concerning such proposals shall be forwarded to the President of the University for consideration for recommendation to the Board of Regents.
 - (1) ~~The~~ Faculty Senate shall recommend academic policy, including, but not limited to, policies concerning admission, curriculum, instruction, and criteria for granting degrees. In the exercise of this duty, the Faculty Senate shall receive and make recommendations concerning all policy or program proposals approved by the Council on Academic Affairs.
 - (2) The Faculty Senate shall recommend policies relating to faculty welfare, including policies relating to the recruitment, selection, retention, tenure and promotion of faculty members, and other personnel policies affecting faculty welfare. ~~In the exercise of this duty~~ The Faculty Senate shall receive, review, and make recommendations concerning faculty welfare, and policy proposals developed by special committees appointed to consider specific areas affecting faculty welfare.
 - (3) The Faculty Senate shall recommend policies relating to student affairs in the areas where the proposed policy concerns the students' academic achievement and in such other areas as specifically delegated by the Board of Regents or requested by the Council on Academic Affairs. The Faculty Senate shall receive and take appropriate action concerning recommendations of the Student Affairs Committee.
 - (4) The Faculty Senate shall receive and make recommendations concerning such other policies as are referred to the Senate for consideration by the President of the University.
 - (5) The Faculty Senate in conjunction with appropriate administrators shall receive, review, and make recommendations concerning university restructuring/reorganization proposals, such as the addition or

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elimination of a college, department, center/institute, or other academic unit. The Executive Committee of the Faculty Senate is the vehicle for placing such restructuring/reorganization proposals on the agenda of the Faculty Senate.

(5)

~~(3) The Faculty Senate shall recommend policies relating to student affairs in the areas where the proposed policy concerns the students' academic achievement and in such other areas as specifically delegated by the Board of Regents or requested by the Council on Academic Affairs, and receive, and take appropriate action concerning recommendations of the Student Affairs Committee.~~

~~(4)(1) The Faculty Senate shall receive and make recommendations concerning such other policies as are referred to the Senate for consideration by the President of the University.~~

~~(5) The Faculty Senate in conjunction with appropriate administrators shall receive, review and make recommendations concerning university restructuring/reorganization proposals, such as the addition or elimination of a college, department, center/institute or other academic unit. The Executive Committee of~~

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~~the Faculty Senate is the vehicle for placing such restructuring/reorganization proposals on the agenda of the Faculty Senate.~~

- b) Communication Function ~~— The —~~ The Faculty Senate shall be responsible for maintaining communication between the ~~Teaching and Research Faculty-at-Large~~ and the Administration of the University. In the performance of this duty, the Faculty Senate shall provide avenues of communication by which the ~~Teaching and Research Faculty-at-Large~~ may receive information concerning University affairs and may submit information relating to matters that concern them. Specifically, the Senate shall do the following:
- (1) Provide a channel for faculty involvement in the procedures concerning the selection of personnel involved in academic administration, organization of academic functions, and other matters relating to the welfare of the University.
 - (2) Provide a forum for the President of the University to discuss matters affecting the welfare of the University.
 - (3) Provide a forum for the Faculty Regent to discuss matters affecting the welfare of the University.
 - (4) Provide a channel for faculty involvement in the preparation of the University ~~budget~~ budget.
- c) Internal Function ~~— The —~~ The Faculty Senate shall exercise those duties necessary for its proper function and continuation. In the exercise of these duties the Senate shall do the following:
- (1) Establish rules and procedures for the Faculty Senate and committees of the Senate.
 - (2) Through its Elections and University Nominations Committee, be responsible for supervising the election of Senate members.
- B. Membership of the Senate
1. The membership of the Senate shall consist of administrative faculty members and non-administrative elected faculty members. The non-administrative elected faculty members have full voting rights, while the administrative faculty member are non-voting members. The administrative members shall be the following:
 - a) ~~the President of the University~~
 - b) ~~the Provost of the University~~
 - c) ~~one Academic Dean to be elected by the Deans of the Academic Colleges, the Dean of Graduate School, and the Dean of Libraries; and~~
 - d) ~~the Faculty Regent~~
 2. Elected Members
 - a) Eligibility ~~— Full-time faculty —~~ Members of the Faculty-at-Large, excluding those administrators above the level of Dean, as defined in Article II, Section B, all department chairs regardless of teaching load, and full-time faculty holding visiting rank shall be eligible for election to the Senate.
 - b) Election Units ~~— The —~~ The election units for the selection of the elected membership of the Senate shall be the following:

~~the academic departments of the several colleges of the University. Additional election units shall consist of~~

 - (1) ~~the academic departments of the colleges of the University;~~
 - (2) ~~the Library Faculty, who are not included in the faculty of a college; and~~
 - (3) ~~the Deans of the Academic Colleges, Dean of Graduate School, and Dean of Libraries (hereafter referred to as the Dean's Unit); and~~
 - (4) ~~the Adjunct Faculty.~~
 - c) All individuals eligible for election to the Faculty Senate, ~~as well as Clinical Faculty and Lecturers,~~ shall be eligible to vote in a Faculty Senate election. An individual shall be eligible to cast a ballot for Senate members only in that election unit in which the individual holds the academic rank of Professor, Associate Professor, Assistant Professor, Instructor, Visiting Professor, Visiting Associate Professor, Visiting Assistant Professor, University Librarian, Associate University Librarian, Assistant University Librarian, Library Instructor, Clinical Faculty or Lecturer to which they belong.
 - d) Determination of Delegate Representation

