

Faculty Senate Agenda
October 7, 2024
3:30 p.m.

CALL TO ORDER

APPROVAL OF MINUTES

September 9, 2024 Minutes

PRESIDENT'S REPORT: David McFaddin

PROVOST'S REPORT: Sara Zeigler

GUEST SPEAKERS:

- Ozan Kalkan, Chair Lisa Kay, Provost Sara Zeigler – Faculty Retention Study Results

NEW BUSINESS:

- Policy Updates
(*There are no policy updates this month. Visit policies.eku.edu to learn what policies & regulations are currently being revised or created.*)
- Other (*if any*)

REPORTS & QUESTIONS:

Executive Committee: Senator Kay

Faculty Regent: Senator Marion

COSFL: Senator Rowe

STANDING COMMITTEES:

Academic Quality Committee: Senators Buck & Sands, Co-Chairs

Budget Committee: Senator Lauk, Chair

Elections/University Nominations Committee: TBD (*last year: Senator Spira, Chair*)

Information Technology Committee: TBD (*last year: Senator Fry, Chair*)

Rights & Responsibilities Committee: TBD (*last year: Senators Ginn & Slijepcevic, Co-Chairs*)

Rules Committee: TBD (*last year: Senator Bishop-Ross, Chair*)

Welfare Committee: TBD (*last year: Senators Manning & Streetman, Co-Chairs*)

ADJOURNMENT

FACULTY SENATE MINUTES

September 9, 2024

3:30 p.m.

The Faculty Senate of Eastern Kentucky University met on Monday, September 9, 2024 in the Powell Building, Room 219. Chair Kay called the first meeting of the academic year to order at approximately 3:30 p.m.

The following members were absent: M. Bane*, J. Easterling*, D. Fifer, J. Fry*, T. Hartch*^, F. Hasan, A. MacDonald*^, J. Plutt, B. Scarambone, S. Szabo*^, L. ZyZak

** Indicates prior notification of absence*

^ ALT Rob Weise attended for T. Hartch

^ ALT Brittani Moberly attended for A. MacDonald

^ ALT Mary Liu attended for S. Szabo

APPROVAL OF MINUTES:

Senator McGuffin moved to approve the May 6, 2024 regular and organizational minutes as written, seconded by Senator Settimi. **Motion carried.** (YES = 40 votes NO = 0 votes ABSTAIN = 2 votes) (See also: [Individual Votes](#))

REPORT FROM THE PRESIDENT: David McFaddin

Convocation

For those unable to attend the Staff and Faculty Convocation, please take time to watch the video to better understand this year's goals and the explanation of our university priorities and initiatives. Visit <http://www.youtube.com/watch?v=QJEy5WM08y0> to watch the full Convocation Ceremony.

Enrollment

This year's class is the largest freshman class in school history with 2,985 freshmen on the first day of classes. This surpasses the previous school record of 2,931 set in 2015. In addition, this class outperformed the previous class in both standardized testing and high school GPA. Overall, our enrollment for Fall 2024 is 15,576. In addition, this year's programs that grew the most year-over-year are: Elementary Education, Social Work, Aviation, Child and Family Studies, Nursing and Accounting. We also have record enrollment in many programs including the Honors Program.

Budget Lunch and Learn

Over the past few months, ECU modified the way we do much of our financial budgeting and fund allocation. For some this has been the process they experienced at other institutions and for others this method is new. To help address questions and concerns ranging from budget planning, performance funding, credit rating outlooks and other financial related topics our new Chief Financial Officer Brian Mullins will be joining me to host a Faculty Lunch and Learn in October. A registration link will be sent in the coming week.

Commencement

The 2024 Fall Commencement will be held at The ECU Center for the Arts December 5-6. While students do have finals during the Thursday sessions, the committee confirmed with the Deans that there are no conflicts with students' finals schedule. There will be a campus-wide email sent out later this week with additional details.

Thursday, December 5, 2024

- **1:00 p.m.** - Master's and Doctoral Graduates from all Colleges
Due to the high volume of graduates receiving master and doctoral degrees, we will be hosting a unique ceremony for those graduates outside of their normal college graduations.
- **4:30 p.m.** - College of Justice, Safety, and Military Science
- **7:30 p.m.** - College of Education and Applied Human Sciences/College of Business

Friday, December 6, 2024

- **9 a.m.** - College of Letters, Arts, and Social Sciences
- **1 p.m.** - College of Health Sciences/College of Science, Technology, Engineering, and Mathematics

EKU College of Osteopathic Medicine (EKU-COM) Feasibility Study

The Council for Postsecondary Education (CPE) selected Deloitte as the firm to complete the feasibility study for EKU-COM (EKU), R2 Research Status-(WKU), Veterinary School (Murray State), a PhD in Integrated Agroecology and Sustainable Agriculture at Kentucky State. Later this month, the selected firm, Deloitte, will be on campus with faculty and staff reviewing our proposal for the EKU-COM. The final report will be submitted to the General Assembly in December.

August In The News

Be sure to check out our news highlights for the last month on [pages 2-6](#) in the written report. In addition, we had significant media coverage over the summer. Here is a list of the [summer media coverage](#).

Upcoming Events:

- September 12 - Board of Regents Meeting
- October 14 and 15 - EKU Fall Break
- October 22 - Dedication of Art Exhibit at the Center for the Arts
- October 25-26 - Homecoming
- October 26 - Portrait Dedication for President Mike Benson
- November 5 - Presidential Election (University Closed)
- November 14 - Board of Regents Meeting
- November 27-29 - Thanksgiving Holiday (University Closed)
- December 5-6 - Fall Commencement

REPORT FROM THE PROVOST: Sara Zeigler

We have partnered with an organization called Academic Impressions to conduct a faculty/staff retention survey, so please be on the lookout for that. The survey will launch on September 16th and close on September 27th. You will get a joint message from my office and John Dixon in HR introducing it, and then Academic Impressions will send a link separately to access the survey. All of the data are being collected by Academic Impressions, and they are doing all of the data analysis for us. The survey will be totally confidential. Academic Impressions will provide some analysis and recommendations and then we will design some supportive programming based on what we learn from the survey. We plan to repeat this yearly for the next three years so that we can get some longer term data on how we're doing and how we are creating a good work environment for all of our faculty and staff.

