

Faculty Senate Agenda
May 6, 2024
3:30 p.m. in Perkins Building Quads

CALL TO ORDER

APPROVAL OF MINUTES

April 1, 2024

PRESIDENT'S REPORT: David McFaddin

PROVOST'S REPORT: Sara Zeigler

GUEST SPEAKER:

- Student Government Association Update
- Michael Eaves, Board of Regents Chair

NEW BUSINESS:

- Policy Updates
(Visit policies.eku.edu to learn what policies & regulations are currently being revised or created.)
- [Report from Academic Affairs](#) – Associate Provost Wies
(Links to access curriculum forms are provided in the CAA agenda linked above)
(See also: [Unofficial CAA 04-25-24 Minutes](#)) – *Information Only*
- Committee Presentations
 - Budget
 - Faculty Rights & Responsibilities
- Executive Committee Motion on Faculty Grievance Liaison
- Other (if any)

REPORTS & QUESTIONS:

Executive Committee: Senator Kay
Faculty Regent: Senator Marion
COSFL: Senator Feltus

STANDING COMMITTEES:

Academic Quality Committee: Senators Hasan & Stevenson, Co-Chairs
Budget Committee: Senator Lauk, Chair
Elections/University Nominations Committee: Senator Spira, Chair
Information Technology Committee: Senator Fry, Chair
Rights & Responsibilities Committee: Senators Ginn & Slijepcevic
Rules Committee: Senator Bishop-Ross
Welfare Committee: Senators Manning & Streetman, Co-Chairs

ADJOURNMENT

FACULTY SENATE MINUTES

April 1, 2024

3:30 p.m.

The Faculty Senate of Eastern Kentucky University met on Monday, April 1, 2024 via Zoom. Chair Kay called the seventh meeting of the academic year to order at approximately 3:30 p.m.

The following members were absent: V. Collins, L. Edwards*^, E. Eliassen, M. Emanuel*^, S. Fifer, J. Fry*, J. Hensley, E. Massey, K. Moore*^, C. Perry*, J. Plutt, E. Stevenson*^, D. Stumbo

** Indicates prior notification of absence*

^ALT Jens Arneson attended for L. Edwards

^ALT Anne Kipp attended for M. Emanuel

^ALT Daniel Roush attended for K. Moore

^ALT Ann Callahan attended for E. Stevenson

APPROVAL OF MINUTES:

Senator Lauk moved to approve the March 4, 2024 minutes as written, seconded by Senator Buck. **Motion carried.**

REPORT FROM THE PRESIDENT: David McFaddin

Legislative Update

There are two working days left in the 2024 legislative session. The 10-day Veto Period began on March 29th and legislators will return to Frankfort on April 12 and 15 to override vetoes from Governor Beshear and potentially pass non-controversial bills.

The finalized state budget includes the following appropriations for EKU:

- Asset Preservation - \$25,910,000 annually (No Match Required)
- Model Lab Phase II Construction- \$59.1M (year 1)
- EKU Aviation Program - \$12.5M annually
- Fire/tornado insurance - \$3,125,500 annually
- Inflationary cost support on top of general fund appropriation - \$2,866,200 annually.
- Corbin Scholar House Childcare Center construction - \$5M
- Model Lab Mandated Program - \$4,571,900 annually
- EKU Manchester Endowed Scholarship Fund - \$200,000
- Pension Cost (KERS) Subsidy - \$6,236,800 (year 1) and \$5,345,800 (year 2)
- Debt Service - \$3,424,500 (year 1) and \$7,894,000 (year 2)
- Performance Funding: Total pool up \$29.2M to \$105M in FY25 & \$115M in FY26
- General Fund appropriation: \$60,842,300 annually

Here's an update on bills of interest:

SB 1	Endowed university research	Delivered to Governor 3/28
SB 6	DEI prohibitions	Dead
HB 9	DEI prohibitions	Dead
HB228	Faculty Performance	Dead
HB288	Guns on campus	Dead
SJR170	CPE Doctoral study	Pending in House 3/28
SJR179	KCTCS/Huron study	Pending in House 3/28
HCR112	DEI Funding study	Dead
SB191	Performance Funding	Pending in House 3/28

Giving Day

On April 17th we embark on our 6th annual Giving Day event. The goal this year is to have 2324 donors to commemorate the historical academic year that we have had with record enrollment growth, record retention and new and innovative programs that create an undeniable momentum toward the best days ahead for ECU.

Mark your calendar for that night for Trivia Night. Join the Alumni Association for an evening of trivia, prizes, and purpose at *Giving Day Live! Trivia Night* on ECU's annual Giving Day. Head over to Dreaming Creek Brewery for a night of trivia and fun. Kyle's Kitchen food truck will be available beginning at 5:00PM and trivia will begin at 7:00PM. Teams are asked to arrive by 6:30PM. If you want to create a challenge, be an ambassador or get involved in some other way for ECU Giving Day contact our team at giving@ecu.edu.

Spring 2024 Commencement

It was announced during the Fall semester that the Spring 2024 commencement will be held at Alltech Arena at the Kentucky Horse Park in Lexington, KY, due to construction occurring within Alumni Coliseum. Ceremonies are planned for Friday, May 10, 2024, at 9 a.m., 1:30 p.m. and 6 p.m. Check go.ecu.edu/Spring24 for the latest information.

This year's honorary doctorate was nominated by members of our Library team. Kim Michele Richardson, New York Times, Los Angeles Times, and USA Today bestselling author, has written five works of historical fiction, and a bestselling memoir. Learn more here: <https://www.kimmichelerichardson.com/about>.

President's Excellence Awards

Award recipients will be announced at a ceremony on Wednesday, April 24, 2024, at the Center for the Arts.

Emerging Leader Award

Lauren Keeler – Office of University Counsel
Nicholas Moore – Communications and Brand Management
Jasmine Nettles – Housing and Residence Life

Excellence in Community and Belonging

Laurel Addison – Slate
Karen Edwards – Model Laboratory School
Allison McCann – Campus Recreation

Excellence in Engagement and Hospitality

Heather Brent – Student Success
Dr. Kelly Cogar – Center for Student Accessibility Services
Carrie Foster – University Development

Excellence in Innovation

David Fifer – College of Justice, Safety, and Military Science
Tiffany Hampton - Slate
Dr. Matt Schumacher – Student Success

Excellence in Leadership

Dr. Brooke Bentley – College of Health Sciences
Dr. Bryan Makinen – Facilities and Safety
Jeremy Steele – Information Technology
Johnna Thomas – University Development

ECU in the News

Check out ECU's March highlights in the news on pages [3-5](#) in the written report.

Upcoming Events

- April 15 - Sine Die-Last Day of General Assembly Session
- April 17 -Giving Day
- April 23 - Milestone Breakfast
- April 24 - President's Excellence Award Ceremony
- May 10 - Commencement (Alltech Arena at the Kentucky Horse Park)
- May 15 - Board of Regents Meeting

REPORT FROM THE PROVOST: Sara Zeigler

Thanks to Amy Scarborough for her diligent work during the legislative session. Also thanks to Lisa Kay, Ginny Whitehouse, Michael Lane, Jade Robinson, and Deanna Kasitz for their work in keeping us all up to date for all the participants in the listening sessions. It was really helpful to know the context, to know exactly what talking points we needed to prepare for Amy to outline the accreditation issues.

The CFO position is now posted on the EKU website, so if you know anyone who might be good at this role, please encourage them to apply. The search committee will have its first meeting tomorrow afternoon at 1pm. At that meeting, they will undergo search committee training, sign their confidentiality agreements, and then proceed with establishing a timeline. Interviews will probably be scheduled in May. There will be some remote options for people to attend an open forum, so that faculty can still participate in that search and see the finalists.

The Academic Affairs members of the search committee, aside from me co-chairing with Matt Roan, are Derek Paulsen, Dean of the College of Justice, Safety, and Military Science (who also has a very good public budgeting background from his time working for the City of Lexington), Maggie Abney (whose background and expertise is in banking), and Dana Howell who will serve as the representative of the Chairs Council.

Senate Chair Kay and I are continuing to work on faculty turnover data. We have an upcoming meeting in a week or so to talk with Academic Impressions about some further surveys that will let us pinpoint the reasons people are staying or leaving the university. A lot of those factors can be influenced by things other than compensation, so we want to really look at what we can do, in addition to continuing to build our compensation, and we will report back to you on all of that as soon as we have a little more information.

Upcoming Dates

- **April 9** - Sabbatical showcase, Faculty Awards Ceremony, and our Sip and See for the Faculty Club in the Keen Johnson Building.
- **April 5** - Deadline to apply for the Provost Faculty Internship Program.

NEW BUSINESS:

Policies Update. Lauren Keeler shared that the [Faculty Grievances 4.7.4 Regulation](#) has been vetted, approved, and is now live on the Policies website. There is also a new [Faculty Grievances form](#) to complete which is available under *Forms for Policies* on the Policies website.

Nominations for Faculty Senate Chair. Senator Bishop-Ross nominated Senator Kay, seconded by Senator Lauk.

Nominations for Faculty Senate Vice Chair. Senator Streetman nominated Senator Blair, seconded by Senator Easterling.

Senate Internal Procedures Revision. Senator Streetman moved approval of the revised Senate internal procedures, seconded by Senator Buck. **Motion carried.**

Organization of the Faculty Revision (taken from Part 7, Faculty Handbook). Senator Buck moved approval of the revision, seconded by Senator Cogdill. **Motion carried.**

Chair Kay stated that the document will be sent to IR in the near future to distribute to the faculty-at-large for review. The revision will go into effect unless 10% 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 at the next regular or specially called meeting of the Faculty-at-Large.

Senate and Committee Vacancies. Chair Kay shared the list of senate and committee vacancies for next year. She encouraged the outgoing senators to remind their areas to elect replacements in time that they can attend the organizational meeting in May.

2024-25 Senate Schedule. Chair Kay shared the informational item and announced that the schedule now includes the locations for the four in-person meetings for next year.

GENERAL & STANDING COMMITTEE REPORTS:

REPORT FROM SENATE CHAIR: Senator Kay

The Faculty Senate Executive Committee met on March 18, 2024. The committee discussed the following topics: training session ideas for senators, the format of the 2024-2025 Executive Committee meetings, Faculty Senate and committee vacancies, revisions from the Rules Committee, and the faculty handbook.

Our “Problem Solvers” group met with the Provost on March 25th. The next meeting is scheduled for April 15th.

Remember that the regular and organizational meetings for Faculty Senate in May will be held in the Perkins Quads.

The deadline to apply to the 2024 Provost Faculty Internship Program is April 5. Learn more and apply for the 2024 cohort [here](#).

A Celebration of Life for Dr. Martha Mullins will be held on Saturday, April 13th, at 10:00 a.m. in the ECU Center for the Arts lobby. Faculty are welcome to attend the Celebration of Life. Anyone interested in attending will need to RSVP by Wednesday 4/3 to ashley.thacker@ecu.edu as there is limited seating.

The next Faculty Lunch and Learn session with President McFaddin will be at 12:00 p.m. on Wednesday, April 10th. Enjoy a complimentary lunch by signing in at either of the check-in areas at Case Kitchen and take your food upstairs to the Regents Room to engage in meaningful conversation.

Policies Update

- The updated Academic Regulation 4.7.4ACR, Faculty Grievances, has been approved: https://policies.eku.edu/sites/policies.eku.edu/files/policies/faculty_grievances_2024_.pdf.
- The proposed revisions to Administrative Regulation 8.3.10, Campaigning & Political Activity of Employees, have been approved: https://policies.eku.edu/sites/policies.eku.edu/files/policies/8.3.10_campaigning_and_political_activity_2024.pdf.
- Proposed revisions to Administrative Regulation 11.2.5, Social Media Communications, were also approved earlier this semester: https://policies.eku.edu/sites/policies.eku.edu/files/policies/11.2.5_social_media_communications_2024.pdf.
- The proposed Academic Curriculum Policy has been posted for a 10-day comment period, which ends on April 11th: https://policies.eku.edu/sites/policies.eku.edu/files/policies/academic_curriculum_2024_1.pdf.

Please encourage faculty to submit comments via the [Policy Development website](#).

NOTE: CAA is seeking more information regarding the potential for allowing Faculty Senate to vote on program closures. That discussion is ongoing.