~~Determination of delegate representation will include full-time faculty members as defined in Article II, Section B; Clinical Faculty; and Lecturers.~~

 - (1) ~~An election unit with 1-14 faculty members during the Fall semester shall be entitled to one delegate for the academic year, and an election unit with 15-29 faculty members during the fall semester shall be entitled to two delegates for the academic year. An election unit with 30-39 faculty members during the Fall semester shall be entitled to three delegates for the academic year; an election unit with 40-49 faculty members during the Fall semester shall be entitled to four delegates for the academic year; an election unit with 50-59 faculty members during the Fall semester shall be entitled to five delegates for the academic year, and so on.~~
 - (1) The Deans' Unit and the Adjunct Faculty shall be entitled to one delegate each. An election unit with 30-39 faculty members during the Fall semester shall be entitled to three delegates for the academic year; an election unit with 40-49 faculty members during the Fall semester shall be entitled to four delegates for the academic year; an election unit with 50-59 faculty members during the Fall semester shall be entitled to five delegates for the academic year, and so on.
 - (2) For all other election units: An election unit with 1-14 full-time faculty members during the fall semester shall be entitled to one delegate for the academic year, an election unit with 15-29 full-time faculty members during the fall semester shall be entitled to two delegates for the academic year, an election unit with 30-39 full-time faculty members during the fall semester shall be entitled to three delegates for the academic year, an election unit with 40-49 full-time faculty members during the fall semester shall be entitled to four delegates for the

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academic year, an election unit with 50-59 full-time faculty members during the fall semester shall be entitled to five delegates for the academic year, and so on.

(2)

- e) The Elections and University Nominations Committee shall determine as soon after the beginning of the spring semester as possible the number of delegates to be selected from each election unit and a schedule for elections of delegates.

- f) Except for the member elected from the Deans' Unit and the member elected from the ~~Part-time Adjunct F~~Faculty, whose terms are two years, elected members shall serve for a term of three years. Elected members shall serve no more than three consecutive full ~~year~~-terms; eligible members must then forego membership for one year before being eligible for Senate election again. ~~Years served as Faculty Senate Chair count toward the nine-year maximum. If a senator is elected as chair of the Senate at the end of their second term, they can then serve a third term before stepping down. However, if~~ an elected member ceases to be a full-time member in the election unit from which elected, a vacancy shall be declared. All voting members of the Senate are elected to represent the faculty in their ~~department~~units. In order to ensure consistent and accurate representation, each ~~department~~unit is also required to elect an alternate ~~for a term that matches the length of the term of their regular Senator(s) for a three-year term in addition to their regular Senator(s)~~. Departments have the option to elect an alternate(s) for each representative Senator. ~~An A~~Alternates may attend for any Senator in their departments. Elected alternates will possess full voting rights and attend meetings when the elected Senator is unavailable. In situations in which an alternate is unable to attend, a substitute may attend. Substitutes are allowed to speak to issues and report back to their departments, but substitutes do not have voting rights. The Senate Chair and/or Secretary must be notified no later than 10:00 a.m. on the day of the meeting whenever an alternate or a substitute will attend a Senate meeting in place of a Senator.

- ~~g) The Elections and University Nominations Committee shall notify election units that need to elect a new Senator of appropriate election procedures. The election unit shall carry out the election using the procedures promulgated by the Elections and University Nominations Committee. The Elections and University Nominations Committee shall certify the election of Senate members.~~

- ~~g) When a permanent vacancy occurs in the elected membership of the Senate, the election unit shall elect a delegate to fill the unexpired term of the vacancy. When a temporary vacancy of at least one semester's duration occurs in the elected membership of the Senate, the election unit through the Elections and University Nominations Committee shall recommend for Senate approval a member of the full-time faculty ~~seat~~ an alternate of the same election unit to serve until the end of the semester for which the member is temporarily absent.~~

- h) ~~The Elections and University Nominations Committee shall establish and notify election units needing to elect a new member of appropriate election procedures. The election unit shall carry out the election using the procedures promulgated by the Elections and University Nominations Committee. The Elections and University Nominations Committee shall certify to the Chair of the Faculty at Large the election of Senate members.~~

3. ~~Part-time Faculty Adjunct Faculty~~ Representative and Alternates

- a) ~~Part-time faculty Adjunct Faculty~~ may have one voting representative on the Faculty Senate. This person shall be chosen from among the names of current ~~part-time faculty Adjunct Faculty~~ who normally teach each semester and who are nominated by the departments in which they teach. Each department that employs ~~part-time faculty Adjunct Faculty~~ may nominate one person. ~~Part-time faculty Adjunct Faculty~~ shall elect a representative from among the nominees. The election shall be conducted by April 15 of ~~each~~the election year so that the elected representative can be seated at the May organizational meeting. The person receiving the most votes shall be the elected representative. The person receiving the second most votes shall be the first alternate, and the person receiving the third most votes shall be the second alternate.
- b) The ~~part-time faculty Adjunct Faculty~~ representative and alternates shall each serve for a two-year term. Continuing to serve as an ~~part-time faculty Adjunct Faculty~~ representative or alternate is contingent upon being contracted by the University to teach again. Election to serve as an ~~Adjunct part-time F~~faculty representative or alternate in no way may be construed as guarantee of employment.
- c) The Chair of the Faculty Senate shall fill a vacancy in any of these seats for the remainder of the term by appointing an individual from the list of ~~part-time faculty Adjunct Faculty~~ last nominated for ~~part-time faculty Adjunct Faculty~~ representative.