Matt Winslow, Professor of Psychology, has taken on a new role as the Director of Initiatives in the Faculty Center for Teaching and Learning. The president mentioned in convocation that we are looking at our General Education programming to see if it continues to meet the needs of our

students as well as excite our faculty. Matt will be leading some of the initiatives on that work, so expect him to be making tours of departments. He has already met with the General Education Committee once and will have a more extensive discussion with them on October 3rd. The General Education Committee is the avenue through which we'll work on any revision to General Education.

As part of our re-affirmation process, we need to make sure that we've reviewed and updated all of our policies. Jennifer Wies and I will be taking the lead on dealing with Volume 4 which is the Academic Policies. We will have a lot of work to do here and will need a lot of help from you to make sure that we're doing a good job with these policies. Sometime in the next few weeks, I will work with Chair Kay to get volunteers for drafting teams. Some of the policies coming up for review include Tenure and Promotion, Post Tenure Review, Evaluation of Faculty, and Evaluation of Academic Administrators, so it is really important that we have full participation and get as much input on these as we can.

Another aspect of our re-affirmation is the QEP. We just wound up the last QEP on Critical Reading and are now ready to develop a new one. Alison Buck from Sociology will be leading listening sessions as part of her work with the Provost Internship Program. Be watching for more information to come out soon on those sessions.

We reviewed the batch of hiring proposals for the summer, made recommendations, and forwarded those on to the president for his review. He has approved those, and they have either been posted or are in the process of being posting.

We welcomed 41 new faculty including Model faculty this year and it was an exciting group in the new faculty seminar.

Please mark your calendars for September 19th at 2pm where Amy Scarborough will be facilitating a session about the legislature and how potential bills might affect you and your work here at EKU.

GUEST SPEAKER:

Student Government Association Update. Kelsey Beedy, Student Body Executive Vice President, reported for William Lampert.

One of our big goals this year is to set precedent for future years of student government executive teams by revitalizing the organization, setting standards in record keeping, and creating new events for students. As part of this effort, we are in the process of developing a new IT RSO funding process. We are partnering with university administration to create a new Information and Innovation Technology Board which will help to prioritize information technology funding across the university. Information on the new RSO funding process should be available soon for distribution.

We have also added two new cabinets to our Executive Cabinet: 1) University and Governmental Policy Cabinet and 2) Ethical Governance Cabinet.

We will be tailgating before every single football game. For the first game on September 14th, we are partnering with Student Life and Athletics to hopefully get students more engaged on campus.

Our student senate elections for this semester will be on Tuesday, September 10.

Our Engaging Issues Cabinet is partnering with CIEGE (*Center for Inclusive Excellence and Global Engagement*) to host a competition between all of the registered student organizations on campus to see who can get the most voters registered and to encourage civic engagement across campus.

NEW BUSINESS:

2024-25 Committee Charges. Chair Kay shared the committee charges for the academic year and stated that she may be contacting some of the committees to help prioritize some of their charges just in case there isn't enough time to complete everything this year.

Resignation of Senate Vice Chair. Senator Kay announced that Senator Jim Blair has accepted a new position on campus and has asked to step down from his role as Vice Chair and from the Senate. Senator Howell moved to accept the resignation, seconded by Senator Hensley. **Motion carried.** (YES = 42 votes NO = 0 votes ABSTAIN = 0 votes) (See also: [Individual Votes](#))

Senate Elections:

- *Vice Chair*
Senator Humphrey nominated Senator Brent for the position. There were no further nominations, and Chair Kay congratulated Senator Brent on his new appointment.

The following senators self nominated for vacancies and as there were no further nominations Senator Kay congratulated them for their willingness to serve.

- *Academic Quality Committee (1 vacancy)*
Senator Sands self-nominated.
- *Budget Committee (1 vacancy)*
Senator Weise announced that as he is serving on Senate in place of Todd Hartch for the fall semester he would like to self-nominate to fill the vacancy for the fall semester only.
- *Faculty Welfare Committee (1 vacancy)*
Senator Hensley self-nominated.
- *Rights & Responsibilities Committee (1 vacancy)*
Senator Austin self-nominated.
- *Rules Committee (1 vacancy)*
Senator Sgro self-nominated.

GENERAL & STANDING COMMITTEE REPORTS:

REPORT FROM SENATE CHAIR: Senator Kay

The Faculty Senate Executive Committee met on August 26, 2024. The committee discussed the faculty handbook and also approved the guests for the September Faculty Senate meeting and the standing committee charges for the academic year, and liaisons for the standing committees were established.

Vice Chair Jim Blair has been appointed as Assistant Dean and Chair of the Faculty in the College of Business. Because of his new position, Senator Blair will be stepping away from Faculty Senate, and a new Vice Chair will be elected at the September meeting. I am grateful for Jim Blair's service and wish him well in his new role.

We have a rough draft of the faculty portion of the employee handbook and will continue to work with other relevant entities on this project. Since the plan is for it to be available in an online format, it will likely not be finished until after the website transition is completed.

We held our New Faculty Senator Orientation on Wednesday, September 4th. This time Provost Zeigler and Assistant Provost Carpenter joined us for the first part of the session, and they collected some input from the new senators. Senator Ginn, Parliamentarian Tudor, and AAUP representative Nancy McKenney also led portions of the orientation.

Provost Zeigler, Regent Marion, Vice Chair Blair, and I had a “Problem Solvers” meeting in July. Our next meeting will be on September 11th.

The Faculty Senate is co-sponsoring a couple of events with the Faculty Center for Teaching and Learning (FCT&L) on October 1st and 2nd: “Human Subjects Research: To Be or Not to Be?” The sessions will be led by Gus Benson and Lisa Royalty of the Office of Grants and Research Compliance.