We continue to receive comments via the virtual suggestion box. All comments are read and then forwarded to the appropriate areas. Comments are also shared with Provost Zeigler and Regent Marion. Some of the recent topics include:

- Research standards
- Academic calendar
- Environmental noise

Faculty who are comfortable sharing thoughts via email are encouraged to email Vice Chair Blair (james.blair@eku.edu) or me (lisa.kay@eku.edu) or you may call or text me at 859-302-2548. In the near future we hope to summarize the issues from the suggestion box along with their corresponding resolutions or clarifications. In the meantime, some basic information has been summarized about the recipients of the comments: https://docs.google.com/document/d/1F_Jmp6eviBb_R7uEj8XlrAT-0N-QdKP5dL4OcugBty8/edit?usp=sharing. (It is possible there could be some omissions or errors, but the list should be relatively accurate.)

REPORT FROM FACULTY REGENT: Senator Marion

Since the last Faculty Senate meeting, the Board of Regents has not convened. The Board's Finance Committee met today at 11 a.m. in Perkins for receiving an informational update from VP Poynter regarding the 2024-2025 university budget following passage of the state budget bill by the Kentucky General Assembly. The bill was sent to the Governor for consideration on March 28.

The Board's next meeting is scheduled for Wednesday, May 15, 2024. Most of the May meeting's focus will likely be on the university budget as informed by recent appropriations in the state budget as well as enrollment predictions inclusive of new students, retained students, and transfer students. Recent difficulties in the federal roll-out of the intended-to-be-simplified FAFSA system have delayed applications and admission decisions at ECU and at higher education institutions across the country.

State Budget Information:

The state budget bill ([HB6](#)) was delivered to the Governor on March 28. The current bill text (before any line-item vetoes, if any get made) is viewable here:

<https://apps.legislature.ky.gov/recorddocuments/bill/24RS/hb6/bill.pdf>

For anticipated new revenue from the state budget for 2024-2026, there was a modest inflation adjustment provided to ECU for \$2.9M for this upcoming year. The university will also be receiving new revenue for funding up the new additional costs for fire & tornado insurance, resulting in \$3.1M in new revenue. The performance funding model will also yield an increase in \$1M in new revenue.

Finance Committee Updates:

In addition to the state budget information presented above, there was information presented on enrollment. Slight enrollment increases are expected through in-person undergraduate and online enrollment; however, graduate enrollment is likely to decline. The overall budget for now is being conservatively estimated on essentially no enrollment growth. The overall enrollment and tuition and fee revenue should still yield an additional \$3 to \$4M in revenue, of which \$1-2M of the gains will be allocated for student support in scholarships.

The university's administration and the Finance Committee is monitoring the growth of state-mandated waivers for important populations to Kentuckians (e.g. students matriculating to public higher education as [foster or adopted youth](#), and immediate family members of [certain military veteran populations](#) impacted with disability or the death connected to active service). At ECU, this growth has resulted in \$3.2M in waived tuition in 2021-22 to \$4.2M this last year (2023-2024). Across Kentucky, \$25M is waived for these programs, while noble, ECU is shouldering the greatest amount of this responsibility in terms of students and relative percentage of our enrollment. President McFaddin indicated this topic is one of the top three state-level government relations priorities in the next year and there will be encouragement the state government create an endowment fund at the state-level for these programs that all public institutions can access to support these important populations. Our forecast on this population has been missed for several budget years and has had a seven-figure impact on our budget due to these populations preferring our programs and faculty.

Overall, while there's an increase in revenue from increased state support and tuition that will likely exceed \$11M, there are some areas of the budget where the revenue forecasts will be down, including how much of Foundation revenue is used (down by \$4M) and how much of ECU's strategic reserves (savings/rainy day) is used to build the budget (down by \$2.4M in this budget). There are also some changes in the state retirement system (KERS) liability provided as a subsidy that decrease revenue by \$1.8M.

The President and Vice President Poynter added that they want to present a budget that also invests in our people and our students. The President is aiming to increase support for existing faculty and staff by an additional \$2.5M and to support compression and/or inversion adjustments by an additional investment of \$820,000, and with an expected increase of \$220,000 for supporting expected promoted faculty.

For accomplishing some of these budget objectives, the budget will be built through the \$11+ million in new state and tuition revenue, as well as reducing expenses by \$2.4M through strategic budget reallocations, strategic asset preservation funds, paying off the last of 2012 Series A bond (debt) service, and reducing the KERS unfunded liability. While trying to reduce spending, there are fixed increases expected in our utilities/contracts and insurance, expected

increased student debt by \$1M (in students who owe the university), and increases in fire and tornado insurance (up \$3.1M). Some state support for these increases will be helping a lot.

Lastly, the President and Vice President communicated a goal to have wider margins near the end of the fiscal year to stay on budget. Rather than budgeting in a manner that has resulted in increasing cost controls and greater scrutiny in unbudgeted funds in February, March, April and May, it is likely that many budget lines will be reduced to enable units to have greater certainty in their unit- or division-level budgets (and more of their time back from administrative tediousness) during that time. The President communicated the budget is aimed at trying to add to our investment in our people.

STANDING COMMITTEES

Budget Committee. Senator Lauk reported that committee met with the Provost last month and got her perspective on some of the budgetary issues. The next meeting is scheduled for Monday, April 29th with Barry Poynter.

Elections & University Nominations Committee. Senator Spira announced that a letter was sent to department chairs requesting replacements for senators who are rotating off in May. Replacements should be on board in time for new senators to attend the May organizational meeting.

The Adjunct Faculty election is underway and should be completed in time for the new part-time senator to be invited to the organizational meeting.

Out next meeting is scheduled for April 15th at 3:30pm.

Rights & Responsibilities Committee. Senator Slijepcevic reported that the committee met on March 21st and discussed the summary of findings of shared governance across the State of Kentucky. The committee delegated the review and comparison of ECU and other universities in the Commonwealth (NKU, WKU, Murray State, Morehead, UK and U of L) among the committee members. The next meeting will be on April 15th to review and discuss our findings.

Chair Kay stated that the co-chairs have asked to present their report to the Executive Committee on April 22.

Rules Committee. Senator Bishop-Ross announced that their last meeting of the year will be on April 15th to write their year-end report.

Faculty Welfare Committee. Senator Manning stated that she met with the University Benefits Committee last Friday and got a stronger update on some of the benefits that are going to start being proposed in the fall.

Our next committee meeting will be on Wednesday with Teri Begley to discuss tuition waivers both at the undergraduate and graduate level.

Our final charge was to look at Jaggaer. We're currently finalizing a Jaggaer survey but that may not go out until the fall semester.

ADJOURNMENT:

Senator Grabeel moved to adjourn at approximately 5pm.

Council for Academic Affairs Items for Faculty Senate Meeting on May 6, 2024

(hyperlink to folder:

https://drive.google.com/drive/folders/1rMjl1my7R-dw8PQGWvt2342LyvUU0b2l?usp=drive_link)

Curriculum Items for Approval

New Programs

1. Associate of Interdisciplinary Studies (Academic Affairs), 24.0101

Program Closures

1. Early Childhood Director UG Certificate (Department of Applied Human Sciences, College of Education and Applied Human Sciences), 19.0708
2. Infant/Toddler Care and Education UG Certificate (Department of Applied Human Sciences, College of Education and Applied Human Sciences), 19.0709
3. Criminology & Criminal Justice, Master of Science (School of Justice Studies, College of Justice, Safety, and Military Science), 43.0103
4. Healthcare Safety & Security GR Certificate (School of Safety, Security, and Emergency Management, College of Justice, Safety, and Military Science), 51.2213
5. Supply Chain Safety GR Certificate (School of Safety, Security, and Emergency Management, College of Justice, Safety, and Military Science), 52.0101

Curriculum Items for Notification

New Courses

1. NSC 941 DNP Project Seminar
2. ATR 335 Foundations of Musculoskeletal Pathophysiology
3. PSY 814: Basic Behavior Analysis
4. PSY 815: Applied Research in Applied Behavior Analysis
5. SWK 801: Interprofessional Social Work Practice
6. ART 278: Sophomore Review
7. ART 478: Senior Review
8. IDL 815: AI for Learning Design
9. AGR 390: On-farm Dairy Evaluation
10. AGR 401: Peer-Led Team Learning in Agriculture
11. CHE 250L: Descriptive Inorganic Chemistry Lab
12. CHE 450L: Inorganic Chemistry Lab
13. CHE 471: Principles of Physical Chemistry I
14. CHE 471L: Principles of Physical Chemistry I Lab
15. CHE 472: Principles of Physical Chemistry II
16. AVN 441, Surveying with UAS
17. AVN 442, UAS in Public Safety
18. AVN 443, Photography and Videography with UAS
19. AVN 444, Modeling and Mapping with UAS
20. AVN 445, UAS in Construction and Engineering

21. AVN 446, UAS in Agriculture and Wildlife Management
22. PLS 218, School Safety and Policing
23. PLS 395, Crime Analysis
24. ELE 828 Specialized Literacy Topics P-5

Program Revisions

1. Master of Business Administration
2. BS Child & Family Studies
3. MAEd School Counseling
4. Minor in Horses, Humans, and Health- Close
5. BS Health Services Administration
6. BA English
7. MS General Psychology, ABA concentration
8. ABA GR Certificate
9. BS Psychology, Art Therapy Concentration
10. Master of Social Work
11. BFA Art
12. BS Art
13. Master of Science Instructional Design and Learning Technology
14. BA Broadcasting and Electronic Media
15. BA Public Relations
16. Bachelor of Music
17. Master of Music
18. BS Chemistry
19. BS Forensic Science
20. BS in Data Science & Statistics
21. MA Math
22. MS Criminal Justice, Policy & Leadership
23. BS Police Studies
24. BS Aviation

Administrative

1. Memo Regarding Dean's List Eligibility
2. Graduate School Admissions Revision
 - a. Revise probationary admissions language
3. Credit for Prior Learning Revisions, Graduate School
 - a. March 29, 2024 Graduate Education Council Minutes- approval for credit for prior learning for graduate students
4. Reorganize the Aviation program from CSTEM to CJSMS
5. Reorganize the Construction Management program from CSTEM to CJSMS with the Department of Safety and Security

EKU Council for Academic Affairs**April 25, 2024****1:30 pm****Via Zoom [HTTPS://EKU.ZOOM.US/J/9961637897](https://eku.zoom.us/j/9961637897)****MINUTES (pending approval)**

2023-2024 CAA Members Present:

Baggett, Ryan (Graduate Education and Research)

Bhandari, Michelyn (Associate Dean, College of Health Sciences)

Blair, James (Faculty Senate Vice Chair)

Bowes, John (Associate Dean, College of Letters, Arts and Social Sciences)

Bush, Dana (College of Education and Applied Human Sciences)

Erik Liddell (Honors Program)

Julie Spease for Isaacs, Trish (Associate Dean, College of Business)

Harrel, Sherry (Associate Dean, College of Science, Technology, Engineering, and Mathematics)

Hendrickson, Dan (University Registrar, Associate Vice President of Student Success)

Hunt, Scott (Associate Dean, College of Justice and Safety)

Wies, Jennifer (Associate Provost and Chair)

SGA Representative: Ashley Cristi/Clayton Latham

Non-Voting Members

Wooldridge, Lakin (e-Campus Representative)

Cox, Lisa (Director, Articulation and Transfer Systems)

Absent:

Miller, Bethany (Institutional Effectiveness and Research)

Poffenberger, Abbey (Chair of Chairs Council)

Smith, Kelly (Director of Collections and Discovery, Libraries)

Call to order: 1:33pm

1. Approval of the October 26, 2023 minutes

https://docs.google.com/document/d/1f5b2KpQnsNAZewj7wuVKduwpOjKGWQi4/edit?usp=drive_link&ouid=106589703468686964752&rtpof=true&sd=true

Unanimous approval

2. Approval of the February 22, 2024 minutes

https://docs.google.com/document/d/1FJG3s6MyxNUH2Nrc8PC8DXRUIU_msEyR/edit?usp=drive_link&ouid=106589703468686964752&rtpof=true&sd=true

Unanimous approval

Link to curriculum folders:

[Spring Meeting April 25](#)**CURRICULUM APPROVAL AGENDA**

ALL ITEMS UNANIMOUSLY APPROVED.

Academic Affairs

New Program

1. Associate of Interdisciplinary Studies

College of Business

Program Revisions

1. Master of Business Administration- New Concentration in Marketing Research & Analytics (M.B.A.) with approval form, Curriculum map and Guide
 - a. The business landscape is becoming increasingly data-driven, and companies are placing a premium on understanding consumer behavior, market trends, and competitive intelligence. As a result, there is a growing demand for professionals with expertise in marketing and business research. Business analysts with just a bachelor's degree earn about \$70,000 as a base salary, on average, according to data from Indeed. Business analysts in North America who have a master's or above degree earn 17% more than those people in the same roles who hold undergraduate degrees.

New Course

1. MGT 441, Project Design and Management with Syllabus: Create a business-focused project management course that will be required for the Management Major, Global Supply Chain Management concentration.