C. Organization of the Senate

1. Chair of the Senate

- a) The Chair of the Senate shall be nominated annually in April and elected annually in May from the elected membership by the Senate. The election is to be held during the organizational meeting for the newly constituted Senate. To be eligible to serve as Chair, a Senator shall have tenure and at least one semester's prior service in the Senate. A Chair may not serve more than two terms consecutively.
- b) The Chair of the Senate shall preside at meetings of the Senate. In the absence of the Chair of the Senate, the Vice Chair of the Senate shall preside.
- c) The Chair shall meet with the President of the University at least once a month to confer on Senate business.
- d) The Chair shall serve as Chair of the Senate Executive ~~e~~Committee.
- e) The Chair shall maintain an active file for matters submitted to the President and awaiting action.
- f) The Chair of the Faculty Senate should be eligible for a campus-wide ("special") parking permit. It is the responsibility of the Chair to initiate a request for the permit through normal channels.
- g) The Chair of the Senate will receive one-half ~~reassigned/deased~~ time from teaching and other department and college responsibilities. The Chair's home department or unit will receive funds to cover the salary of a ~~part-~~

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- ~~time~~ faculty replacement for the reduced teaching load of the ~~e~~Chair.
 - h) The Chair shall administer the Faculty Senate budget and shall pay the bills of the Senate as approved by the Executive Committee.
 - 2. Vice Chair of the Senate
 - a) The Vice Chair of the Senate shall be nominated annually in April and elected in May from elected membership by the Senate. The election is to be held during the organizational meeting for the newly constituted Senate. To be eligible to serve as Vice Chair, a Senator shall have tenure and at least one semester's prior service in the Senate
 - b) The Vice Chair of the Senate shall preside at meetings of the Senate in the absence of the ~~e~~Chair.
 - c) The Vice Chair will serve as a voting member of ~~f~~the Senate Executive Committee.
 - d) The Vice Chair of the Senate will receive one-quarter re~~assigned~~~~lease~~ time from teaching and other department and college responsibilities. The Vice Chair's home department or unit will receive funds to cover the salary of a faculty replacement for the reduced teaching load of the Vice Chair.
 - 3. Secretary
 - a) The Secretary shall be appointed annually by the Chair of the Senate at the regular business meeting in December. The term of the Secretary shall be for one year and shall begin on January 1. The Secretary will be paid on an hourly basis from the Senate budget for all services rendered to the Senate.

- b) The Secretary shall cause all deliberations and actions of the Senate to be recorded in the official records of the Senate.
- c) The Secretary shall maintain a file of all minutes and progress reports for each Senate standing and ad hoc committee.
- d) The Secretary shall distribute copies of the record of each meeting to all members of the Faculty-at-Large and staff as soon as possible following a meeting of the Senate, but no later than one week prior to the next regular meeting. Distribution may include notification by electronic means.
- e) The Secretary shall distribute an agenda with attachments to all Senators by the Wednesday preceding the regularly scheduled meeting. The agenda shall be sent to all faculty noting the availability of the agenda with attachments from their respective Senator and/or through electronic posting.

D. Meetings of the Faculty Senate

1. The newly constituted Senate shall convene initially for an organizational meeting in May following the conclusion of the last meeting of the previous Senate. The Senate shall meet on the first Monday that the University is in regular session for each month from September through May. Adjustments may be made to compensate for Holidays and when the University is not in session. The Senate shall meet at other times on call of the Chair or the Executive Committee, reasonable notice being given to members of the Senate.
2. Meetings of the Senate shall be open to ~~members of the Faculty-at-Large~~ the public. Persons other than Senate members may participate in the deliberations of the Senate only on consent of the Senate.
3. ~~Fifty percent~~ A majority of the membership of the Senate shall constitute a quorum.
4. The current edition of *Robert's Rules of Order Newly Revised* shall govern conduct of meetings of the Senate, except when the Senate shall adopt rules otherwise. The Executive Committee shall seek a parliamentarian from among the faculty or retired faculty. The parliamentarian shall not be at the same time a member of the Senate. If no qualified person is available and willing to serve, or in the absence of that person, the ~~v~~Vice-~~e~~Chair shall serve as parliamentarian until a qualified person is found.
5. Senate voting on all matters, except election of officers and of members of Standing Committees, shall be ~~viva-voce~~ or by a separation of the house carried out in a manner that records individual Senators' votes. Officers of the Senate and members of Standing Committees of the Senate shall be elected by ballot except that a voice vote may be taken when there is the same number of nominees as positions to be filled on the committee.