President McFaddin will host a Lunch and Learn event in October. Details will be announced later.

I have submitted a written report to the Board of Regents for the meeting on September 12th. Provost Zeigler, Dr. Ozan Kalkan, and I will give a presentation on our faculty retention study at the meeting. Hopefully, a summary can be presented to Faculty Senate in October.

The Faculty Senate Executive Committee has appointed a Faculty Grievance Liaison (FGL). Dr. Lisa Bosley, who has served the ECU community in various ways for more than 20 years and currently holds the rank of Professor, has accepted the appointment as our first FGL. Dr. Bosley will officially begin her work this fall after completing some training.

All members of the ECU community are invited to join Amy Scarborough for a discussion of higher education issues in Kentucky. Participants will discuss policy position development and effective ways for individuals to communicate support or opposition to pending legislation.

Title: Discussion of Higher Education Issues - 2025 KY General Assembly

Date: September 19, 2:00-3:15 pm

Location: Hybrid—Faculty Center for Teaching & Learning (FCT&L), Crabbe Library 318, and Zoom

Here are some recent policy and regulation updates:

- Revision of Academic Regulation 4.3.16, now restyled as University Policy 1.5.4, Academic Curriculum: https://policies.eku.edu/sites/policies.eku.edu/files/policies/academic_curriculum_2024_final.pdf
- New regulation, Administrative Regulation 5.1.4, Student Location: https://policies.eku.edu/sites/policies.eku.edu/files/policies/student_location_2024_.pdf
- Revision of Academic Regulation 4.7.7, Outside Activities, now restyled as Administrative Regulation 8.3.11, Outside Activities: https://policies.eku.edu/sites/policies.eku.edu/files/policies/outside_activities_2024.pdf
- Editorial change, University Policy 1.4.1, Discrimination and Harassment: https://policies.eku.edu/sites/policies.eku.edu/files/policies/1.4.1_discrimination_and_harassment_8.6.24_0_.pdf
- Proposed revision, University Policy 1.3.4, Reasonable Accommodations Policy and Appeals Procedure; public comment period ended on August 21, 2024 https://policies.eku.edu/sites/policies.eku.edu/files/policies/1.3.4pol_reasonable_accomodations_policy_and_appeals_procedure.pdf

Updates and drafting team members can be found at <https://policies.eku.edu/>.

We continue to receive comments via the virtual suggestion box, and we read all of them and forward them as appropriate. All comments are also shared with Provost Zeigler and Regent Marion. Here are recent topics received:

- Student opinion of instruction
- Exit interviews
- Shared governance
- Timing of required trainings
- First-day drop process
- Two-factor authentication
- Foundation funds
- Commencement
- Canvas training

REPORT FROM FACULTY REGENT: Senator Marion

Since our last Faculty Senate meeting in May, the Board of Regents had their second quarter meeting on May 15. The Board of Regents will be having their third quarter meeting on Thursday, September 12 at 12:30 p.m. in Powell 219. The Board meeting agenda is available on the agenda webpage of the ECU Board of Regents: <https://regents.eku.edu/agendas-0>.

May 15, 2024, Board Meeting Re-Cap:

The preview of the May 15 meeting was communicated in a Faculty Regent Update sent via email and [viewable here](#). A summary of the meeting is also provided by *the Eastern Progress* in their article [linked here](#). Several important highlights from that meeting likely of greatest interest to our faculty colleagues are as follows:

- *Per-Credit Hour Charge for full-time students enrolling in 16+ semester hours:* The item was removed from the May 2024 tuition/fee schedule, budget document, and agenda; however, there was discussion about an item like this item returning to the Board for the construction of future budgets. ECU was unusual in not having an overload credit hour charge (for hours over 18 semester hours); however, there are mixed approaches in Kentucky and beyond for hours less than 18; whereby NKU charges for hours over 16, Murray charges for hours over 15, and most charging extra for hours over 18. While the amount of state support for public higher education's capital projects and infrastructure needs has been substantial, resources for operating expenses (from utilities to personnel costs) continue to increase. Austere state support for instruction, an inequitable performance funding model, students bringing in many hours of college credit from high school, and our significant investment in institutional aid awarded to students, presents real needs for the university to explore opportunities and responsible practices to enhance revenue. Accordingly, such proposals need to be understood fully so as enable responsible cost-conscious student advising, and for not harming students who may be needing remedial coursework or be high-performing students who enrich the campus and our faculty's well-being.
- *Academic Curriculum Policy, Policy 1.5.4.:* For programs recommended to the Board for closure by CAA, Program Review, and/or CPE, there will be broader stakeholder input. Stakeholder groups, including Faculty Senate, will have the opportunity to submit recommendations that will follow any program closure to the Board so that the Board of Regents can be informed of the faculty perspectives, including suggestions the Faculty Senate may have for Board action prior to making a closure or sunset determination.
- *President's Annual Report, A Year in Focus:* President McFaddin presented the 2023-24 annual report for the university, which can be viewed as a document (along with the 2022-23 report) at the following link: <https://www.eku.edu/president/annual-reports/>.
 - The report documents major milestones and indicators of areas where the institution is progressing and meeting state needs. The report also provides on page 27 areas identified by the President and supported by the Board for strategic action during the 2024-25 academic year. These areas of emphasis are also on pdf page 4 (pg. 2) of the Board Agenda for the Thursday, September 12 meeting.

September 12, 2024, Board Meeting Agenda:

The Board's agenda is [viewable here](#). Items of interest unique to this meeting are as follows:

- Faculty Personnel Statistics:** It is anticipated that the Provost, President, or another senior administrator will present to the Board an update related to our faculty personnel statistics. The current personnel statistics in the Board book for this meeting are for July to July; however, of greater interest is how many faculty are teaching in the fall and spring terms. At the last several Board meetings, several regents expressed interest in how our faculty numbers have decreased while enrollment has increased. Specifically, at the May meeting, Chair Eaves asked the President and Provost about the personnel statistics that showed a decline of 12 full-time faculty and how or if the declines were impacting the operations of Academic Affairs. Regent Babbage then asked about the trend and indicated that having greater context regarding the trend would be helpful. Using the information provided in my May update to faculty in 2023, I updated the information to include May 2024 (Table 1). The information in Table 1 relates to personnel statistics provided in reports to the Board of Regents. Over this duration, there were 62 less full-time faculty in May 2024 versus May 2018. The university has reduced the overall full-time workforce by 168 over that time. *If there is a report on this topic at this meeting, the data used for informing any reports, including university data, may be different depending upon the sources and methods used.