College of Education and Applied Human Sciences

Program Revisions

1. BS Child & Family Studies
 - a. Interdisciplinary Early Childhood Education (IECE) concentration: Add online modality
 - b. All concentrations: Remove all admission requirements (except Teacher Admission requirements for IECE students).
 - c. IECE concentration: Remove EDF 413 and EMS 490; Add SED 390 and EDC 300; Change EMS 300 from 3 credit hours to 1 credit hour.
 - d. IECE and Child Development concentrations supporting courses: Remove NSC 500 and OTS 515; Add ELE 445 and LIB 301.
 - e. Child Development concentration: Remove CDF 406 from required courses; Add CDF 544 to required courses.
2. MAEd School Counseling
 - a. Remove the 36-credit School Counseling degree track but keep the 60-credit one.
 - b. Replace the EPY prefixes with COU, which would mean EPY 816 becomes COU 816, EPY 839 becomes COU 839, and EPY 869 becomes COU 869.

- c. Add revised course COU 854 – formerly EPY 854 – Sustainable Self-Care as a program elective.

Course Revisions

1. EPY 854 Mental Health and Personal Adjustment: Change course prefix and title of EPY 854, Mental Health and Personal Adjustment, to COU 854: Sustainable Self-Care. Revise SLOs.

New Courses

1. ELE 828 Specialized Literacy Topics P-5
 - a. Add a new course (ELE 828) that will replace EMS 874 Disciplinary Literacy for the following Master of Arts in Teaching content areas: Interdisciplinary Early Childhood Education (IECE), Elementary, and P-12 with elementary focus

Program Closures

1. Early Childhood Director UCERT
2. Infant/Toddler Care and Education UCERT

College of Health Sciences

New Courses

1. NSC 941 DNP Project Seminar: Create a new one (1) credit hour seminar course.
2. ATR 335 Foundations of Musculoskeletal Pathophysiology: Create a new course that would be incorporated into two concentrations within the BS in Exercise and Sport Science

Departmental Certificate Closures

1. Departmental Certificate in Public Health
2. Departmental Certificate in Health Services Administration
3. Coaching/Personal Training, Departmental Certificate
4. Adventure Recreation and Leadership, Departmental Certificate
5. Tourism and Event Planning, Departmental Certificate

Program Revisions

1. Suspend Minor in Horses, Humans, and Health
2. B.S. Health Services Administration
 - a. Change program name to Health Care Administration.
 - b. Change CIP code to reflect updated name of program

College of Letters, Arts, and Social Science

Course Revisions

1. ENG 201: Increase the credit hours from 2 to 3.
2. MUE 702: Increase credit hours from 2 to 3, change course code to MUE 810, and change course title to Music Teaching with Technology.

3. MUS 556, MUS 557, MUS 756, MUS 757, and MUS 802: Increase credit hours from 2 to 3.
4. MUS 803: Increase credit hours from 2 to 3 and change course title to Teaching and Discipline.

Program Revision

1. BA English: Increase the credit hours for ENG 201 from 2 to 3.
2. MS General Psychology, ABA concentration
 - a. Add PSY 814, PSY 815, and PSY 843.
3. ABA certificate:
 - a. Add PSY 814, PSY 815, and PSY 843.
 - b. Revision to wording to reflect changes in Behavior Analyst Certification Board Requirements.
4. BS Psychology, Art Therapy Concentration
 - a. Remove the Art Therapy concentration.
5. Master of Social Work
 - a. Add new course, SWK 801.
6. BFA Art
 - a. Add new course ART 278, update ART 499 to ART 479, and update free elective hours.
7. BS Art
 - a. Add new courses ART 278 and ART 478, update ART 499 to ART 479, change how Art core courses are listed, remove DES 250 from Studio Arts Concentration list, and update free elective hours.
8. Master of Science Instructional Design and Learning Technology
 - a. Change admissions requirements from 2 letters of recommendation to a list of 2 professional or academic references with current contact information.
 - b. Add IDL 815 to the list of electives.
9. BA Broadcasting and Electronic Media
 - a. all concentrations: Update core courses for all BEM majors to include an extra 3-hour course, BEM 415: Media Ethics.
 - b. Create a BEM concentration in Documentary Film Production.
 - c. Multimedia Journalism Concentration: Remove BEM 415 from the concentration requirements; update concentration total hours to 15.
10. BA Public Relations:
 - a. Drop or CMS 302 or 490S options; drop DES 256 and MKT 301; replace BEM 305W with BEM 305 in Major Requirements; change credit hours from 51 to 42; drop or 385S option; drop BEM 325, 395, 499, and MGT 301 from major electives requirement, keeping credit hours at 6.
11. Bachelor of Music
 - a. Music Performance Concentration: Change MUS 373 or MUS 481 to MUS 373 or 517; change MUS 517 to MUS 484 or MUS 511.
 - b. Music Theory Concentration: Change concentration title to BM, Composition Concentration.
12. Master of Music

- a. Music Performance Concentration: Increase the credit hour requirement for MUS 756 or MUS 757 from 2 to 3 credit hours; increase applied lesson requirements from 4 to 6 hours; increase ensembles requirement from 2 to 3 hours; reduce elective requirement from 6 to 2 hours.
- b. Music Education Concentration: Change MUE 702 to MUE 810 and increase credit hours from 2 to 3; increase credit hours from 2 to 3 for MUS 802 and MUS 803; remove MUS 878 and MUS 885 requirements; remove elective requirement (12 hours to 0 hours); add 3 elective choices between 2 course options in the concentration 1) MUS 878 or MUS 885 or 2) MUS 756 or MUS 757 or 3) MUE 779 or EME 878.
- c. Music Conducting Concentration: Increase credit hours from 2 to 3 for MUS 756 and MUS 757; reduce elective requirement from 6 to 5 hours; decrease applied lesson requirements from 4 to 3 hours.

New Course

1. PSY 814: Create new course, Basic Behavior Analysis.
2. PSY 815: Create new course, Applied Research in Applied Behavior Analysis.
3. SWK 801: Create a new course, Interprofessional Social Work Practice.
4. ART 278: Create a new course, Sophomore Review.
5. ART 478: Create a new course, Senior Review.
6. IDL 815: Create a new course, AI for Learning Design.

College of Science, Technology, Engineering, and Mathematics

New Courses

1. AGR 390
2. AGR 401
3. CHE 250L
4. CHE 450L
5. CHE 471
6. CHE 471L
7. CHE 472, New Course

Course Revisions

1. BIO 111, Reduce course hours from four to three.
2. BIO 112, Reduce course hours from four to three.
3. BIO 111L Create a separate lab course for BIO 111
4. BIO 112 L Create a separate lab course for BIO 112
5. BIO 208L Create a new lab course, BIO 208L, that will allow students to earn an individual grade for lab.
6. BIO 307 Increase the number of credit hours for BIO 307 lecture from 2 to 3. Change description of course to exclude the lab portion. Change the course number to BIO 208.
7. BIO 308 Increase the number of credit hours for BIO 308 from 3 to 4 and separate the lab and the lecture to make individual courses.
8. BIO 273 Change BIO 273 from 4 hour
9. CHE 401 renumber CHE 501

10. CHE 401L(renumber CHE 501L)
11. CHE 402(renumber CHE 502)
12. CHE 420 renumber CHE 520)
13. CHE 250, (increase contact hours from 2 to 3)
14. CHE 450, Course Change: CHE 450 (add lab as optional)
15. MIS 215, Change course prefix from CIS to MIS
16. MIS 335, Change course prefix from CIS to MIS
17. MIS 340, Change course prefix from CIS to MIS
18. MIS 349, Change course prefix from CIS to MIS
19. MIS 375, Change course prefix from CIS to MIS
20. MIS 380, Change course prefix from CIS to MIS
21. MIS 410, Change course prefix from CIS to MIS
22. MIS 430, Change course prefix from CIS to MIS
23. MIS 475, Change course prefix from CIS to MIS
24. MIS 431, Change course prefix from CIS to MIS
25. MIS 435, Change course prefix from CIS to MIS

Program Revisions

1. BS Chemistry Program Revisions, all concentrations
2. BS Forensic Science Program Revisions, all concentrations
3. BS in Data Science & Statistics, program revision
4. MA Math, program revision

College of Justice, Safety & Military Science

Program Closures

1. Closure of MS Criminology & Criminal Justice (43.0103)
 - a. Program Review Letter Criminology and Criminal Justice MS 2023
 - b. Program Review Letter Justice Policy and Leadership MS 2023
2. Post-Bach UCERT Healthcare Safety & Security
3. Post-Bach UCERT Supply Chain Safety

Program Revisions

1. MS Criminal Justice, Policy & Leadership (43.0104)
2. BS Criminal Justice & MS Criminology and Criminal Justice Accelerated 3+2 Dual Degree Program
 - a. Course Revisions/Edits (*normally notification but included as package*)
 - i. CPL 809, Program/Policy Evaluation & Analysis
 - ii. CPL 810, Criminological Theory for Policy & Leadership
 - iii. CPL 818, Research Methods for Justice, Policy & Leadership
 - iv. CRJ 840, Punishment and Society
 - v. CRJ 864, Comparative and International Policing
 1. Course Drops
 - a. CRJ 870, Theories of Crime & Crim Just.
 - b. CRJ 808, Analysis of Crimi Justice Data
 - c. CRJ 888, Research Methods in Crim Just.

- d. CPL 802, Violence Against Women
 - e. CPL 814, Policing and Society
 - f. CPL 875, Crime and Public Policy.
 - g. CPL 897, Independent Study
- 2. Prefix changes (CPL to CRJ)
 - a. CPL 812, Leading with Political, Ethical and Emotional Intelligence
 - b. CPL 820, Issues in Juvenile Institutions/Community Corrections
 - c. CPL 823, Topics: Justice Policy and Leadership
 - d. CPL 828, MH/Substance Abuse Issues in Correctional Settings
 - e. CPL 830, Understanding Corrections/Juvenile Justice Institutions
 - f. CPL 835, Adv Jus Admin and Leadership
 - g. CPL 839, Co-op: Justice Policy and Lead. (3 Credits)
 - h. CPL 840, Adult Corrections
 - i. CPL 850, Corrections & Juvenile Justice Interventions
 - j. CPL 856, Law/Ethics in Dealing with Offenders
 - k. CPL 860, Advanced Organizational Theory
 - l. CPL 862, Race, Identity & Policing
 - m. CPL 864, Comparative & International Policing
- 3. BS Police Studies
 - a. Substantive Curriculum Change, BS PLS program revision
 - b. Substantive Curriculum Change, New Course, PLS 218, School Safety and Policing
 - i. Syllabus, PLS 218, School Safety and Policing
 - c. Substantive Curriculum Change, New Course, PLS 395, Crime Analysis
 - i. Syllabus, PLS 395, Crime Analysis
 - d. BS PLS Curriculum Map
- 4. BS Aviation
 - a. Substantive Curriculum Change in BS Aviation Core, for all 4 concentrations
 - b. Substantive Curriculum Change in BS Aviation, Concentration in Unmanned Air Systems
 - c. Substantive Curriculum Change in BS Aviation, Concentration in Aerospace Technology
 - d. Substantive Curriculum Change in BS Aviation, Concentration in Aerospace Management
 - e. Substantive Curriculum Change in BS Aviation, Concentration in Professional Flight
 - f. Substantive Curriculum Change, New Course, AVN 441, Surveying with UAS
 - i. Syllabus AVN 441, Surveying with UAS
 - g. Substantive Curriculum Change, New Course, AVN 442, UAS in Public Safety
 - i. Syllabus AVN 442, UAS in Public Safety

- h. Substantive Curriculum Change, New Course, AVN 443, Photography and Videography with UAS
 - i. Syllabus AVN 443, Photography and Videography with UAS
- i. Substantive Curriculum Change, New Course, AVN 444, Modeling and Mapping with UAS
 - i. Syllabus AVN 444, Modeling and Mapping with UAS
- j. Substantive Curriculum Change, New Course, AVN 445, UAS in Construction and Engineering
 - i. Syllabus AVN 445, UAS in Construction and Engineering
- k. Substantive Curriculum Change, New Course, AVN 446, UAS in Agriculture and Wildlife Management
 - i. Syllabus AVN 446, UAS in Agriculture and Wildlife Management

NOTIFICATION AGENDA

NOTIFICATION AGENDA UNANIMOUSLY APPROVED.