E. Committees of the Senate

1. Executive Committee
 - a) The Executive Committee shall consist of the Chair of the Senate, who shall serve as Chair of the Executive Committee; the Vice Chair of the Senate; and ~~five~~six members elected by the Senate from its elected membership. Committee membership shall be for the duration of ~~the~~each elected ~~s~~Senator's current term. The Vice President for Academic Affairs and the Faculty Regent shall serve as non-voting members of the ~~e~~Committee.
 - b) The Executive Committee shall be responsible for maintaining communication between the Faculty-at-Large and the Administration. Once the Faculty Senate acts upon a motion, the President acting on behalf of the University shall be requested to inform the Faculty Senate of the disposition of the motion within three months.
 - c) The Executive Committee shall be responsible for preparing the agenda for each regular meeting of the Faculty Senate. The Executive Committee shall receive requests from members of the Faculty-at-Large relating to items for consideration of the Senate and shall, through the ~~e~~Chair, bring these to the attention of the President. Items submitted for inclusion on the Senate agenda shall reach the Chair or a member of the Executive Committee of the Senate at least two weeks before a scheduled meeting. The Executive Committee shall make known the time and place of meetings to set the agenda.
 - d) The Executive Committee shall serve as an advisory agency to the President of the University in those matters referred to the Committee.
 - e) In the designated years, the Executive Committee shall conduct a systematic review of the President as described in Part III of the Faculty Handbook (~~S~~see Part III, Section VIII, A).
2. ~~Committee on~~Elections and University Nominations ~~Committee~~
 - a) The ~~Committee on~~Elections and University Nominations ~~Committee~~ shall consist of five members elected by the Senate from among its elected membership. Committee membership shall be for the duration of ~~the~~each elected ~~S~~Senator's current term.
 - b) The Committee Chair shall be elected annually by the Committee from ~~m~~among its membership.
 - c) The ~~Committee on~~Elections and University Nominations ~~Committee~~ shall supervise all nominations and elections for Senate membership as provided in this Constitution.
 - d) The Committee shall advise the President concerning formulation of standing committees of the Faculty-at-Large and the selection of appointed members of faculty standing committees.
 - ~~d)e) For each Committee meeting, the Chair or another representative of the Committee shall submit written minutes to the Secretary of the Faculty Senate for permanent filing. When the Committee is ready to present findings on one of the Committee's charges to the Senate, the Committee Chair will submit a written report to the Executive~~

Committee to review before it is presented to the Faculty Senate.

- e) ~~One week before each Executive Committee meeting, the Chair of the Committee shall submit written minutes or a progress report to the Chair of the Senate who will forward them to the Secretary of the Senate for permanent filing. The Chair of the Committee shall submit a written annual report to the Faculty Senate at the May meeting.~~

3. ~~Committee on Rules~~ Committee

- a) The ~~Committee on Rules~~ Committee shall consist of five members elected by the Senate from among its elected membership. Committee membership shall be for the duration of ~~the each~~ elected ~~s~~Senator's current term.
- b) The Committee Chair shall be elected annually by the Committee from ~~m~~ among its membership.
- c) The ~~Committee on Rules~~ Committee shall review, and recommend, and codify to the Senate rules of procedural rules for the Senate.
- d) ~~One week before each Executive Committee meeting, the Chair of the Committee shall submit written minutes or a progress report to the Chair of the Senate who will forward them to the Secretary of the Senate for permanent filing. For each Committee meeting, the Chair or another representative of the Committee shall submit written minutes to the Secretary of the Faculty Senate for permanent filing. When the Committee is ready to present findings on one of the Committee's charges to the Senate, the Committee Chair will submit a written report to the Executive Committee to review before it is presented to the Faculty Senate.~~
- e) ~~Rules must be codified by the Committee. It is the responsibility of the Committee on Rules to distribute an updated, codified copy of the Rules to the Senate along with its annual report at the May meeting.~~

4. ~~Committee on the Budget~~ Committee

- a) The ~~Committee on the Budget~~ Committee shall consist of the Chair of the Faculty Senate, five members elected by the Senate from its elected membership, and the administrative member elected by the Dean's Unit. ~~Elected members shall serve for the duration of their current term. Committee membership shall be for the duration of each elected Senator's current term.~~ The Vice President for Financial Affairs shall serve as a non-voting member of the Committee.
- b) ~~The Committee on the Budget shall elect annually a chair from among its membership. The Committee Chair shall be elected annually by the Committee from among its membership.~~
- c) The ~~e~~Chair of the ~~Committee on the Budget~~ Committee shall serve as a member of the President's Administrative Council.
- d) The purpose of the ~~Committee on the Budget~~ Committee shall be to provide a channel of communication between the Faculty Senate and the Administration on matters relating to the formulation of the University budget.
- e) ~~The Committee shall be available as an advisory agency to the President of the University in those matters relating to the budget-formulation process. The Committee shall meet with the President at least once each semester to receive information about budgetary matters.~~
- f) ~~For each Committee meeting, the Chair or another representative of the Committee shall submit written minutes to the Secretary of the Faculty Senate for permanent filing. When the Committee is ready to present findings on one of the Committee's charges to the Senate, the Committee Chair will submit a written report to the Executive Committee to review before it is presented to the Faculty Senate.~~
- g) ~~One week before each Executive Committee meeting, the Chair of the Committee shall submit written minutes or a progress report to the Chair of the Senate who will forward them to the Secretary of the Senate for permanent filing. The Chair of the Committee shall report to the Senate at least semiannually. After receiving its report, the Senate shall, at its discretion, provide suggestions, reactions, and comments to the Committee for subsequent Committee consideration.~~

5. ~~Committee on Faculty Rights and Responsibilities~~ Committee

- a) The ~~Committee on Faculty Rights and Responsibilities~~ Committee shall consist of five members elected by the Senate from its elected membership. Committee membership shall be for the duration of ~~the each~~ elected ~~s~~Senator's current term. The American Association of University Professors ECU Chapter President, or designee, shall serve as a non-voting member of the ~~e~~Committee.
- b) The Committee Chair shall be elected annually from among its membership.
- c) The ~~Committee on Faculty Rights and Responsibilities~~ Committee shall make recommendations to the Senate on matters including, but not limited to, promotion, tenure, grievance, and workload.
- d) ~~One week before each Executive Committee meeting, the Chair of the Committee shall submit written minutes or a progress report to the Chair of the Senate who will forward them to the Secretary of the Senate for permanent filing. The Chair of the Committee shall submit a written annual report to the Faculty Senate at the May meeting. For each Committee meeting, the Chair or another representative of the Committee shall submit written minutes to the Secretary of the Faculty Senate for permanent filing. When the Committee is ready to present findings on one of the Committee's charges to the Senate, the Committee Chair will submit a written report to the Executive Committee to review before it is presented to the Faculty Senate.~~