Table 1. Summary of personnel statistics at May meetings as presented to the ECU Board of Regents for full-time (FT) employees from May 2018 to May 2024.

Year	FT Faculty	Admins & Deans	FT Exempt	FT-Non Exempt	Total FT Employees	FT Faculty (%) of Total FT
2024	549	55	602	302	1508	36.4
2023	561	50	579	317	1507	37.2
2022	561	45	527	340	1473	38.1
2021	578	45	490	373	1486	38.9
2020	580	49	479	410	1518	38.2
2019	606	49	461	443	1559	38.9
2018	611	54	503	508	1676	36.5

- NEW Budget Reporting in Board Agenda Book:** You can view the end-of-year budget comparison which compares the approved, adjusted, and final budget report for the 2023-24 year [here](#) or on pdf pages 7 – 12 of the Board agenda.
 - The first page, which is the 2023-24 actual versus year-end budget comparison, provides a useful summary for understanding where budget targets were met and not met with respect to expenses and revenue. There likely will be greater discussion and context provided regarding this useful single-page pair of tables.
- Approval of Resolutions and Honorary Degree**
 - Two resolutions for immediate-past Regents, Vasu Vasudevan and Michael Garland, are on the agenda. Both regents fulfilled their service obligations to their fullest extent and are being recognized by the ECU Board. Governor Beshear will have the opportunity to make up to three appointments in the immediate future, if he has not already done so. The Governor's appointments and re-appointments are subject to confirmation by the Kentucky Senate.
 - The Honorary Degree Committee has recommended the Board confer an honorary degree to Richard Mattingly. Mattingly has had exceptional voluntary service to ECU as an alumnus and has an extensive history of service to the Cystic Fibrosis Community nationally and beyond. His background is provided in the Board Book.
- Other Items Included in the Agenda**
 - The Board is expected to take action on approval of the Clay County Scholarship Project.
 - The Board is expected to take action on the Asset Preservation Projects planned for FY 2024-26. The current asset preservation approach approved by the legislature does not require ECU matching support, but does so for UK and UL. In anticipation of the program being renewed in the next biennium, and for next year, ECU needs to have their 2024-2026 asset preservation requests ready for submission to CPE and the General Assembly.
 - There is another item regarding the designation of facilities as surplus; however, additional information was not available in the Board book at the time of this report.

STANDING COMMITTEES

Budget Committee. Senator Lauk announced that he will send out a meeting notice to the members soon to set the schedule for the semester.

Chair Kay reminded all committees to meet soon to elect a chair or co-chairs, set their schedule, and then forward the information on to the Senate secretary.

ADJOURNMENT:

Senator Bishop-Ross moved to adjourn, seconded by Senator Dieckmann, at approximately 5pm.

Timestamp	Email Address	Do you approve of the minutes for the May 6, 2024 meeting of the Faculty Senate?
9/9/2024 15:38:14	kristen.campbell@eku.edu	Yes
9/9/2024 15:38:14	jennifer.merrick@eku.edu	Yes
9/9/2024 15:38:14	raymond.lauk@eku.edu	Yes
9/9/2024 15:38:15	lisa.day@eku.edu	Yes
9/9/2024 15:38:16	timothy.jansky@eku.edu	Yes
9/9/2024 15:38:16	meg.gravil@eku.edu	Yes
9/9/2024 15:38:16	vigs.chandra@eku.edu	Yes
9/9/2024 15:38:18	mary.hammond@eku.edu	Yes
9/9/2024 15:38:19	alison.buck@eku.edu	Yes
9/9/2024 15:38:19	pat.calie@eku.edu	Yes
9/9/2024 15:38:19	chad.cogdill@eku.edu	Yes
9/9/2024 15:38:19	sheri.mcguiffin@eku.edu	Yes
9/9/2024 15:38:19	nedim.slijepcevic@eku.edu	Yes
9/9/2024 15:38:20	casey.humphrey@eku.edu	Yes
9/9/2024 15:38:20	julia.graham@eku.edu	Yes
9/9/2024 15:38:22	lisa.bosley@eku.edu	Yes
9/9/2024 15:38:23	stefanie.binion@eku.edu	Yes
9/9/2024 15:38:23	jerry.palmer@eku.edu	Yes
9/9/2024 15:38:23	grace.turner@eku.edu	Yes
9/9/2024 15:38:24	rachel.bishop-ross@eku.edu	Yes
9/9/2024 15:38:25	melissa.dieckmann@eku.edu	Yes
9/9/2024 15:38:29	fontaine.sands@eku.edu	Yes
9/9/2024 15:38:29	anne.kipp@eku.edu	Yes
9/9/2024 15:38:30	john.brent@eku.edu	Abstain
9/9/2024 15:38:36	raglena.salmans@eku.edu	Yes
9/9/2024 15:38:36	linda.hunter@eku.edu	Yes
9/9/2024 15:38:38	brittani.moberly@eku.edu	Yes
9/9/2024 15:38:39	adria.sutherland@eku.edu	Yes
9/9/2024 15:38:46	melissa.wyatt@eku.edu	Yes
9/9/2024 15:38:48	john.settimi@eku.edu	Yes
9/9/2024 15:38:48	sergio.sgro@eku.edu	Yes
9/9/2024 15:38:53	laura.rowe@eku.edu	Yes
9/9/2024 15:38:56	erik.liddell@eku.edu	Yes
9/9/2024 15:39:01	annette.delage@eku.edu	Yes
9/9/2024 15:39:06	matthew.howell@eku.edu	Yes
9/9/2024 15:39:14	mike.austin@eku.edu	Yes
9/9/2024 15:39:21	abby.brooks@eku.edu	Abstain
9/9/2024 15:39:30	david.stumbo@eku.edu	Yes
9/9/2024 15:39:40	young.smith@eku.edu	Yes
9/9/2024 15:40:19	tara.stevens@eku.edu	Yes
9/9/2024 15:40:55	anne.dacci@eku.edu	Yes
9/9/2024 15:42:07	julie.hensley@eku.edu	Yes