Academic Affairs

- 1. Memo Regarding Dean's List Eligibility

Graduate School

- 1. Graduate School Admissions Revision
 - a. Revise probationary admissions language
- 2. Credit for Prior Learning Revisions, Graduate School
 - a. March 29, 2024 Graduate Education Council Minutes- approval for credit for prior learning for graduate students

College of Business

Course Revisions

- 1. Prerequisite Revision: ACC 723, Taxation of Corporations
- 2. Course/Prerequisite/Corequisite Revision: RMI 380, Risk Management and Insurance
- 3. ACC 350, Accounting Information Systems Risk and Security
- 4. BUS 305, Essentials of Marketing
- 5. BUS 100, Professional Development One
- 6. BUS 101, Nature of Business
- 7. BUS 200, Professional Development Series Two
- 8. BUS 300, Professional Development Series Three
- 9. BUS 400, Professional Development Series Four
- 10. MKT 309, Integrated Marketing Communications: Course/Prerequisite/Corequisite Revision
- 11. MKT 310, Professional Selling: Course/Prerequisite/Corequisite Revision
- 12. MKT 315, Logistics: Course/Prerequisite/Corequisite Revision
- 13. MKT 350, Consumer Behavior in Marketing: Course/Prerequisite/Corequisite Revision
- 14. MKT 400, International Marketing: Course/Prerequisite/Corequisite Revision
- 15. MKT 401, Digital Marketing: Course/Prerequisite/Corequisite Revision

16. MKT 431, Strategic Procurement: Course/Prerequisite/Corequisite Revision
17. MKT 435, Marketing for Entrepreneurs: Course/Prerequisite/Corequisite Revision
18. MBA 874, Data Analytics for Managers: Course/Prerequisite/Corequisite Revision
19. MBA 883, Financial Mgmt & Decision Mkg: Course/Prerequisite/Corequisite Revision
20. BUS 306, Essentials of Supply Chain Management: Course/Prerequisite/Corequisite Revision
21. BUS 303, Essentials of Org Behav/HR Mgt
22. MGT 301, Principles of Management
23. MKT 301, Principles of Marketing: Course/Prerequisite/Corequisite Revision
24. BUS 400, Professional Development Four

Course Drops

1. MBA 813
2. MBA 822
3. MBA 824
4. MBA 831
5. MBA 833
6. MBA 841
7. MBA 842

Program Revisions

1. Financial Literacy Cert Revision
2. BBA in Risk Management and Insurance: Make RMI 380 (Now 280 after approval of number change request) a required course versus an elective course for the RMI major. This will change the core course requirements for RMI Majors from 15 to 18 credits. Reduce the Free Electives from 13 to 9 credit hours. Lastly, change the formal name of the course from Personal Risk Management to Personal Insurance.
3. Global Supply Chain Management Concentration with Curriculum map and Guide
4. Editorial Change: 3+2 BBA Marketing Research and Analytics concentration and (MBA) Marketing
5. Change of Modality: Management B.B.A with a concentration in Global Supply Chain Management

Organizational Memo

1. Streamlining Petitions for Exceptions

College of Education and Applied Human Sciences

Program Revisions

1. BS Global Hospitality & Tourism
 - a. Add BUS 101 and BUS 207 as required supporting courses
 - b. Add MGT 320 as an “or” for POL 376 in the supporting courses
2. MA Clinical Mental Health Counseling
 - a. Increase the number of required credit hours for COU 881, Internship in Counseling for the Clinical Mental Health Counseling degree program from 3

- credits to 6 credits and therefore require two semesters of this course rather than one semester.
- b. Replace the EPY prefixes with COU, which would mean EPY 816 becomes COU 816, EPY 839 becomes COU 839, and EPY 869 becomes COU 869.
- c. Add revised course COU 854 – formerly EPY 854 – Sustainable Self-Care as a program elective.
- 3. MAEd School Librarian
 - a. Replace EPY 869 with ETL 805 as the MAEd School Librarian program research course.
- 4. Moderate & Severe Disabilities Certification
 - a. Remove SED 826 from the Moderate/Severe Disabilities (MSD) certification required courses and adjust required credit hours accordingly
- 5. BS Middle Grades Education Teaching
 - a. Drop MAT 211 and MAT 234 as requirements in the middle grades mathematics concentration.
- 6. BS Education of Deaf & Hard of Hearing
 - a. Drop MAT 211 and MAT 234 as required courses in the DHH Middle Grades (Math emphasis) program
- 7. BS Special Ed Teaching
 - a. Drop MAT 211 and MAT 234 as required courses in the LBD/Middle Grade concentration (Math Emphasis)
 - b. Add 7 hours of free electives to the LBD/Middle Grade concentration (Math Emphasis)
 - c. Add 1 hour of free electives to the LBD/Middle Grade concentration (English and Communications; Science; and Social Studies Emphasis)
- 8. Master of Arts in Teaching (MAT)
 - a. Update the MAT content areas affected by the addition of ELE 828 in the Master of Arts in Teaching Interdisciplinary Early Childhood Education, Elementary, and p-12.
- 9. BS Communication Disorders
 - a. Add HSA 200 - *Medical Terminology* as a supporting course.
 - b. Reduce the number of SED courses required as supporting courses from three to two:
 - i. Keep SED 104 - *Special Education Introduction*
 - ii. For the second SED course, allow students to take either SED 318 – *Special Education in Early Childhood* or SED 390 – *Applied Behavior Analysis*
 - iii. Remove PSY 406 as an alternative to SED 390 as is currently allowed.
 - c. At the top of the supporting section catalog text, remove the phrase “Choose 12-30 hours of the following:”
 - d. Change the number of supporting course credits from 12-30 to 18-30.
 - e. Remove STA 500 as it is no longer offered at EKU.
 - f. Add the Gen Ed – Element 5B notation to the PSY courses.
 - g. Change the possible number of free electives from 0-13 to 0-7.

1. GHT 425 Hospitality and Tourism Analysis: Prerequisite revisions
2. SHO 475 Promoting Hospitable Practices: Prerequisite revisions
3. NFA 301 Bio Nutrition: Prerequisite revisions
4. NFA 401 Human Nutrition: Prerequisite revisions
5. CDF 363 Early Childhood Literacy: Prerequisite revisions
6. CDF 399 Early Childhood Practicum: Prerequisite revisions
7. CDF 405 Program Planning for Infants & Toddlers: Prerequisite revisions
8. CDF 406 Program Planning for Preschool Children: Prerequisite revisions
9. CDF 450 Early Childhood Practicum: Prerequisite revisions
10. CDF 547 Organization & Admin of Early Childhood Programs: Prerequisite revisions
11. CDF 747 Organization & Admin of Early Childhood Programs: Prerequisite revisions
12. GRD 877N MAED Com Disorder Written Comp: Change the title and description so students understand which course to choose.
13. GRD 878W MAED Com Disorder Oral Comp: Change the title and description so students understand which course to choose.
14. CED 840 Clinical X: Practicing Teaching- Prerequisite and corequisite revisions
15. EMS 874 Disciplinary Literacy- Prerequisite and corequisite revisions
16. ETL 806 Teacher Leader Capstone- Prerequisite and corequisite revisions
17. CED 830 Clinical IX: Diagnosis & Presc- Prerequisite and corequisite revisions
18. CDF 349: Co-op or Appl Lrn: Child Devel.

Other

1. Department of Clinical Therapeutic Programs
 - a. PREFIX CHANGES: Change EPY (Educational Psychology) to COU (Counselor Education)

College of Health Sciences

Course Drop

1. Drop MS in Athletic Training specific courses form Graduate Catalog
2. Drop all PHE courses

Course Revisions

1. NSC 940 Theoretical Appl for DNP: Decrease credit hours and changes to SLO
2. OTS 845 Health Care Practice Fieldwork
3. OTS 846 Community Practice Fieldwork
4. NSC 386C Adult Health Nursing II: Decrease credit hours to 2.5
5. NSC 442 Complex Health Systems: Decrease credit hours to 2.5
6. NSC 442C Complex Health Systems Clinical: Increase credit hours to 2.5
7. NSC 492 Complex Client Health Care: Increase credit hours to 2.5
8. OTS 905: Allow IP P/F grade (grade mode O)
9. HSA 302: Minor edit to courses due to prefix changes
10. HSA 303: Minor edit to courses due to prefix changes
11. HSA 306: Minor edit to courses due to prefix changes

12. HSA 370: Minor edit to courses due to prefix changes
13. HSA 372: Minor edit to courses due to prefix changes
14. HSA 375: Minor edit to courses due to prefix changes
15. HSA 401: Minor edit to courses due to prefix changes
16. HSA 405: Minor edit to courses due to prefix changes
17. HSA 406: Minor edit to courses due to prefix changes
18. HSA 407: Minor edit to courses due to prefix changes
19. HSA 409: Minor edit to courses due to prefix changes
20. HSA 415: Minor edit to courses due to prefix changes
21. HSA 498: Minor edit to courses due to prefix changes
22. HEA 380: Add credit not allowed with SWK 420
23. ESS 180: Minor edit to courses due to prefix changes
24. ESS 349: Minor edit to courses due to prefix changes
25. ESS 435: Minor edit to courses due to prefix changes
26. ESS 485: Minor edit to courses due to prefix changes
27. ESS 490: Minor edit to courses due to prefix changes
28. NSC 223: Minor edit to courses due to prefix changes
29. NSC 250: Minor edit to courses due to prefix changes
30. NSC 255: Minor edit to courses due to prefix changes

Program Revision

1. Doctor of Nursing Practice (DNP)
 - a. Create a new DNP Project Seminar 1-credit hour course (NSC 941).
 - b. Decrease NSC 940 Application of Nursing Theory to 2 credit hours from 3 credit hours.
 - c. Correct credit hour listing in the catalog for NSC 901 Organizational Leadership: DNP Practice Experience II. The change from 1-2 credit hours to 1-3 credit hours was approved previously, but not changed in the catalog.
2. Occupational Therapy Doctorate: Professional Concentration
 - a. Update Occupational Therapy Doctorate: Professional Concentration program requirements to reflect changes to OTS 845 (title) and OTS 846 (title and credits), and to delete requirement to take OTS 847 Emerging Practice Fieldwork.
3. Pre-RN Nursing, Bachelor of Science in Nursing (BSN)
 - a. Decrease the credit hours for NSC 386C Adult Health II Clinical from 3 to 2.5. Increase the credit hours for NSC 492 from 2 to 2.5. Correct total credit hours in catalog.
4. Post-Baccalaureate 2nd Degree Concentration, Bachelor of Science in Nursing (BSN)
 - a. Decrease the credit hours for NSC 386C Adult Health II Clinical from 3 to 2.5. Increase the credit hours for NSC 492 from 2 to 2.5.
5. RN-BSN Pathway, Bachelor of Science in Nursing, (BSN)
 - a. Decrease NSC 442 credit hours from 3 to 2.5. Increase NSC 442C credit hours from 2 to 2.5. Remove NSC 386C from major requirement
6. Minor in Health Services Administration
 - a. Change name of Minor to Health Care Administration
7. B.S. Exercise and Sport Science
 - a. Add progressions/admission policy

- b. Add ESS 180 & ATR 335 to curriculum and adjust hours as needed
- 8. Associate of Applied Science in Nursing (AASN)
 - a. Reflect changes to NSC 223, 250 & 255

Other

- 1. New Prefix, HSA Health Services Administration: Change prefix to HCA Health Care Administration

College of Letters, Arts, and Social Sciences

Course Drops

- 1. ENG (various): Drop ENG courses no longer taught.

Editorial Change

- 1. ENG 440: Update catalog language.

Course Revisions

- 1. ENG 101: Update the prerequisite language for consistency.
- 2. ENG 101R: Update the prerequisite language for consistency.
- 3. ENG 101RZ: Update the prerequisite language for consistency.
- 4. ENG 102: Update the prerequisite language for consistency.
- 5. ENG 102R: Update the prerequisite language for consistency.
- 6. HIS (various): Add ENG 102R to acceptable prerequisites.
- 7. SOC 232: Remove the quantitative reasoning prerequisite.
- 8. SWK 420: Add language to ensure students cannot get credit for a similar course being created in the College of Health Sciences.
- 9. IDL 801: Change the prerequisite requirement (IDL 800) to corequisite (IDL 800).
- 10. ART 499: Change ART 499 to ART 479.
- 11. BEM 301: Update course name and description.
- 12. BEM 302: Update course description.
- 13. CMS 275: Update course name.
- 14. BEM 305: Change prerequisites from BEM 203 or departmental approval to ENG 102 or ENG 102R or ENG 105 or HON 102.
- 15. BEM 405: Drop BEM 200 or BEM 200W or COM 200 or COM 200W or departmental approval prerequisites; add ENG 102 or ENG 102R or ENG 105 or HON 102 as prerequisites.
- 16. BEM 415: Drop BEM 200 or BEM 200W or COM 200 or COM 200W as prerequisites; add ENG 102 or ENG 102R or ENG 105 or HON 102 as prerequisites.
- 17. PUB 305: Add or PUB 375 as prerequisite.
- 18. PUB 425: Add or PUB 375 as prerequisite.
- 19. PUB 470: Add or PUB 375 as prerequisite.
- 20. PUB 475: Add or PUB 375 as prerequisite.
- 21. PUB 380: Drop PUB 275 prerequisite; add ENG 102 or ENG 102R or ENG 105 or HON 102 as prerequisites.