6. ~~Committee for Faculty Welfare~~ Committee

- a) The ~~Committee on Faculty Welfare~~ Committee shall consist of five members elected by the Senate from its elected members. Committee membership shall be for the duration of ~~the each~~ elected ~~s~~Senator's current term. The Director of Human Resources shall serve as a non-voting member of the ~~e~~Committee.
- b) ~~The Committee shall elect a chair annually from among its membership. The Committee Chair shall be elected annually by the Committee from among its membership.~~
- c) The purpose of the ~~Committee for Faculty Welfare~~ Committee shall be to do the following:
 - (1) Review and make recommendations to the Senate on matters including, but not limited to, merit/pay policies,

- faculty salary inequities, health insurance benefits, market salary issues, compression, as well as other university benefit policies; and
- (2) Provide a channel of communication between the Faculty Senate and the Administration on matters relating to faculty compensation and benefits.
 - d) The Committee shall be available as an advisory agency to the President of the University and/or Provost of the University on those matters relating to compensation and benefits for the ~~the~~ Faculty-at-Large. The Committee shall meet with the President and/or Provost at least once each semester to receive information about faculty compensation and benefits.
 - e) One Member of the Faculty Welfare Committee shall serve as a voting members on the University Benefits Committee.
 - f) ~~The Chair of the Committee shall report to the Senate at least semiannually. After receiving its report, the Senate shall, at its discretion, provide suggestions, reactions, and comments to the Committee for subsequent Committee consideration. For each Committee meeting, the Chair or another representative of the Committee shall submit written minutes to the Secretary of the Faculty Senate for permanent filing. When the Committee is ready to present findings on one of the Committee's charges to the Senate, the Committee Chair will submit a written report to the Executive Committee to review before it is presented to the Faculty Senate.~~
7. ~~Committee on~~ Academic Quality Committee

- a) The ~~Committee on~~ Academic Quality ~~Committee~~ shall consist of the Vice Chair of the Faculty Senate and five members elected by the Senate from its elected membership. ~~Elected members shall serve for the duration of their current term. Committee membership shall be for the duration of each elected Senator's current term.~~
 - b) ~~The Committee on Academic Quality shall elect annually a chair from among its membership. The Committee Chair shall be elected annually by the Committee from among its membership.~~
 - c) The ~~Committee on~~ Academic Quality ~~Committee~~ shall provide a channel of communication among the Faculty Senate, the ~~f~~aculty-at-l~~l~~arge, and the Administration on academic matters and the formulation of academic policy.
 - d) The Committee shall be available as an advisory agency to the President of the University, to the Provost, and to the Strategic Planning Council on academic matters. The Committee shall meet with the President and/or Provost at least once each semester to share information about academic affairs and policies.
 - e) The Committee shall serve as a channel of communication with the Student Government Association on matters concerning student academic responsibility and students' role within the academic community.
 - f) The Committee shall make recommendations to the Senate on matters including, but not limited to, the teaching and learning environment (e.g., may survey faculty regarding their academic concerns), the responsibility of students in the learning process, advising, academic calendar issues, and student records and assessment.
 - g) One member of the Academic Quality Committee shall serve on the Council of Academic Affairs, ~~and one member shall serve on the Academic Affairs Work Group.~~
 - h) ~~One week before each Executive Committee meeting, the Chair of the Committee shall submit written minutes or a progress report to the Chair of the Senate who will forward them to the Secretary of the Senate for permanent filing. The Chair of the Committee shall report to the Senate at least semiannually. After receiving its report, the Senate shall, at its discretion, provide suggestions, reactions, and comments to the Committee for subsequent Committee consideration. For each Committee meeting, the Chair or another representative of the Committee shall submit written minutes to the Secretary of the Faculty Senate for permanent filing. When the Committee is ready to present findings on one of the Committee's charges to the Senate, the Committee Chair will submit a written report to the Executive Committee to review before it is presented to the Faculty Senate.~~
8. Information Technology Committee
- a) The Information Technology Committee shall consist of five members elected by the Senate from its elected membership. ~~Elected members shall serve for the duration of their current term. Committee membership shall be for the duration of each elected Senator's current term.~~
 - b) ~~The Information Technology Committee shall elect annually a chair from among its membership. The Committee Chair shall be elected annually by the Committee from among its membership.~~ The elected chair shall also serve on the University's Academic Technology Advisory Committee as the Faculty Senate Representative to that committee.
 - c) The Information Technology Committee shall provide a channel of communication among the Faculty Senate, the ~~f~~aculty-at-l~~l~~arge, and the Administration on faculty perspectives regarding information technology services and policy.
 - d) The Committee shall be available as an advisory agency to the President of the University, to the Provost, and to the Strategic Planning Council on information technology matters. The Committee may meet with the President and/or Provost as necessary to share information about faculty perspectives regarding information technology.
 - e) The Committee shall make recommendations to the Senate on matters including, but not limited to, information technology practices in the university environment.
 - f) ~~One week before each Executive Committee meeting, the Chair of the Committee shall submit written minutes or a progress report to the Chair of the Senate who will forward them to the Secretary of the Senate for permanent filing. The Chair of the Committee shall report to the Senate at least semiannually. After receiving its report, the Senate shall, at its discretion, provide suggestions, reactions, and comments to the Committee for subsequent Committee consideration. For each Committee meeting, the Chair or another representative of the Committee shall submit written minutes to the Secretary of the Faculty Senate for permanent filing. When the Committee is ready to present findings on one of the Committee's charges to the Senate, the Committee Chair will submit a written report to the Executive Committee to review before it is presented to the Faculty Senate.~~
9. Ad Hoc Committees
- The Faculty Senate may establish such ad hoc committees as are deemed necessary.
- a) ~~One week before each Executive Committee meeting, the Chair of each ad hoc committee shall submit written minutes or a progress report to the Chair of the Senate who will forward them to the Secretary of the Senate for permanent filing.~~
 - b) ~~The Chair of each ad hoc committee shall submit a written annual report to the Faculty Senate at the May meeting. When an ad hoc committee is ready to present findings on one of the Committee's charges to the Senate, the Committee Chair will submit a written report to the Executive Committee to review before it is presented to the Faculty Senate.~~