Timestamp	Email Address	Vote for Acceptance of Jim Blair Resignation of Vice Chair
9/9/2024 16:15:20	alison.buck@eku.edu	Yes
9/9/2024 16:15:20	pat.calie@eku.edu	Yes
9/9/2024 16:15:22	raymond.lauk@eku.edu	Yes
9/9/2024 16:15:22	lisa.day@eku.edu	Yes
9/9/2024 16:15:22	erik.liddell@eku.edu	Yes
9/9/2024 16:15:22	timothy.jansky@eku.edu	Yes
9/9/2024 16:15:23	nedim.slijepcevic@eku.edu	Yes
9/9/2024 16:15:24	julie.hensley@eku.edu	Yes
9/9/2024 16:15:24	mike.austin@eku.edu	Yes
9/9/2024 16:15:24	matthew.howell@eku.edu	Yes
9/9/2024 16:15:24	rachel.bishop-ross@eku.edu	Yes
9/9/2024 16:15:24	kristen.campbell@eku.edu	Yes
9/9/2024 16:15:25	lisa.bosley@eku.edu	Yes
9/9/2024 16:15:26	casey.humphrey@eku.edu	Yes
9/9/2024 16:15:26	annette.delage@eku.edu	Yes
9/9/2024 16:15:27	stefanie.binion@eku.edu	Yes
9/9/2024 16:15:27	meg.gravil@eku.edu	Yes
9/9/2024 16:15:28	fontaine.sands@eku.edu	Yes
9/9/2024 16:15:28	chad.cogdill@eku.edu	Yes
9/9/2024 16:15:30	marcia.pierce@eku.edu	Yes
9/9/2024 16:15:30	melissa.wyatt@eku.edu	Yes
9/9/2024 16:15:31	kenneth.foltz@eku.edu	Yes
9/9/2024 16:15:31	mary.hammond@eku.edu	Yes
9/9/2024 16:15:32	melissa.dieckmann@eku.edu	Yes
9/9/2024 16:15:32	anne.dacci@eku.edu	Yes
9/9/2024 16:15:32	linda.hunter@eku.edu	Yes
9/9/2024 16:15:32	vigs.chandra@eku.edu	Yes
9/9/2024 16:15:33	john.brent@eku.edu	Yes
9/9/2024 16:15:33	john.settimi@eku.edu	Yes
9/9/2024 16:15:33	jennifer.merrick@eku.edu	Yes
9/9/2024 16:15:33	anne.kipp@eku.edu	Yes
9/9/2024 16:15:34	abby.brooks@eku.edu	Yes
9/9/2024 16:15:35	bob.houston@eku.edu	Yes
9/9/2024 16:15:35	raglena.salmans@eku.edu	Yes
9/9/2024 16:15:36	adria.sutherland@eku.edu	Yes
9/9/2024 16:15:37	julia.graham@eku.edu	Yes
9/9/2024 16:15:40	sheri.mcguiffin@eku.edu	Yes
9/9/2024 16:15:40	jerry.palmer@eku.edu	Yes
9/9/2024 16:15:42	sergio.sgro@eku.edu	Yes
9/9/2024 16:15:44	brittani.moberly@eku.edu	Yes
9/9/2024 16:15:45	david.stumbo@eku.edu	Yes
9/9/2024 16:15:49	tara.stevens@eku.edu	Yes



David T. McFaddin
President

TO: Eastern Kentucky University Faculty Senate
FROM: President David T. McFaddin
DATE: October 7, 2024
RE: Faculty Senate October Report

We're already to the midpoint of the fall semester, and I hope your semester is progressing smoothly. With October now upon us, Fall Break and Homecoming are just around the corner! As the leaves start to fall, I'm looking forward to the vibrant autumn colors that showcase our reputation as the Campus Beautiful.

Essential Education

At this year's employee convocation I discussed the need for ECU to continue to evolve as we address Essential Education. I have asked Dr. Winslow and many faculty members to focus on key objectives:

- Equip students with the ability to analyze complex issues and devise innovative solutions that address challenges in a rapidly evolving workforce.
- Foster the ability to collaborate across various disciplines, promoting a holistic approach to problem-solving in an ever-changing technological landscape.
- Encourage students to cultivate a mindset of continuous learning, enabling them to adapt to new trends and shifts in both the workforce and broader society.
- Ensure students develop and integrate essential skills crucial for both degree attainment and sustained success in their professional and personal lives.

For more information, please see the email sent to faculty earlier this week outlining the charge for this critical strategic initiative.

CEAHS and Model Laboratory Synergy Project

Thank you to Dean Smith and her team as well as Dr. John Williamson and the Model Laboratory School team for their introductory work on the College of Education and Applied Human Sciences (CEAHS) and Model Synergy project identified in the ECU Strategic Plan. We announced the new location of the Model Laboratory School on Kit Carson Drive and began the faculty work group on ways our colleges can continue to collaborate with Model Lab.

ECU College of Osteopathic Medicine (ECU-COM) Update

- Deloitte was on campus late last month and met with Deans and faculty members to discuss the ECU-COM proposal. We provided additional academic, community and financial data regarding the need for the ECU-COM. In addition, Deloitte facilitated discussions with members of the community, campus and state to explore the access to wrap-around programming like nursing, psychology, occupational therapy and pre-medicine programs.
- In addition, to reflect our commitment to this project, ECU hired Brad Hall as the Executive in Residence who started today. Brad's role is to be focused on the components of the ECU-COM project including operational and accreditation completion. Brad comes to ECU with significant higher education and project management experience. Please join me in welcoming Brad to campus.