22. PUB 385: Drop PUB 275 prerequisite; add ENG 102 or ENG 102R or ENG 105 or HON 102 as prerequisites.
23. PUB 390: Drop PUB 275 prerequisite; add ENG 102 or ENG 102R or ENG 105 or HON 102 as prerequisites.
24. PUB 410: Drop PUB 275 prerequisite; add ENG 102 or ENG 102R or ENG 105 or HON 102 as prerequisites.
25. PUB 480: Drop PUB 275 prerequisite; add ENG 102 or ENG 102R or ENG 105 or HON 102 as prerequisites.
26. PUB 416: Drop BEM 200 or BEM 200W and Junior Standing prerequisites; add ENG 102 or ENG 102R or ENG 105 or HON 102 as prerequisites.
27. PUB 490: Drop PUB 275 or PUB 380 prerequisites; add PUB 470 or PUB 349 as prerequisites.
28. PUB 491: Drop completion of 90 hours and PUB 275 prerequisites; add PUB 475 or PUB 470 or PUB 349 as prerequisites.
29. MUS 255A and MUS 455A: Name change from Symphonic Band to Wind Ensemble.

Reorganizations

1. Appalachian Studies program
2. Women's and Gender Studies program

College of Science, Technology, Engineering, and Mathematics

Administrative

1. Department name change: Current Title: School of Engineering, Aviation, Construction, and Technology (SEACT); Proposed Title: Department of Engineering and Technology

Course Revisions

1. CHE 385 (revised description of topics; inclusion of some green chemistry; <50% new content)
2. FOR 431, change to CHE 362/L prereq
3. FOR 431L, change to CHE 362/L prereq
4. FOR 499 , add BIO 315 prereq with FOR 431/L
5. STA 580, prerequisite revision
6. STA780, prerequisite revision
7. DSC 580 prerequisite revision
8. DSC 780 prerequisite revision
9. STA 575 prerequisite revision
10. STA 775 prerequisite revision
11. STA 340 prerequisite revision
12. STA 375 prerequisite revision
13. STA 380 prerequisite revision
14. STA 470 prerequisite revision
15. STA 585 prerequisite revision
16. STA 520 prerequisite revision

17. MAT 520 Adding STA 260 (Business Statistics) as an additional option for an introductory statistics prerequisite. Cleaning up issues in catalog that resurfaced due to the catalog going online.

Course drops

1. CHE 515
2. CHE 715
3. CHe 515L
4. CHE 715L
5. CHE 570
6. CHE 770
7. CHE 574
8. CHE 774
9. CHE 574L
10. CHE 774L
11. CHE 575
12. CHE 775
13. CHE 575L
14. CHE 775L
15. CHE 701
16. CHE 702
17. CHE 720

Program Revisions

1. Statistics Minor, Adding STA 260
2. University Certificate in Data Science, program revision
3. BS Physics, engineering physics option, program revision

College of Justice, Safety, and Military Science

Course Revisions

1. CPL 809, Program/Policy Evaluation & Analysis
2. CPL 810, Criminological Theory for Policy & Leadership
3. CPL 818, Research Methods for Justice, Policy & Leadership
4. CRJ 840, Punishment and Society
5. CRJ 864, Comparative and International Policing
6. AVN 170, UAS Safety and Regulations (new course number AVN 107)
7. AVN 312, UAS Commercial Single/Multi En (new course title)
8. OSH 412, Safety Leadership and Ethical Decision Making
9. PLS 103, Foundations of Policing
10. PLS 401, Diversity and Police

Prefix changes (CPL to CRJ)

1. CPL 812, Leading with Political, Ethical and Emotional Intelligence
2. CPL 820, Issues in Juvenile Institutions/Community Corrections
3. CPL 823, Topics: Justice Policy and Leadership

4. CPL 828, MH/Substance Abuse Issues in Correctional Settings
5. CPL 830, Understanding Corrections/Juvenile Justice Institutions
6. CPL 835, Adv Jus Admin and Leadership
7. CPL 839, Co-op: Justice Policy and Lead. (3 Credits)
8. CPL 840, Adult Corrections
9. CPL 850, Corrections & Juvenile Justice Interventions
10. CPL 856, Law/Ethics in Dealing with Offenders
11. CPL 860, Advanced Organizational Theory
12. CPL 862, Race, Identity & Policing
13. CPL 864, Comparative & International Policing

Course Drops

1. CRJ 870, Theories of Crime & Crim Just.
2. CRJ 808, Analysis of Crimi Justice Data
3. CRJ 888, Research Methods in Crim Just.
4. CPL 802, Violence Against Women
5. CPL 814, Policing and Society
6. CPL 875, Crime and Public Policy.
7. CPL 897, Independent Study

Program Revisions

1. BS Fire Protection and Safety Engineering Technology
 - a. Changes to supporting courses
2. BS Fire Protection Administration
 - a. Changes to supporting courses
3. BS Homeland Security
 - a. Drop HLS 465, Unconventional Threats and Responses from the homeland security core
 - i. Supporting Document: Revised Curriculum Guide

Adjourned at 3:06 pm.

To: Faculty Senate

From: The Faculty Senate Executive Committee

Date: May 6, 2024

The Executive Committee requests that the Faculty Senate adopt the following motion at its meeting on May 6, 2024.

MOTION:

To be compliant with the new Faculty Grievances regulation, members of the Faculty Senate Executive Committee will nominate eligible faculty members for the Faculty Grievance Liaison (FGL). Each voting member of the Executive Committee will vote for one nominee. The nominee with the most votes will be selected as the FGL. If there is a tie, the vote of the Chair of the Executive Committee will determine the FGL.

JUSTIFICATION OF THE MOTION:

According to Academic Regulation 4.7.4, “The FGL shall be appointed by the Faculty Senate Executive Committee, according to procedures approved by the Faculty Senate, and shall report to the Provost for administrative purposes.” Therefore, the Faculty Senate needs to approve procedures that will allow the Faculty Senate Executive Committee to appoint a Faculty Grievance Liaison as soon as possible.

Executive Committee Report
May 6, 2024
Lisa W. Kay, Faculty Senate Chair

The Faculty Senate Executive Committee met on April 22, 2024. Following the pre-meeting with the President, the approval of the March minutes, the Provost's report, and an update from the Rights and Responsibilities Committee, the Executive Committee discussed the faculty handbook. The committee approved the tentative guests for the May Faculty Senate meeting, and liaisons provided updates on committee work.

Regent Marion, Vice Chair Blair, and I had our most recent "Problem Solvers" meeting with the Provost on April 15th.

I met with President McFaddin on April 9th, and our next meeting is scheduled for May 9th. We held a Faculty Lunch and Learn session on Wednesday, April 10th.

Former Senator Carolin Walz's Celebration of Life will be on Saturday, May 25th, at 1:00 p.m. at DreamTime Farm, 6301 Old Richmond Road, Lexington, KY. Phaedra has requested an estimated headcount, so please email Kathy.Mounts@eku.edu if you plan to attend.

Thank you for submitting feedback on the proposed Academic Curriculum Policy. My understanding is that the drafting team found it to be helpful.

Vice Chair Blair and I continue to receive comments via the virtual suggestion box, and we read all of them and forward them as appropriate. We share all comments with Provost Zeigler and Regent Marion. Here are some topics of recent comments:

- Building temperatures and maintenance
- HR focus groups
- Academic Curriculum Policy
- Evaluation of untenured tenure-track faculty
- Tuition waiver
- Compensation
- Faculty retention
- IDC support
- Crosswalks
- Photos of EKU Online students

Faculty who are comfortable sharing thoughts via email are encouraged to email Vice Chair Blair (james.blair@eku.edu) or me (lisa.kay@eku.edu). If you do not want to put your comments in an email, you may also call or text me at 859-302-2548.

As always, if you have any questions or concerns, please contact Vice Chair Blair (james.blair@eku.edu) or me (lisa.kay@eku.edu).

Faculty Regent Report to Faculty Senate

Monday, May 6, 2024

Dear Senators,

The Board of Regents remains on schedule for having their regularly scheduled second meeting of the year on Wednesday, May 15. The agenda for the meeting will likely become available sometime between Wednesday, May 8 and Friday, May 10 at the following website:

<https://regents.eku.edu/agendas-0>

Since the last meeting of the Faculty Senate, the Board's Finance Committee met. The purpose of their [May 1 meeting](#) this last Wednesday was to review and discuss the Budget recommendations presented by Vice President Poynter in preparation for the May 15 meeting.

Since our last meeting, in addition to the activities I've been involved with regarding the Problem Solvers (Chair Kay, Vice-Chair Blair, and Provost Zeigler) and the Executive Committee of the Faculty Senate, I've provided comments on several policies likely on the Board agenda for May 15, including the Academic Curriculum Policy. Also, in my standing meeting with the President, I conveyed some questions and concerns regarding faculty talent retention (extent of problem and strategies to retain), and the beyond normal workload faced by department chairs the last several months (regular academic reports, some accreditation site visits, aligning spending with foundation accounts, budget sweeps, procurement deadlines, developing spending plans, and challenges linked to consequences for having rushed spending plans in a time-limited environment).

Going into the budget discussion for this year, the budget is likely going to be built with reduced maintenance and operation budgets to afford more flexibility at the university-level for the next academic year, while also investing again in our people. For budgeting, the human capital costs associated with adjusting budgets in the early- to mid-spring semester time frame every year, particularly this last year, have been apparent and hopefully will be relieved by the new budget. Also, the need for investing in faculty and staff remains unabated. I have tried to provide additional perspectives or questions on how to assist faculty and departments or divisions where the market rates have made recruitment and retention very difficult.

As we close out the year, I am mindful of how much has been accomplished this academic year. EKU's retention rates are consistently at all-time highs or near all-time highs in all areas, and the university enrollment remains strong. In closing, thank you for your service on Faculty Senate. I am appreciative of the comments, suggestions, and questions you provide that enable me to be a more effective faculty regent. Should you have comments, ideas, or concerns, you may reach out anytime to me by email (jason.marion@eku.edu) or by phone (513-317-9508).

Sincerely,
Jason

Faculty Senate Academic Quality Committee (AQC) Year-end Report Summary of 2023-2024 Activities & Recommended Charges for 2024-2025

Report prepared by Co-chair Erin Stevenson, PhD, MSW on behalf of the Faculty Senate Academic Quality Committee. Committee members include senators Fatima Hassan (Co-chair), Alison Buck, Chad Cogdill, James Blair, and Jessica Price.

Charges to the AQC Committee for 2023-2024

1. 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.
2. Be available as an advisory agency to the President of the University and to the provost on academic matters.
3. Serve as a channel of communication with the Student Government Association on matters concerning student academic responsibility and students' role within the academic community.
4. Continue to monitor enrollment patterns in online and on-campus courses, student outcomes, and DFW rates.
5. Evaluate faculty and student satisfaction with Bartleby through surveys, preferably in the fall semester.
6. Coordinate with the Rules Committee to assess and update internal procedures.

Summary of AQC Activities in 2023-2024

Senators Stevenson and Hasan acted as co-chairs for the committee.
Committee members met virtually the third Monday of each month from 9-10 a.m.

Charges 1, 2 & 3: Communication and Advisory Role

The AQC committee served as an open line of communication for Senators, student government, and in advisory capacity for President and Provost on academic matters. No major issues were brought forward this academic year.

Charge 4: Monitor Enrollment Patterns, Outcomes and DFW Rates

The committee placed an open records request for information on trends in student grades. The goal was to examine grades by semester pre-post COVID data, by campus type (online, in-person), and by undergraduate and graduate status (500+ level vs. 100-400 level courses).

The data initiatives team was approached about providing support with analysis, but they had already filled all their project slots for the year. Dr. Vicki Modisette who teaches STA 575/775 (SAS) class in the spring 2024 semester kindly agreed to work with her students and have them analyze the data as a class project. The report Dr. Modisette's class provided is attached as Appendix A. As a committee we have not had time to review it closely. We recommend making this a priority when we reconvene in Fall 2024. Recommendations can then be made based on the results and we will share those with the senate in the next session.

The committee discussed adding student parents as a priority population for early registration at ECU. We agreed this would be an important addition to our ECU policies that increase opportunity for a vulnerable group of students. The committee has been collaborating with the Center for Student Parents to develop a memo requesting this change.