F. Special Rules of Order and Standing Rules

The Faculty Senate may adopt such Special Rules of Order and such Standing Rules as are deemed necessary and proper

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to carry out its functions.

VIII. AMENDMENTS

Amendments to this organization may be proposed by a member of the Faculty Senate or by petition of 10 percent of the Faculty-at-Large, excluding Adjunct Faculty. Proposed amendments shall be presented to the Chair of the Faculty Senate. If a proposed amendment is approved by a two-thirds vote of the Faculty Senate, the proposed amendment and a link to a petition will be distributed electronically by the Faculty Senate Chair to the Faculty-At Large (excluding Adjunct Faculty), who shall have 30 business days to review the proposed amendment. In the event that 10 percent of the members of the Faculty-at-Large (excluding Adjunct Faculty) dissent by electronically signing the petition to initiate a vote by the Faculty-at-Large on the proposed amendment, the Chair of the Faculty-at-Large (President of the University) shall direct that the petition of the proposed amendment be considered at the next regular or specially called meeting of the Faculty-at-Large. In order for the amendment to be enacted, a two-thirds majority of those present at the meeting of the Faculty-at-Large (excluding Adjunct Faculty) must approve the proposed

Faculty Handbook
2018-2019

| amendment, which shall be submitted to the Board of Regents through the President of the University and shall become effective upon ratification by the Board of Regents. A proposed amendment not petitioned by the Faculty-at-Large must be approved by a two-thirds majority of the Faculty Senate before submission to the Board of Regents through the President of the University and shall become effective upon ratification by the Board of Regents.

Faculty Welfare Committee Report

For the 2021-2022 school year, the Faculty Welfare Committee was comprised of James Blair (Chair), Curtis Streetman (Secretary), Carolin Walz, Joanne McGlown, Lisa Jones (Executive Committee Member), Marie Manning, and John Dixon (Non-Voting Human Resources Member).

This year's Faculty Welfare Committee completed each of their charges for the 2021-2022 school year. That includes measuring faculty perceptions of benefits through a survey distributed to Eastern Kentucky University faculty, providing recommendations for the Executive Committee and decision makers at Eastern Kentucky University, communicated and coordinated with the Budget and Rules Committee, and measured the effects of the change from the Ombud position to the Faculty Advocate position.

In addition to monitoring faculty benefits coordinating with the Budget and Rules Committee and continuing to evaluate the Faculty Advocate position we have several recommendations for future Faculty Welfare Committees to investigate.

University Benefits Advisory Committee Recommendation

The Faculty Welfare Committee Chair was only invited to one of the meetings and was not able to attend because of a class conflict. No additional meeting invitations were sent.

Recommendation: Have more frequent meeting and get the Faculty Welfare Committee more involved. This allows the faculty to have voice and be more knowledgeable about proposed changes.

Faculty Welfare Committee Report

The Faculty Welfare Committee divided up into three subgroups to capture employee benefit perceptions with the goal of presenting their findings to Faculty Senate. The three subgroups were secondary data, quantitative data, and qualitative data. A survey was designed and distributed to full-time and part-time faculty members. Recommendations were created based on those results. Then the Faculty Welfare Committee passed off their findings to the Executive Committee to present.

Recommendation: Continue monitoring the external environment for higher education as well as faculty perceptions of benefits being provided by Eastern Kentucky University. With mental health issues, employee burnout, and a perceived lack of shared governance, the faculty are in a negative place. Future committees should work directly with key decisionmakers within and outside of Eastern Kentucky University to improve workplace conditions and compensation.

Monitor Tuition Waiver Benefit

An anonymous employee reached out to the committee about the tuition waiver currently being reviewed by a committee. They were concerned this benefit was going to be changed (reduced) in the future. This is one of the more valuable benefits offered to Eastern Kentucky University employees.

Recommendation: Future Faculty Welfare Committees should further explore why this benefit may be changed (reduced) and provide evidence to decision makers why this benefit should not be fully or partially taken away.