Fair Labor Standards Act (FLSA) Planning

Human Resources is preparing for the upcoming Department of Labor (DOL) announced revisions to the FLSA which include increasing the salary threshold required to qualify for exempt status from \$43,888.00 annually for a full-time worker to \$58,656.00 annually effective January 1, 2025. It's a possibility that these changes will be delayed due to Federal litigation, but we must take steps now to prepare for all scenarios. We will continue to update you as more information becomes available.

Hummel Planetarium

At the ECU Board of Regents meeting, ECU Chief Campus Operations Officer Brian Makinen informed the board of concerns regarding the ECU Hummel Planetarium. ECU engaged a structural engineer to assess the property and provide recommendations. Based on the engineer's assessment, it was determined that the 1976 building was a safety issue for individuals both inside and in the surrounding area around the facility. Hummel Planetarium has not hosted public events since 2020 due to the facility needing internal upgrades including projection screens and technology. The next step will be a formal recommendation from Dr. Makinen to the Board of Regents at the November board meeting.

Allegiant Announcement

Earlier this morning I was proud to stand side by side with our aviation faculty and students as we signed a contract making Eastern Kentucky University part of Allegiant Air's Accelerate Pilot Pathway Program. This exciting opportunity aligns ECU Aviation with our strategic plan of identifying partnerships to advance our students workforce goals. ECU stands alongside other prestigious institutions in the Accelerate Pilot Pathway program, including Purdue University, Kent State University and the University of North Dakota. ECU students will have the ability to bypass the traditional regional carrier hiring model and move directly into a leading airline carrier upon graduation. Thank you to our aviation faculty, especially Dennis Sinnett and Dr. Tim Ross, for their dedication on this project.

September In The News

In the News:

- Model:
 - Richmond Register: https://www.richmondregister.com/community/eku-announces-location-for-new-model-laboratory-school/article_6f10189a-7cd8-11ef-8f21-43c2eec96384.html
 - WEKU: <https://www.weku.org/lexington-richmond/2024-09-28/new-model-laboratory-school-to-be-built-on-new-site-on-ekus-campus>
 - WKYT: <https://www.wkyt.com/2024/09/28/eku-announces-location-new-model-laboratory-school/>
 - Targeted News service (print)
- Clay Hall
 - Lex18: <https://www.lex18.com/news/covering-kentucky/ekus-clay-hall-demolition-wrapped-up-on-wednesday>
 - Richmond Register: https://www.richmondregister.com/news/eku-finishes-mitigation-of-clay-hall-residential-spaces/article_9a680b7a-7cdc-11ef-9432-63858396e2d0.html
- Herbarium
 - The Lane Report: <https://www.lanereport.com/176787/2024/09/eku-herbariums-largest-in-ky-collection-highlights-appalachian-region-biodiversity/>
 - Targeted News Service (print)
- U.S. News & World Report Rankings
 - <https://www.kentucky.com/news/local/education/article292688174.html>
 - <https://www.usnews.com/best-colleges/eastern-kentucky-university-1963/overall-rankings>
- WSJ Ranking
 - The lane report: <https://www.lanereport.com/176674/2024/09/eku-recognized-in-the-wsj-college-pulse-ranking-2025/>
- KET program: <https://ket.org/pressroom/release/kentucky-life-celebrates-its-30th-anniversary-with-new-season-of-great-stories-about-kentuckys-most-interesting-people-places-and-traditions/>

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- EKU Fire Arson & Explosion
 - Richmond register: https://www.richmondregister.com/community/eku-fire-arson-and-explosion-investigation-degree-sparks-game-changing-career-readiness/article_9a99a760-743b-11ef-b33e-6bf44005ffcb.html
 - Newsday Express: <https://newsdayexpress.com/eku-fire-arson-and-explosion-investigation-degree-sparks-breakthrough-career-preparation-community/>
 - Firehouse Magazine: <https://www.firehouse.com/careers-education/press-release/55140094/fire-service-degrees-eastern-kentucky-university-eku-fire-arson-and-explosion-investigation-degree-sparks-game-changing-career-readiness>
 - The Lane Report: <https://www.lanereport.com/176663/2024/09/eku-fire-arson-explosion-investigation-degree-sparks-game-changing-career-readiness/>
- Water Boil Advisory:
 - WEKU: <https://www.weku.org/lexington-richmond/2024-09-16/eku-campus-under-precautionary-boil-water-advisory-as-new-water-line-gets-installed>
- Manchester Scholarship Event:
 - Targeted News Service
- DEI
 - Courier Journal: <https://www.courier-journal.com/story/news/education/2024/09/13/diversity-equity-inclusion-office-uofl-uk-nku-wku-bellarmino-spalding-university-simmons-college/75061537007/>
 - WKMS: <https://www.wkms.org/2024-09-17/kentucky-public-university-presidents-outline-evolving-dei-efforts-to-state-lawmakers>
 - Kentucky Lantern: <https://kentuckylantern.com/2024/09/17/kentucky-university-presidents-say-they-welcome-everyone-gop-lawmakers-renew-criticism-of-dei/>
 - Insight into Diversity: <https://www.insightintodiversity.com/kentucky-lawmakers-probe-university-dei-programs/>
- 9/11 Memorial
 - <https://www.lex18.com/news/covering-kentucky/piece-of-steel-beam-from-world-trade-center-moved-in-procession-at-eku>
- Criminal Suspect expert - Bill Sullivan
 - <https://www.weku.org/the-commonwealth/2024-09-11/former-ksp-special-response-leader-talks-of-the-challenges-of-a-criminal-suspect-manhunt>
- KY Deer Season expert - David Fifer
 - <https://spectrumnews1.com/ky/louisville/news/2024/09/07/deer-season-conservation-law-enforcement>
- Prison expert - Judah Schept
 - <https://arktimes.com/arkansas-blog/2024/09/07/decarcerate-organizing-opposition-to-sanders-prison-plan>
- Keith Gabbard - PRTC McKee
 - <https://www.yahoo.com/news/tiny-mckee-kentucky-became-national-082915562.html>
 - Livarava
- FIRE Free Speech Rankings (EKU ranked in top 5):
 - <https://www.kentucky.com/news/state/kentucky/article291978295.html>
 - <https://www.washingtontimes.com/news/2024/sep/5/foundation-for-individual-rights-and-expression-no/>
 - EKU ranked among top 5 mentions: Boston.com, CourseACTION, AP, Barbados News.net, Free Republic, Substack, Patch.com, The Center Square, Legal Insurrection, National Review, The Capitolist, Veterans Today, WKXW-FM, WOBN-FM, Fresh Society, New York Post, 105.7 The Hawk
- Estill County High School offers Students the chance to fly with flight simulator
 - Lex18: <https://www.lex18.com/news/covering-kentucky/estill-county-high-school-offers-students-the-chance-to-fly-with-flight-simulator>