In Appendix B, the draft letter is included. The memo will be reviewed with appropriate stakeholders. This topic has been added as Charge 5 for the 2024-2025 academic year.

Charge 5: Evaluate Faculty and Student Satisfaction with Bartleby

The committee corresponded with the LMS Selection Committee in Fall 2023 to determine whether Bartleby was compatible with all potential new LMS systems. The decision about the continued use of Bartleby continues to be under review by administration. ECU elected to contract with Canvas for the new LMS starting in Fall 2024 and this charge should be examined again next semester.

Recommended AQC Charges for 2024-2025

Charge 1: Serve as a Communication Channel on Academic Policy

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.

Charge 2: Serve as an Advisory Group for Administration on Academic Matters

Be available as an advisory agency to the President of the University and to the Provost on academic matters.

Charge 3: Serve as an Avenue of Communication for Student Government

Serve as a channel of communication with the Student Government Association on matters concerning student academic responsibility and students' role within the academic community.

Charge 4: Monitor Enrollment Patterns, Outcomes and DFW Rates

Review report from analysis of data analyzed by the STA 575/775 class in Spring 2024 (See Appendix A). Develop a report and recommendations as a priority activity in Fall 2024 to share with senate.

Charge 5: Pursue Addition of Student Parents to Priority Registration Groups

Follow up on memo requesting addition of student parents as a priority group (See Appendix B). Pursue this issue as appropriate with senate and administration to advocate for this vulnerable population at ECU.

Charge 6: Evaluate Faculty and Student Satisfaction with Bartleby

Evaluate faculty and student satisfaction with Bartleby if it continues to be a contract that ECU chooses for use with the new LMS.

Charge 7: Coordinate with the Rules Committee to assess and update internal procedures.

Appendix A: Grades Analysis Report
Prepared for Academic Quality Committee by STA 575/775 Class



Preliminary Report: Grade Analysis for ECU

ACADEMIC QUALITY COMMITTEE FACULTY SENATE REPORT

Many thanks to Dr. Modiste's students in STA 575/STA 775 Statistical Methods Using SAS.

Spring 2024 Class

Alex Blose
Gaurav Bohara
Hunter Campbell
James Combs
Ian Gaona
Scott Jeppson
Haley Johnson
Ian McGinnis
Morgan Mckiddy
Andy McQueen
Autum Olmsted
Isaac Turner
Reagan Wiseman

Process

The graduate and upper-level students in the course on the statistical program SAS have worked to understand grade data from ECU students over the time period of 2017-2023. This request gave student the opportunity to practice data analysis skills and SAS programing skills in the context of real data. Students found this to be a challenging and beneficial task as they looked ahead to future employment or graduate school.

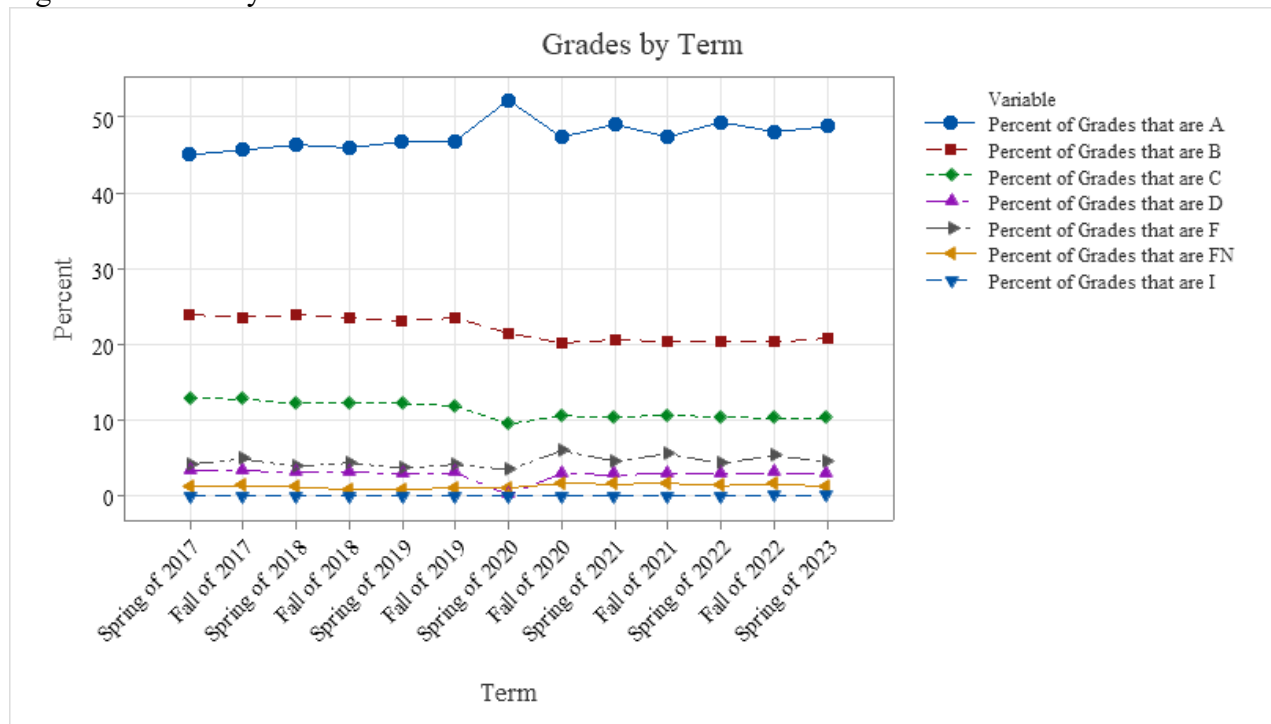
Analysis

As a class we discussed several ways to consider this data. In particular we considered a breakdown by semester, by instruction type, and by graduate vs undergraduate. All of this analysis was done after removing classes that either had redacted or no grade data. This formed 9.0% of all enrollment records.

By Semester

Using the main spring/fall semester data, the effects of the COVID-19 pandemic are clear to see. The spring of 2020, the proportion of A grades significantly increases while the percent of D decrease. Post pandemic, grades return to similar percentages as before 2020. The key noticeable trend is the slight decrease in B and C grades with a gentle increase in percentage of A grades.

Figure 1. Grades by Term



The following table details the increase of the percent of A grades from spring of 2017 at 45% to 48.7% spring of 2023. The winter term shows a pattern of slightly higher grades, but it would

require deeper analysis to decide if this is due to more than just the different composition of classes taught during this term.

Table 1. Grade Percentages by Semester

Term Code	Percent of Grades that are A	Percent of Grades that are B	Percent of Grades that are C	Percent of Grades that are D	Percent of Grades that are F	Percent of Grades that are FN	Percent of Grades that are W	Percent of Grades that are I	Percent of Grades Other	Total Number of Students
201720	45.0	23.9	12.9	3.4	4.2	1.3	4.6	0.0	4.3	62131
201750	56.9	19.2	9.0	1.6	3.1	0.6	3.6	0.0	6.0	8891
201810	45.6	23.6	12.8	3.4	4.9	1.4	4.4	0.0	3.7	68974
201815	67.9	16.0	5.9	1.3	3.0	0.4	2.5	0.0	3.0	237
201820	46.3	23.9	12.2	3.1	3.9	1.2	4.3	0.0	4.9	60707
201850	54.3	19.6	8.9	2.1	3.9	0.6	3.6	0.0	7.0	9106
201910	45.9	23.5	12.3	3.2	4.4	0.9	4.5	0.0	5.1	66742
201915	69.6	20.6	7.5	0.0	1.2	0.4	0.8	0.0	0.0	253
201920	46.7	23.1	12.2	2.9	3.7	0.9	4.0	0.0	6.3	58915
201950	55.2	19.2	8.1	2.0	3.2	0.8	3.9	0.0	7.5	8433
202010	46.8	23.5	11.9	3.1	4.2	1.1	4.3	0.0	4.9	63489
202015	70.4	23.5	4.5	0.6	0.6	0.6	0.0	0.0	0.0	179
202020	52.2	21.5	9.5	0.2	3.5	1.1	3.3	0.0	8.7	55033
202050	56.8	19.3	8.0	1.8	2.2	0.7	4.4	0.0	6.5	9252
202110	47.3	20.2	10.6	3.0	6.0	1.7	5.9	0.0	5.2	61985
202115	58.9	22.7	8.4	2.1	1.6	1.4	2.8	0.0	1.9	1042
202120	49.0	20.6	10.4	2.8	4.6	1.6	4.5	0.0	6.3	52702
202150	57.0	16.8	7.8	1.7	3.5	1.2	4.4	0.0	7.5	8863
202210	47.3	20.4	10.7	3.0	5.6	1.7	5.6	0.0	5.5	60078
202215	51.9	22.4	9.0	3.4	4.2	1.2	6.4	0.0	1.3	1463
202220	49.3	20.4	10.4	2.9	4.3	1.4	4.3	0.0	6.7	51659
202250	56.5	18.5	7.8	1.8	3.4	1.2	4.8	0.0	5.7	8762
202310	48.0	20.3	10.3	3.1	5.4	1.6	5.4	0.1	5.4	61931
202315	49.6	20.0	11.1	3.4	5.6	1.7	7.1	0.1	1.5	1511
202320	48.7	20.8	10.3	2.9	4.5	1.3	4.6	0.2	6.2	53737

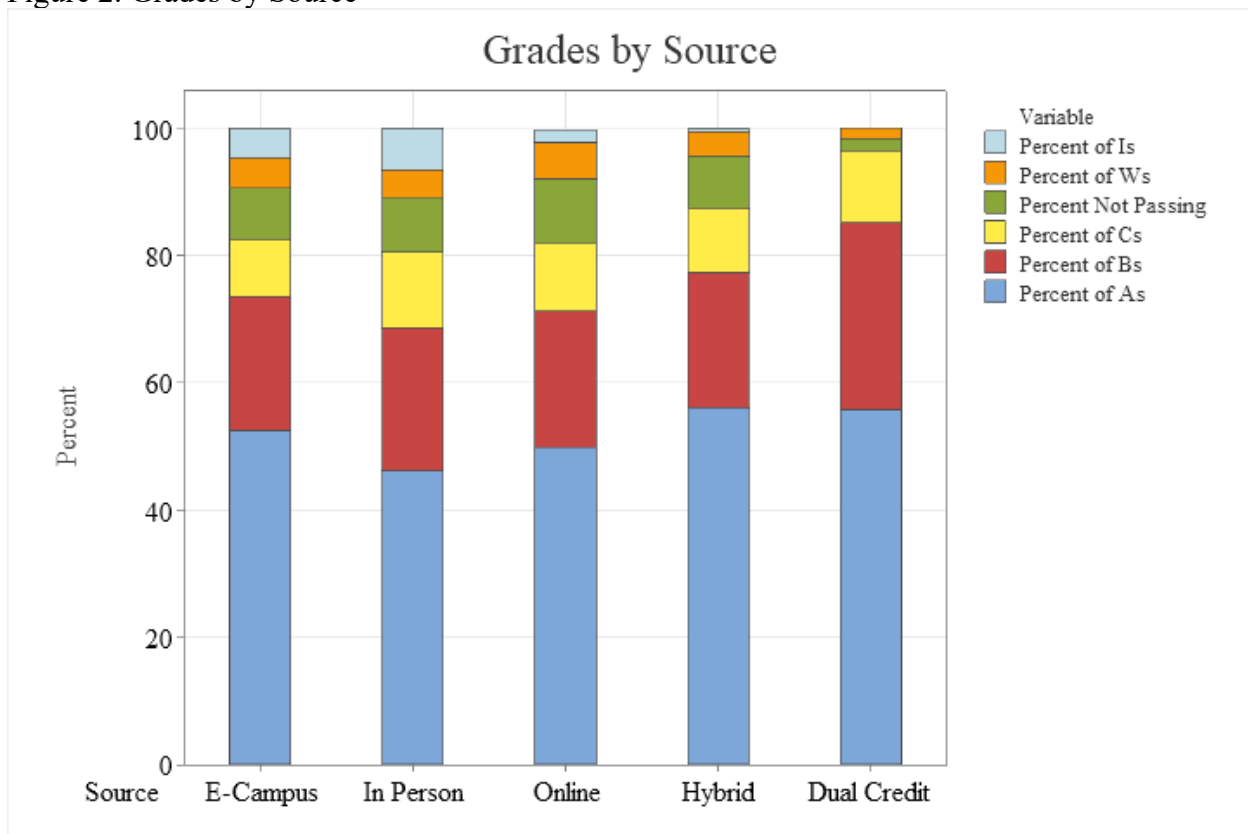
By Type of Instruction

Breaking down the instruction types shows that In Person courses tend to have slightly lower percentages of As than other modes of instruction. As expected, the number of students varies significantly with each type of instruction.