Ad Hoc Committee to Review Open Educational Resources

Final Report to Senate, May 2, 2022

2021-2022 Members

- College of Business - Benjamin Woodruff
- CLASS – Jill Parrott
- College of Education and Applied Human Sciences - Shane Dutton, Michelle Grempp
- College of Health - Jennifer Hight, Jason Marion
- College of Justice & Safety – Brian Simpkins
- College of Science - Steve Szabo
- eCampus - Steven Shisley
- EKU Libraries - Kelly Smith (Chair), Laura Edwards
- SGA – Makenna Lambert

Summary

The Ad Hoc Committee to Review Open Educational Resources (OERs) completed its fourth year as an Ad Hoc, having successfully received funding to launch an Alternative Textbook Incentive Grant program to support faculty adopting OER textbooks for their classes. This \$75,000 in seed money provided by Board of Regents Innovation grant funding has laid the groundwork for future efforts to support a growing culture of open educational practices at EKU and to lead efforts in the Commonwealth of Kentucky. Chair Kelly Smith served as Co-chair of the [Affordable Learning Committee](#), a Kentucky Virtual Library initiative that is working to bring statewide coordination and capacity-building to open and affordable textbook work taking place throughout Kentucky.

Textbook Incentive Grant

Round 1 - Pilot - \$25,000 (2020-2021)	Round 2 - \$50,000 (2021-2022) <i>*8k remaining</i>
Total Amount Dispersed/Encumbered \$25k	Total Amount Dispersed/Encumbered \$42k*
Total Projected Annual Savings for EKU Students \$327k	Total Projected Annual Savings for EKU Students \$202k
Interdisciplinary Representation 8 faculty from 7 departments in 3 colleges	Interdisciplinary Representation 13 faculty from 10 departments in 3 colleges
Potential Student Reach 4,000+ annually	Potential Student Reach 2,000+ annually
5 Year Estimated Total Savings for EKU Students (& University) based on \$50k investment \$2.6 million	

Semester	Name	Department	Course #	Course name	Option chosen
CLASS					
Fall 2020	Ogechi Anyanwu & Lisa Day	African and African American Studies	AFA 202	<i>The African Experience</i>	3 - department
Fall 2020	Lisa Day	Appalachian Studies	APP200	<i>Intro to Appalachian Studies</i>	3 - department
Fall 2021	Gerald Nachtwey	English	ENG 311	<i>Early British Literature Survey</i>	3 - department
Fall 2020	Jill Parrott & Dominic Ashby	English/1st Year Writing	ENG101	<i>Reading, Writing, and Rhetoric</i>	3 - department
Spring 2022	Dominique Bellon	Music	MUH 171	<i>Music Appreciation</i>	2 - individual create
Fall 2021	James N. Maples	Sociology	Soc 131	<i>Introductory Sociology</i>	2 - individual create
Fall 2021	Kelly Ward	Social Work	SWK 830	<i>Practice II</i>	2 - individual create
Fall 2021	Stephanie Saulnier	Social Work	SWK 310W	<i>Social Welfare Policy History</i>	2 - individual create
Fall 2020	Erin Stevenson	Social Work	SWK340	<i>Social Work Research 1</i>	1 - adopt/adapt
Fall 2021	Erin Stevenson	Social Work	SWK 225	<i>Human Behavior in the Social Environment</i>	1 - adopt/adapt
Fall 2021	Kelly Ward	Social Work	SWK 815	<i>Human Behavior and the Social Environment II (HBSE II)</i>	1 - adopt/adapt
Fall 2020	James Maples	Sociology	SOC131	<i>Intro Sociology</i>	1 - adopt/adapt
Fall 2020	James Maples	Sociology	SOC395	<i>Sociology Research</i>	1 - adopt/adapt
Spring 2022	Neil Kasiak	History	HIS 102	<i>American Civilization to 1877</i>	1 - adopt/adapt
College of Business					
Fall 2021	Michael Fore	Accounting	ACC 440	<i>Legal Aspects of Accounting</i>	1 - adopt/adapt
Fall 2020	Ni Wang	Applied Engineering & Technology	AEM195	<i>Computer Aided Drafting</i>	1 - adopt/adapt
Fall 2021	Qian Xiao	Management	MBA841	<i>Driving Strategic Impact: Mastering Managerial Tools</i>	1 - adopt/adapt
Spring 2022	Weiling Zhuang	Marketing	MKT 457	<i>Experimental Design for Marketing</i>	1 - adopt/adapt
College of Justice, Safety, and Military Science					
Fall 2020	David Stumbo	Safety and Security	OSH366	<i>Hazard Identification and Control</i>	2 - individual create
Spring 2022	Brian Simpkins	Homeland Security	HLS 395W	<i>Homeland Security Policy Analysis</i>	1 - adopt/adapt
College of Science, Technology, Engineering, and Mathematics					
Spring 2022	Michael Hartman	Computer Science	INF 511/711	<i>Principles of Game Design and Game Theory</i>	2 - individual create
Spring 2022	Carl Root	School of Justice Studies	PLS-375	<i>Terrorism</i>	2 - individual create

Professional Learning Community

Each of the grant recipients, as well as any interested faculty member who signed up, was able to participate in a PLC to learn about various aspects of adopting OERs. PLCs were held in Fall 2020, Fall 2021, and Spring of 2022.

Some feedback:

*OER is a completely new concept to me, so all PLC sessions were valuable. Especially important were the sessions on **creative commons licensing** and **renewable (as opposed to disposable) assignments**. I have begun to utilize renewable assignments in one online and two campus courses as a result."*

*~Dr. David Stumbo
Safety & Security*

*"The **open access textbook** we used for the PLC has **great, useful information**."*¹

*~Dr. Jill Parrott
English, First Year Writing*

*"It was really helpful to read and hear about strategies for designing these materials, and about **involving students in the process**."*

*~Dr. Dominic Ashby
English, First Year Writing*

*"I found that students were **more engaged with the text**...and are **showing better learning outcomes** on all assignments. **I plan on doing this for the duration of my career**."*

*I believe that **the term 'open'** now leads us in the direction of making texts available to all **students** and supports ECU's new mission to do this starting in the fall (with the BookSmart program. Moreover, **this grant project will quickly help ECU save funds** and **should be encouraged among other faculty**."*

*~Dr. James Maples
Sociology*

¹ [The OER Starter Kit – Simple Book Publishing](#)

Recommendations

For Academic Year 2021-2022, the Faculty Senate Executive Committee charged the OER committee with exploring next steps and possibly moving beyond its current “Ad Hoc” status to something more formal.