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- Kentucky College Students: Here are the mental health resources available at your school
 - Herald Leader: <https://www.kentucky.com/news/local/education/article290534374.html>
- Rising depression and anxiety: How KY universities are meeting students' emotional needs
 - Herald Leader
 - Yahoo! News: <https://www.yahoo.com/news/rising-depression-anxiety-ky-universities-084500998.html>
- KDA Coalition to reduce alcohol, drug misuse among college students
 - <https://nkytribune.com/2024/09/kda-state-universities-launch-coalition-to-address-alcohol-drug-misuse-among-college-students/>

Upcoming Events

October 14 and 15-EKU Fall Break

October 22 at 10:30am-Dedication of Art Exhibit at the Center for the Arts

October 24-Lunch and Learn: Budget at Case Dining Hall

October 25-26-[Homecoming](#)

October 25-Portrait Dedication for President Mike Benson

November 5-Presidential Election (University Closed)

November 14-Board of Regents Meeting

November 27-29-Thanksgiving Holiday (University Closed)

December 5-6 -[Fall Commencement](#)

One Eastern,



Dr. David T. McFaddin

President

Executive Committee Report
October 7, 2024
Lisa W. Kay, Faculty Senate Chair

The Faculty Senate Executive Committee met on September 23, 2024. Following the approval of the August minutes and the Provost's report, the Executive Committee discussed the process for addressing items brought to the Faculty Senate by CAA. The President was not available for a pre-meeting. The committee approved the tentative guests for the October Faculty Senate meeting, and liaisons for the standing committees provided committee reports.

The Executive Committee discussed potential approaches for providing input on items brought to the Faculty Senate by CAA. The committee suggested that we always discuss and provide feedback on new programs and program closures, and as well as for any other items senators want to discuss.

Provost Zeigler, Regent Marion, Vice Chair Brent, and I continue to have "Problem Solvers" meetings. We met on September 11th and will have our next meeting on October 16th.

The Faculty Senate co-sponsored a couple of events with the Faculty Center for Teaching and Learning (FCT&L) on October 1st and 2nd: "Human Subjects Research: To Be or Not to Be?" The sessions were led by Gus Benson and Lisa Royalty of the Office of Grants and Research Compliance. They were well attended and provided very helpful information to participants.

I met with President McFaddin on September 5th, and our next meeting is scheduled for October 22nd.

I would like to invite you to join President McFaddin and me for a Faculty Lunch and Learn session at 12:00 p.m. on Thursday, October 24th. 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. Register at https://success.eku.edu/register/lunchlearn_fall_24. The event will be capped at the first 45 submissions, as space is limited (although my understanding is that we might have some flexibility).

I submitted a written report to the Board of Regents for the meeting held on September 12th. Provost Zeigler, Dr. Ozan Kalkan, and I gave a condensed presentation on our faculty retention study at the meeting.

Vice Chair Brent 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:

- New Model school building
- Communication regarding I-75 incident
- BluMine suggestion for regional campuses
- IT security
- Compensation for adjunct faculty
- Course redevelopment contracts
- Commencement information
- IT business partners
- IDC assistance
- Canvas site early availability

You may recall that the virtual suggestion box is supposed to be anonymous. The vast majority of the time it has indeed been anonymous. However, over the past few months, we had three messages that came through with email addresses attached. The email addresses were not shared with anyone. When I submitted a request to get it fixed, I was told that the box is already set up to be anonymous but that if someone is logged into Slate on another tab, they could be identified. We have added the following instructions to the suggestion box page to deal with the issue for now: "To ensure anonymity, go to the Faculty Senate homepage at <https://facultysenate.eku.edu/>, right-click on the Faculty Senate Virtual Suggestion Box link in the menu on the left, and select the option to open the link in a private or incognito window." Here are a couple of alternatives: (1) Use an alternate browser not used for Slate functions. (2) Look in the top right corner before submission; if you see your name, you need to log out and go back to the page. As a long-term solution, the plan is to see if Qualtrics can be used to build a new suggestion box when the Faculty Senate site is migrated.

We received some comments regarding commencement details. There was a slight delay in releasing the commencement ceremony dates and times because Alumni Coliseum is unavailable. Moving forward, that should not be an issue. I was also told that students will need to place their online order by 11/8/24 to receive their regalia in time for the December graduation. If students miss this deadline, please have them contact the bookstore by emailing sm249@bncollege.com for assistance. There may be a different deadline for doctoral students. Students can find information about commencement at <https://www.eku.edu/registrar/student-information/>.

We also received some concerns about the plan to open the Canvas sites five days before classes begin. Faculty will be able to post messages indicating when syllabi, etc., will be available. They can also post announcements that indicate that they will not respond to emails until the first day of classes if they wish to do so.

As always, if you have any questions or concerns, please contact me (lisa.kay@eku.edu) or Vice Chair Brent (john.brent@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.