Table 2. Grade Percentages for Different Types of Instruction

Type of Instruction	Percent of As	Percent of Bs	Percent of Cs	Percent of Ds	Percent of Fs	Percent of FNs	Percent of Ws	Percent of Is	Percent of Other	Total Number of Students
E-Campus	52.4	21.0	9.0	2.0	4.7	1.3	4.8	0.0	4.5	186617
In Person	46.1	22.4	11.9	3.1	4.3	1.2	4.3	0.0	6.5	510556
Online	49.8	21.3	10.8	3.0	5.2	1.8	5.7	0.0	2.0	119952
Hybrid	56.0	21.2	10.1	3.3	4.1	0.8	3.8	0.0	0.5	13627
Dual Credit	55.7	29.3	11.3	1.2	0.7	0.0	1.7	0.0	0.0	1230

In-person courses included "Traditional Face-to-Face" and "Applied Learning Experience." For the online category non-E-campus course types such as "100% Online: Asynchronous," "100% Online: Synchronous," "Web-blended: Asynchronous," "Web-blended: Synchronous," and "ITV Telepresence course." Both "Hybrid F2F Staggered/Remote" and "Mixed Mode" were included in the hybrid category.

Figure 2. Grades by Source

By Undergrad vs Graduate

Using course numbers less than 499, we split the undergraduate vs graduate course numbers. As might be expected, graduate students have significantly higher grades than undergraduate students.

Table 3. Grade Percentages for Undergraduate and Graduate Students

Level of Class	Percent of As	Percent of Bs	Percent of Cs	Percent of Ds	Percent of Fs	Percent of FNs	Percent of Ws	Percent of Is	Percent of Other	Total Number of Students
Graduate	67.7	13.2	3.4	0.4	1.1	0.2	2.4	0.1	11.5	98266
Undergraduate	45.4	23.0	12.2	3.1	4.9	1.4	4.9	0.0	4.8	737809

Discussion & Recommendations

NOTE: The report will be reviewed by Academic Quality Committee as Charge 4 in the 2024-2025 academic year. Recommendations and discussion will be provided to faculty senate at that time.

Appendix B. Draft Memo on Priority Registration for Student Parents.

NOTE: This topic has been added as Charge 5 in academic year 2024-2025.

Memo on Priority Registration for On-Campus Student Parents¹ at ECU

Prepared by Alison Buck, PhD on behalf of the Academic Quality Committee

Providing early registration for student parents at ECU will help address a pressing need that falls in line with ECU's mission as a school of opportunity and its strategic goals of student success and service to communities and region. Student parents face distinct challenges as they negotiate parenthood and academics. Student parents are likely to be balancing work, school, and caring for their children with few financial resources. As a whole, student parents are a low income student population. Data from 2022 show that around 82% of student parents may be living below the poverty line². Student parents are also likely to be balancing work with school, with most student parents (55%) working at least 20 hours per week. In addition, most student parents have young children who are not yet school-aged (three-quarters have children aged 4 and under). All these factors conspire to make accessing affordable childcare and scheduling courses around that childcare particularly thorny challenges for student parents³, contributing to low six-year graduation rates⁴.

As a school of opportunity that seeks to serve low income and first generation students, helping student parents succeed has long been a concern at ECU. The Center for Student Parents has been supporting student parents at ECU since 1998 and ECU has also enjoyed a long partnership with the KY Foothills Eastern Scholar House Program. These resources connect student parents with much needed resources, such as priority childcare registration, childcare subsidies, campus housing, tutoring, and transportation. Providing priority registration for student parents so they can take advantage of these resources is consistent with ECU's mission and aligned with the other resources the university provides. A report by the Education Trust and

¹ "On-campus" refers to any student who is taking classes in person. As of November 2023, ECU had 229 total student parents with 455 enrolled in person, per Slate data provided by Robyn Moreland, Director of the Center for Student Parents.

² Generation Hope. 2022. "The Childcare Barrier: The Impacts of Inaccessible and Costly Childcare for Student Parents." Washington, D.C.: Generation Hope.

³ Williams, Brittani, Bitar, James, Polk, Portia, Nguyen, Andre, Montague, Gabriel, Gillespie, Carrie, Waller, Antionette, Tadesse, Azeb, and Elliott, Kayla C. 2022. "For Student Parents, the Biggest Hurdles to a Higher Education Are Cost and Finding Childcare." Washington, D.C.: Generation Hope.

⁴ Miller, Ben. 2019. "3 Ways Federal Financial Aid Could Work Better for Student-Parents." *American Progress*. Retrieved May 1, 2024 <https://www.americanprogress.org/article/3-ways-federal-financial-aid-work-better-student-parents/>

Generation Hope names priority enrollment for student parents among its key recommendations for supporting this population and their academic success.

As well as supporting academic success, priority registration for student parents aligns with ECU's strategic goals in providing service to communities and the region. Nationwide, student parents account for over a fifth of the undergraduate population⁵, yet make up only 12% of ECU's total enrollment⁶. Thirteen percent of Commonwealth parents are college-aged, compared to only 10% nationwide⁷, making this an underserved population at ECU. Allowing student parents priority enrollment that allows them to schedule classes around work and childcare obligations will help strengthen ECU's commitment to the particular needs of its service region.

The Committee on Academic Quality strongly urges ECU Faculty Senate and our administration to extend priority registration to on-campus student parents. We believe that allowing student parents to register with priority will benefit these students and help strengthen ECU's commitment to its mission and strategic goals. Priority registration will support student parents' ability to schedule around work and childcare, support their academic success, and potentially encourage college-aged parents to consider higher education at ECU as a viable option for their future.

⁵ Institute for Women's Policy Research. 2020. "Parents in College: By the Numbers." Washington, D.C.: Institute for Women's Policy Research.

⁶ Numbers derived from Slate data provided by Robyn Moreland of the Center for Student Parents and general ECU enrollment data from the ECU Welcome page: <https://www.ecu.edu/welcome/>.

⁷ The Annie E. Casey Foundation. 2018. "Opening Doors for Young Parents." Baltimore, MD: The Annie E. Casey Foundation.

Faculty Senate Elections and University Nominations Committee

End of Year Report to Faculty Senate, May 1, 2024

Committee Members: Geela Spira (Chair), James Kirby Easterling, Sarah Feltus, Adam Lawson, Abby Brooks

Charges: Elections and University Nominations Committee had four primary charges for 2023-2024:

1. Review the Rules and Regulations section of this committee. Last year, the committee focused on the Faculty Regent section and the removal of 4 University Committees from the oversee of this committee, rewriting the rules and regulations affected by the removal of those 4 University Committees (Graduate Council, Gen Ed, Intellectual Property, Library & Research). This year was a more general review to assess and update internal procedures.
2. Prepare for the adjunct part- time faculty election.
3. Prepare the transition of out-going Senators and in-coming Senators, both in time to vote and run for positions at the May Administrative meeting.
4. Communicate with Ryan Wilson regarding the possibility of reviving the annual distribution of a form to faculty to recruit volunteers for University Committees.

Response to the charges:

1. Over a period of months, the Elections and University Nominations Committee met as a group and had materials online for internal review, where changes and edits were made. A collaborative process with the Rules and Regulations Committee representative, Senator R. Bishop-Ross produced a final product which was voted on and approved by the full Faculty Senate, with all other Rules changes in the Internal Procedures Handbook on March 4, 2024. *This charge was met and does not require further work at this time.*
2. An adjunct election was held with three candidates. Senator S. McGuffin was declared the winner on April 8, 2024. Should she not be able to fulfill her duties, for any reason, Bianca Fisher will be the adjunct representative. *This charge was met and does not require further work at this time.*
As well, an email was sent out to department chairs to review the correct number of Senators for their departments, as reorganization of departments has occurred over the past few years, and to elect new Senators for the 2024-25 academic year. *This charge was met and it is suggested to continue as a charge for the upcoming year. After many*

departmental changes, it seems to be a good time to ensure that all departments have the correct number of Faculty Senators in their departments.

3. SLATE took over the listing and recruitment of University Committees. This includes all University Committees that are not part of Faculty Senate Committees. Therefore, no further work was necessary to be enacted by this, the Elections & University Nominations Committee of the Faculty Senate. *This charge was met and can be deleted from the roster of charges for this committee.*
Stand ready to administer all Faculty Senate elections as necessary. *This charge was met and should continue as a charge for the upcoming year.*

Additionally:

4. Next year will be the Faculty Regents election and is suggested *to be listed as a charge for the upcoming year.*

To summarize the charges this Committee views for next year:

1. Faculty Regent election in Spring 2025.
2. Review that each department has the correct number of Senators, after so many departmental merges and changes over the past few years.
3. Faculty Adjunct Election: Review the wording of the faculty adjunct election email sent to department chairs regarding the responsibility of said chairs to nominate one adjunct faculty member per department to run for representative. This year's email only asked for a list of adjunct faculty. See excerpt from faculty handbook copied below.
4. Faculty Adjunct Election: Given the low response rate from department chairs this year regarding the adjunct election, consider adding in a minor change to the Adjunct Election: **If no nominations are received by the department chairs within a month of the email being sent, an open call directly to adjunct faculty will be sent out through Institutional Research.**

A template for the open call letter would need to be written and added to the materials in the Internal Rules Handbook.

5. Stand ready to administer all Faculty Senate elections as necessary.

=====

Supplemental Documents

1. Election for the Adjunct Senator [\(top\)](#)

The Elections and University Nominations Committee of the Faculty Senate will oversee the nomination and election of the adjunct faculty representative on Faculty Senate. The adjunct faculty representative shall serve a two-year term that is contingent upon the adjunct representative's being contracted by the University to teach again.

If the adjunct faculty representative is unable to complete the full two-year term, the first runner-up in the election process will be offered the opportunity to fulfill the remainder of the term. If the first-runner up is not available, the second runner-up will be offered the opportunity to fulfill the remainder of the term.

IN FEBRUARY: Establish a timeline for the election process and contact chairs of each department (or request that the Faculty Senate Chair initiate contact) **requesting names** of eligible adjunct faculty to serve as the adjunct faculty representative on Faculty Senate.

(See E&UN Appendix for sample timeline email and sample email to department chairs.)

IN MARCH: Contact the candidates requesting a short bio that includes their reason for wanting to serve on Faculty Senate.

(See E&UN Appendix for sample email to candidates.)

IN APRIL: Correspond with the Office of Institutional Research for dissemination of an election ballot listing the nominees and their bios. Forward the results to the Faculty Senate chair and Secretary.

=====

2. Supplemental document

Under B. Membership of the Senate under Item #3:

1. Adjunct Faculty Representative and Alternates

Adjunct Faculty may have one voting representative on the Faculty Senate. This person shall be chosen from among the names of current Adjunct Faculty who normally teach each semester and who are nominated by the departments in which they teach. Each department that employs Adjunct Faculty may nominate one person. Adjunct Faculty shall elect a representative from among the nominees. The election shall be conducted by April 15 of 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.

The Adjunct Faculty representative and alternates shall each serve for a two-year term. Continuing to serve as an Adjunct Faculty representative or alternate is contingent upon being contracted by the University to teach again. Election to serve as an Adjunct Faculty representative or alternate in no way may be construed as guarantee of employment.

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 Adjunct Faculty last nominated for Adjunct Faculty representative.

KL

Faculty Senate IT Committee Year End Report Spring 2024

Beginning in the fall of 2023, the faculty senate IT Committee consisted of Jason Fry (Chair), Cassie Ginn (member), Karim Abdelhay (member), Kenneth Foltz (member), and Kirby Easterling (member).

For the 2023-2024 academic year, the faculty senate IT committee was tasked with:

- Continue monitoring Blackboard issues as necessary.
- Continue to provide IT support during Faculty Senate meetings.
- Help with the administration of polling (votes by senators on items up for approval) during Senate meetings.
- Plan on continuing use of Google Forms on computers and phones as the standard method of voting during Senate meetings instead of clickers.
- Coordinate with the Rules Committee to assess and update internal procedures.
- Actively participate in the Technology Review Committee (headed by Tanlee Wasson and Barry Poynter) as an RFP goes out for IT reform across the university

Continue to Provide IT Support Through Google Forms During Faculty Senate Meetings

The committee continues to use google forms to support taking attendance, approval of minutes, any motions or votes, and elections for the faculty senate. This method has proved effective and the committee will continue to utilize this in the future.

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

The committee continues to use the Google Drive for the Faculty Senate IT Committee housing all IT Committee documentation, including end of year reports, attendance, and other voting forms with access granted to current IT Faculty Senate members.