In discussing whether to transition to a university committee, the Ad Hoc Cte. felt that this might “increase the visibility” of affordable learning and OERs, might open up the group to a wider range of people to “increase potential buy-in,” and move the conversation beyond our “group of interested people.” There was some concern expressed that the group might be less nimble, have fewer “free-wheeling” discussions, and that “institutional inertia” might slow down progress.

Ms. Smith discussed the idea with Provost Zeigler, Vice Provost Weis, and Dean George, and, following all these discussions, drafted a charge (included at the end of this report) for a new Open Practices Committee, to live under the auspices of the Libraries and the Faculty Center for Teaching & Learning (FCT&L). The OER Ad Hoc reviewed the draft charge, provided input, and refined the document.

The OER Ad Hoc committee therefore recommends that this committee be dissolved as a Faculty Senate Ad Hoc and transition to a standing committee as described in the attached document.

Ongoing Concerns / Questions

Fiscal

- How do we as an institution continue to provide incentive grants to faculty? (see [Journal Article: “Motivating Factors Among University Faculty for Adopting Open Educational Resources: Incentives Matter” | LJ INFOdocket](#)).
- Is there a way to build OER incentives into BookSmart and thus institutionalize support for OER?

Data

- How do we get Zero Cost Textbooks as a designation in the catalog, so that we will be able to report on trends in adoption? Perhaps connected to student success? The committee will need to work with Dr. Mulholland on this point.
- How can we utilize data from TextSmart to target courses that have the highest potential for future savings? Who has access to the data?

Procedural / Structural

- Faculty textbook adoptions
 - The bookstore adoption portal needs trustworthy options for faculty adopting OER. Problems have been reported with selecting the “OER” option and then the Bookstore posting the previous textbook as an option for students. In some cases, faculty have resorted to selecting “no textbook” to avoid this situation, which makes it appear that they are not using any books. It is also misleading to students.
 - The spring adoption letter makes no mention that selecting “OER” is even an option. Building in this language would reinforce that the institution supports OER efforts by faculty.

- Incentives and Support
 - People are motivated to do things when they have relationships and opportunities to connect with others. In what venues can OER be embedded into existing efforts to support faculty? How can the committee utilize New Faculty Orientation, the Teaching & Learning Innovation (TLI) series, Professional Learning Communities, the QEP, [DEEP](#), [EngaGE](#), and other ways to develop an OER Community of Practice?
 - Can the committee provide lower stakes professional development? Smaller and more targeted? ie:
 - Tips for teaching from an electronic book
 - Quick why and how of OERs
 - Accessibility in documents
 - etc.
 - It is important that OER work be recognized in P&T. For example, OER authorship carries with it the same workload as authoring a commercial textbook. The time commitment leaves little time for scholarly research, yet nonetheless requires creativity and original thought. How can P&T processes have some flexibility built in to reward faculty who choose this (high impact) direction in their teaching?

Open Educational Practices Committee

DRAFT - April 2022

Charge:

1. Ensure that quality and accessible **open educational materials** (OERs) (*textbooks, learning modules, readings, videos, and other classroom support materials*) are increasingly made available to students and that neither student nor university funds are spent unnecessarily on unneeded materials.
2. Engage the University community in an ongoing dialogue regarding the benefits of **open pedagogy** in terms of both faculty and student success.
3. Engage the University community in an ongoing dialogue regarding the benefits of **open scholarship** (OER and Open Access) in terms of both faculty and student success.
4. Identify and/or implement **processes** by which campus efforts to increase open educational practices are reported, assessed, celebrated, and rewarded.

The Open Practices Committee (OPC) lives within ECU Libraries and the Faculty Center for Teaching and Learning, and includes representation from faculty, administration, and students across the university.

Open Practices Committee, 2022-2023			
College / Office	Role	Name	Term
Director of Collections & Discovery, Libraries	Co-Chair	Kelly Smith	
Coordinator, Teaching & Learning Initiatives, FCT&L	Co-Chair	Jamie Shaffer	
Faculty Senate Academic Quality Committee	Faculty Senate Rep	tbd	
College of Business	Faculty Rep + Alternate	tbd	
College of Education	Faculty Rep + Alternate	tbd	
College of Health Sciences	Faculty Rep + Alternate	tbd	
College of Justice, Safety, & Military Sciences	Faculty Rep + Alternate	tbd	
College of Letters, Arts, & Social Sciences	Faculty Rep + Alternate	Erin Stevenson	
College of Science, Technology, Engineering, & Mathematics	Faculty Rep + Alternate	tbd	
Libraries	Faculty Rep + Alternate	tbd	
Undergraduate Research	Standing Member	Jon Gore	
Graduate School	Standing Member	tbd	
Bookstore Advisory Committee Faculty Rep	Standing Member	tbd	
Center for Student Accessibility	Standing Member	tbd	
eCampus	Standing Member	Steven Shisley	
Diversity, Equity, & Inclusion	Standing Member	tbd	
Student Government Association	SGA Rep	tbd	