Faculty Regent Report to Faculty Senate

October 7, 2024

Dear Senators,

Thank you for your service on Faculty Senate and for helping me ask effective questions during Board meetings. Since our last meeting, there was a Board of Regents meeting on Thursday, September 12 at 12:30 p.m. in Powell 219. A general overview of what was anticipated in that meeting was shared out in our last Faculty Senate meeting and in a Faculty Regent Update on September 9. More information from that meeting is being provided in this report.

The next Board of Regents meeting is scheduled for Thursday, November 14. The expected start time will be 9 a.m. An update with the agenda and location will be sent to all faculty once the agenda is finalized and made available to me. The Board also has an Executive Committee Meeting on Thursday, October 31 at 11 a.m. in Powell 229. For the most current information on the Board meeting dates and agenda items, feel free to go to <https://regents.eku.edu/>. Please know that all meetings of the Board of Regents, including committee meetings, are open meetings and persons are welcome to attend to view and listen to the meeting.

Re-Cap of Board Meeting on September 12:

The Board meeting agenda from September 12 is available on the agenda webpage of the ECU Board of Regents: <https://regents.eku.edu/agendas-0>

Key highlights from the Board meeting are as follows:

- The Student Success Report with a focus on freshman and overall enrollment, along with housing occupancy rates and future opportunities.
- A financial report that provided a comparison of the budget and expenses for year-end (2024) between the adopted and adjusted budget.
- A Construction Projects Update
- An update related to Information Technology

The presentations related to this information shared at the BoR meeting can be observed in a Google Folder of Presentations [[linked here](#)].

For more detailed highlights:

Enrollment

- The Fall 2024 enrollment includes the largest freshman class in history (2,985 students).
- Overall, enrollment is up 4% to 15,598, and enrollment is also up with respect to credit hour generation (185,292 hours, up 4.6%)
- ACT scores were up, and 51% of the freshmen is first-gen.
- Fall online enrollment target was met (4,517 students)
- 72% of Freshman live on campus.

- The overall retention rate fell from 80% to 77% but exceeds the 73.6% average for Kentucky comprehensives.
- Sustained enrollment growth over four years will lead to presumably better financial standing for ECU.

Financial Matters

- The Board heard information regarding Moody's recent updates related to ECU's bond ratings and financial outlook. Moody's affirmed ECU's A2 issuer rating so there is no anticipated financial impact at this time should the university issue bonds in the future. Moody's did revise the university's underlying rating outlook from stable to negative with respect to the A2 rating. The A2 rating is the sixth highest rating and is viewed as upper-medium grade and low credit risk for bond buyers. An A1 rating would be the level above. The reasoning for the change in outlook was related primarily to the university's liquidity and available days of cash-on-hand (savings or reserve funds). The Board conversation included a conversation on the university needing to present budgets in the future that begin to rebuild the university's reserve funds.
 - Prior to the COVID pandemic, the Board and University leadership were planning and [bracing for \\$25 million](#) in reductions due to rapid decline and projected decline in enrollment experienced between 2016 and 2021. From Fall 2016 to Fall 2021, ECU's enrollment fell from 16,681 to 13,984 (<https://irserver2.ecu.edu/factbook/>). The enrollment is now at 15,187.
 - Performance funding that redistributed funds from regional universities to another university in Kentucky, along with a loss of nearly 3,000 students led to the university using reserves considerably to maintain core operations while still finding efficiencies.
- As part of the Board receiving a financial update, Interim CFO Mullins provided an update on the 2024 year end. Ultimately, the university had a -\$8.38M change in net position. The university revenues were \$297.1M and the university expenditures were \$305.4M
 - Part of the revenue challenge that exceeded expectations (negatively) were the amounts of unrealized for tuition. Notably, an appreciable number of students receiving justified (but not state-supported) tuition waivers by state mandate, including students affiliated with foster care and our Veteran populations. Also, there was a considerable amount of money, over one million, in bad debt (students not paying their obligations).
- The President also provided valuable information on the impacts of Performance-Based Funding in Kentucky with respect to our budget at ECU.
- During the Q&A with the Board on financial matters, I did ask about the following:

- The cost of BookSmart and if it is an instructional item in the budget.
 - The cost is over \$8M and is part of the instruction line in the budget, representing between 9-10% of instructional cost.
 - Credit was given to how valuable the program has been for students, but also additional follow-up on trying to find efficiencies was expressed.
- The sustainability of the use of Foundation Funds, notably ones that are not overly restrictive.

Personnel Matters

- During the Academic Affairs portion of the meeting, the Board received a presentation that will also be shared with Faculty Senate related to faculty turnover rates.
- During the meeting, from a question provided to me prior to the meeting, I asked about the focus groups done in the Spring Semester with faculty.
 - I was advised these were part of the Academic Impressions work and that the survey (which has been sent out) would use that information along with survey results for informing their recommendations to EKU.

In addition to the Board Meeting:

Trusteeship Conference: Trustees and Regents, and most university presidents, from across Kentucky attended the *Better Together: Progress Through Partnerships* CPE Trusteeship meeting on September 16 and 17 in Lexington. Slides, videos, and reports related to that meeting are provided by CPE at the following page: <https://cpe.ky.gov/trusteeship>

Government Relations Update: On September 19, EKU's Government Relations expert, Amy Scarborough, provided a substantive summary of issues likely before the General Assembly in the next session. Of particular interest to me was the impact of the 'weighting factors' in the performance funding model that provided UK and UL an additional \$27.7M and \$17.3M for just being research universities. In an equal landscape, with the metrics assigned by the state that are most important, EKU's budget would have increased by \$10.6M this last year. This topic is one that is deserving of great consideration as the model is being actively discussed by the Presidents, selected legislators, and CPE. Thank you to all who attended Amy's presentation.

Closing: Please feel free to review the information provided here and share any thoughts and perspectives with me or your constituents. I am grateful to our peers who have helped me better understand salient issues on the Board's agenda. As always, should you need to reach me, you can reach me at 513-317-9508 or by email at jason.marion@eku.edu. Thank you for your service on Senate.

Respectfully submitted,
Jason