Technology Review for IT Reform at the University Level

A Need for IT reform was presented from IT to the university and passed down to the IT committee in the fall of 2023. The chair, Jason Fry, was asked to be on the committee to be the faculty representative and interface with the faculty senate. The other committee members include Tanlee Wasson, Barry Poynter, Jeff Whitaker, Carrie Ernst, and Dana Fohl.

An RFP for consulting services was solicited and closed in March of 2024. Three vendors made the final cut for interviews against a rubric in which each of the committee members followed. The committee met and held three, one hour meetings

with the top three vendors. The committee unanimously voted on a vendor to perform the consulting services. The work and contract most likely won't begin until mid May, so the work will most likely be split across the fiscal year. The budget is not very transparent and we are not sure where the funds are coming from. As of the day of writing this report, the name of the vendor will not be released until the contract has been issued.

The way the faculty can interface with this process is to be involved with the survey's, interviews, and open discussions the vendors will be conducting. Once more information is given, we will distribute this to the faculty at large, so we ask faculty to keep an eye out for this opportunity over the summer. Next year, the Faculty Senate IT committee recommends that the Faculty Senate IT committee should take on assessing the IT reform consulting.



Rights And Responsibilities Committee
Faculty Senate
Eastern Kentucky University
End of Year Report: 2023-2024



End of Year
Report

- Fall 2023-Spring 2024

Listed in alphabetical order:

- Ginn, Cassandra
- Slijepcevic, Nedim

Co-Chairs

Listed in alphabetical order:

- Couvillion, Thomas

Members

- Fry, Jaon
- McKenney, Nancy
- Merrick, Jennifer
- Ricogodoy, Sara

Charges to FR&R Committee:

1. Continue oversight of all policies affecting faculty rights and responsibilities
2. Investigate the level of input faculty have into Policies and Regulations versus the level of input faculty had prior to the changes made a few years ago. In particular, determine which Policies and Regulations currently require Faculty Senate approval for updates and which ones used to require Faculty Senate approval.
3. Coordinate with the Rules Committee to assess and update internal procedures

Based on these charges, the goal of the committee was to:

Summary of
Yearly Report

- a. Compare information on EKU faculty rights and responsibility to sister Universities in the state of KY
- b. Make recommendations of what rights and responsibilities EKU FS might advocate for.

Summary of findings:

- c. The description of FS rights and responsibilities was removed from POL 1.1.1 in 2021
- d. It was difficult to locate old policies on EKU archives, however this may mean that you have to access through a person, versus it being posted freely on the web (the procedures on how to obtain these documents however are unclear)
- e. Compared to sister universities in the state, EKU has diminished status in relation to sister universities in the state, as they have rights that include authority to initiate or vote on policies regarding academic matters, and are involved in other decision-making processes including admissions and faculty personnel.

Recommendations of the FR&R:

To address these disparities and strengthen faculty rights and shared governance at EKU, the FR&R committee presents the following recommendations to the Executive Committee:

1. Enhanced Transparency & Accessibility of Policies

Our first recommendation is to add a note on the policies page about where to find old versions of the policies, as the faculty have lack of awareness regarding how to access these documents.

2. Request a Drafting Team to Revise POL 1.1.1., and consider the following recommendations:

• Clarification of Faculty Rights and Responsibilities

- Reinstated explicit guidance on the role of the Faculty Senate in policy making processes, to maintain faculty representation and involvement in decision-making.
- Provide clear statements regarding faculty roles and rights, similar to those outlined in sister universities' public policies or faculty handbooks, to eliminate ambiguity and ensure alignment with principles of shared governance.

• Strengthened Faculty Senate Involvement in Policy Development:

- Grant the Faculty Senate a more substantive role in policy development by involving them in vetting and voting on the following policies and regulations related to academic matters (*Per the AAUP*

Recommendations):

- Curriculum
- Subject Matter
- Methods of instruction
- Research
- Faculty Status including decisions regarding promotion and tenure of faculty
- Student Welfare

- | | |
|-----------------|---|
| Ref'd. Material | <ol style="list-style-type: none"> 1. Summary of Shared Governance 2. Recommendations from FR&R |
|-----------------|---|

- | | |
|------------|---|
| Next Steps | <ol style="list-style-type: none"> 1. Finalize recommendations based on feedback given from the executive committee; chairs from the R&R committee are recommended to continue to collaborate with the executive committee prior to these recommendations being finalized. |
|------------|---|

Submitted by C. Ginn, Committee Co-Chair

Rules Committee 2023 – 2024 Year-End Summary

Below is the summary of the charges given to the Rules Committee and the progress we made.

- **Oversee and coordinate with all the Senate Standing Committees to assess and update the internal procedures of the committees.**

This year, significant updates were made to the Chair and Vice Chair procedures as well as the Budget and Welfare Committees. Updated internal procedures were passed at the April meeting of the Faculty Senate.

- **Assist the Executive Committee and other relevant units on campus in the creation of an updated version of the Faculty Handbook.**

The Executive Committee, University counsel, Dr. Rusty carpenter, and the Rules Committee worked on the beginnings of the webpage that will replace the paper document that was the old faculty handbook. Rules contributed a list of suggested links and made comments on the organization, appearance, and wording of the webpage.

- **Consider updating archaic language in the Organization of the Faculty of Eastern Kentucky University (Part Seven of the old faculty handbook).**

After searching the document, the committee determined that there are not significant language issues to warrant an update unless the desire is to rewrite the entire document to make the formatting less cumbersome.

- **Make other necessary updates to the Organization of the Faculty of Eastern Kentucky University (Part Seven of the old faculty handbook).**

Changes were made to the Welfare and Budget committee descriptions and responsibilities to reflect current administrative organization (disbandment/non-existence of a committee mentioned in the document). Minor grammatical changes were made.

- **Determine whether the following items from the Organization of the Faculty of Eastern Kentucky University are being fulfilled and update them as needed:**
 - **The Chair of the Budget Committee shall serve as a member of the President's Administrative Council.**

This administrative council is the committee that no longer exists. However, the chair of the Budget committee made a commitment to meeting with the president, the provost, and the university CFO on a regular basis. This was not added to the Budget Committee internal procedures, as it was the chair's choice. However, future Budget Committee chairs should be encouraged to do the same in order to both stay on top of budgetary issues and also make sure that appropriate administrators are aware of faculty concerns and issues with the budget.

- **The Budget 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.**

See the above paragraph and note that the Budget chair meets with the president more often than required.

- **The purpose of the 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.**

They are doing this.

- **The Faculty Welfare 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 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.**

They are doing this.

- **One member of the Faculty Welfare Committee shall serve as a voting member on the University Benefits Committee.**

They are doing this.

Recommendations for next year:

1. Continue to work on the replacement for the faculty handbook.
2. Make the fixes regarding the adjunct faculty selection process for their senator.

This concludes the summary of the activities of the Rules Committee for the 2023 – 2024 Senate year.

Faculty Welfare End of Year Report

The primary function of the Faculty Welfare Committee is to sit on the University Benefits Advisory Committee, raise appropriate questions, and become knowledgeable about all benefit programs and communicate (explain) that information to the Senate in a timely manner.

The committee should work to complete the charges of the committee as received from the Senate Chair in addition to addressing matters brought to the committee by constituents and other stakeholders. Trends brought up by stakeholders and concerns forwarded by Chair Kay to Welfare included: tuition waiver regulations and implementation practices; salary compression and comparisons; benefits that address weight-loss; and Jaggaer issues.

During the 2023-2024 academic year, Faculty Welfare was charged with and completed the following:

- Continue to monitor and inform the Faculty Senate on matters related to compensation including, but not limited to, salary compression, across-the-board salary increases, and merit pay.

To ensure coordinated efforts with human resources, John Dixon, Chief Human Resources Officer, ensured representation at Benefits updates. These meetings were attended by Chair Manning and Staff representative Trevor George. Two meetings were attended on 8/24/24 and 3/29/24. Reports from the initial meeting prompted a request to Wayne Willis [of Assured Partners](#) to meet directly with the Welfare Committee. Mr. Willis met with the committee on 11/15/23 to discuss concerns regarding off-label weight loss medication and its impact on faculty and staff. Direct examples of the impact of weight loss medication were shared with Mr. Willis. He assured the committee he would continue to monitor potential outcomes and ECU costs. These issues and concerns are still on-going and will need to continue to be closely monitored in the fall. Representatives to attend these meetings will need to be identified prior to the end of the spring semester.

- Coordinate with the Budget Committee to determine the cost and future rate of the health benefits at ECU.

Rate of ECU benefits for 2024-2025 has not been proposed. Increase in rates were reported during the August 2023 meeting; decisions were made on the increase based on recommendations from the Benefits Committee meeting. John Dixon is working with the team to identify fall members prior to the end of the year to ensure continuity.

- Continue monitoring the external environment for higher education as well as faculty perceptions of benefits being provided. Work directly with key decisionmakers within and outside of ECU to improve workplace conditions and compensation.

Throughout the semester, Co-chair Curtis Streetman participated in meetings with President McFaddin as part of the Provost Internship Program. Legislative updates related to welfare were reported to committee members throughout the semester. Senator Streetman participated in Colonels at the Capital, focusing on listening to discussions concerning faculty tenure processes.

- Produce short list of requests related to the tuition waiver that can be passed along to administrators. (For example, we could request that dependent students with outside merit-based scholarships be permitted to make use of any funds exceeding tuition expenses if they spend them on campus.)

EKU continues to offer more tuition waiver options than comparable institutions. These options are a great benefit for recoupment and retention of faculty and staff. About 6% of the faculty and staff currently take advantage of the waiver benefit. However, many faculty have younger families that may plan to use it in future. Previous survey results from the Welfare Committee indicate it a valued benefit. Below is a short-list of recommendations:

- ✓ *Provide reasonable notice when any changes are proposed that provides a step-in process that allows for transition time*
 - ✓ *Conduct re-evaluation to determine if anticipated savings were realized from the most recent updates in 2022 (e.g., money no longer going to housing or other on-campus resources, merit scholarship dependents no longer selecting ECU as preferred school of choice)*
 - ✓ *Provide alternative motivators for merit scholarship dependents to remain at ECU*
 - ✓ *Re-evaluate repayment considerations for graduate tuition waivers that includes flexible time in grade options (e.g., work at ECU at least two years including time earned before/after receiving the waiver; offer tuition waiver after six months of employment)*
 - ✓ *Request appeal process for special considerations when exceptional need exists or special circumstances arise that are not included in the current regulations*
 - ✓ *Ensure Welfare Committee members are present at Benefits Committee or ad-hoc committees when considering changes to tuition waiver processes.*
- Survey faculty and staff regarding perceptions of Jaggaer.
Faculty survey processes were unclear at the beginning of the semester, limiting opportunities to move ahead with Jaggaer inquiry at the beginning of the semester. A draft of survey questions was developed (see attached). This committee recommends members of Welfare continue this charge by releasing a survey within the first month of the fall semester with the hope that response rates would be higher than in the spring. Survey is designed to provide quality feedback that would improve user experience.
 - Coordinate with the Rules Committee to assess and update internal procedures.
The following changes to section seven of the Rules were submitted. The purpose of these changes were to (1) include staff representative on issues related to Welfare as there is a

common interest and (2) clarify purposes of meetings with leadership. Both revisions were approved.

*a) The Faculty Welfare Committee shall consist of five members elected by the Senate from its elected members. Committee membership shall be for the duration of each elected Senator's current term. The Director of Human Resources shall serve as a non-voting member of the Committee. **Add: A member of Staff Council will be invited to attend Welfare Committee as non-voting member.***

*d) The Committee shall be available as an advisory agent to the President of the University and/or Provost of the University on those matters relating to compensation and benefits for 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 **Add: issues (i.e., merit pay, compression, market rate, salary inequities), benefits (i.e., rate changes, additions), and general morale outcomes.***

Draft of Jaggaer Questions

	Strongly Disagree	Disagree	Agree	Strongly Agree	None
Adding new vendors					
New vendors are usually approved in 7-10 days.					
Vendors receive email notifications from ECU.					
Automated communications are delivered to the appropriate vendor representative.					
As vendors are added to Jaggaer, my experiences have improved.					
Terms of service					
University Counsel approvals of vendor terms of service are timely.					
Terms of service are easy to access and updated regularly.					
I understand why terms of service are important.					
Administrative staff					
Jaggaer training is easily available and follow.					
Infographics make it easy to know what steps I should take.					
My college has an assigned staff member to assist with Jaggaer.					
My department has staff trained in Jaggaer.					
Approvals					
Approvals are easy to track.					
Approvals are finalized in a timely manner.					
Approvals help me follow and track my request.					
Interface					
Notifications to users are simple and easy to understand.					
Navigation is easy to understand.					
The interface is intuitive.					
Other comments					