

Faculty Senate Agenda
December 2, 2024
3:30 p.m.

CALL TO ORDER

APPROVAL OF MINUTES

November 4, 2024 Minutes

PRESIDENT'S REPORT: David McFaddin

PROVOST'S REPORT: Sara Zeigler

GUEST SPEAKER:

- William Lampert - Student Government Association Update (*tentative*)
- Amanda Green & Abbigail Hickey – Report on Food Security Prevalence Survey Data
- Lisa Bosley – Faculty Grievance Liaison (FGL) Role & Responsibilities

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.*)
- Committee on Elections & University Nominations Motion
- 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: Senators MacDonald & Sizemore, Co-Chairs
[Faculty Regent Election Criteria, Sample Petition Nomination Form, Timeline]
Information Technology Committee: Senator Fry, Chair
Rights & Responsibilities Committee: Senators Ginn & Slijepcevic, Co-Chairs
Rules Committee: Senator Rowe, Chair
Welfare Committee: Senators Hensley & Jansky, Co-Chairs

ADJOURNMENT

FACULTY SENATE MINUTES

November 4, 2024

3:30 p.m.

The Faculty Senate of Eastern Kentucky University met on Monday, November 4, 2024 in the Perkins Building Quads. Chair Kay called the third meeting of the academic year to order at approximately 3:30 p.m.

The following members were absent: A. DeLage*^, M. Emanuel*^, D. Fifer, M. Hammond*, F. Hasan*, B. Houston*^, M. Howell*^, C. Humphrey*^, P. Kraska, J. Plutt, R. Salmans*, Y. Smith*, T. Stevens, S. Szabo*, L. Zyzak

** Indicates prior notification of absence*

^ ALT Matt Sabin attended for A. DeLage

^ ALT Alix Costillo attended for M. Emanuel

^ ALT Zekeriya Eser attended for B. Houston

^ ALT Anne Cizmar attended for M. Howell

^ ALT Julie Duckart attended for C. Humphrey

APPROVAL OF MINUTES:

Senator Day moved to approve the October 7, 2024 minutes as written, seconded by Senator Settimi. **Motion carried.** (YES = 45 votes NO = 0 votes ABSTAIN = 2 votes) (See also: [Individual Votes](#))

REPORT FROM THE PRESIDENT: David McFaddin

President McFaddin was unable to attend the meeting, but shared the following in his written report to Senate.

Legislative Day

The annual ECU Legislative Day was a great success bringing new members of the General Assembly to campus. Every year we highlight a different part of campus and in line with our ECU-College of Osteopathic (COM) proposal, we highlighted our great programs in the health sciences. I want to thank the faculty and students from the BioMedical, Occupational Therapy, Emergency Medical Care programs. They were great ambassadors for ECU and the health sciences. In addition, I focused on my concerns regarding the recent decision to weight performance funding measures-a decision impacting ECU's financial forecast.

Budget and Performance Funding Lunch and Learn

Due to a family emergency, we had to move our October Budget Lunch and Learn to November 19, 2024, at 12:30 p.m. in Case Dining Hall. I appreciate everyone's patience with the date change. We will cover details of the budget and important changes recently made to the Performance Funding Model.

General Education Committee Meeting

Provost Zeigler and I joined the General Education Committee to discuss Essential Education. I greatly appreciated the thoughtful discussion and sharing of ideas and perspective around the topic of general education. It reinforced my continual feeling that when faculty and university leadership work together, we can evolve as an institution of learning while also innovating to meet the needs of the students.

Homecoming in Review

It was a great Homecoming 2024. Alumni continually approached me talking about their excitement about the direction of the institution. I was honored to join 13th President Mike Benson in the unveiling of his presidential portrait in the Keen Johnson lobby and welcome four EKU Colonels into the Hall of Distinguished Alumni.

Board of Regents Appointments

EKU is pleased to announce that Governor Andy Beshear announced the filling of vacancy on the EKU Board of Regents. Effective October 18, 2024, the following individuals were appointed to the EKU Board of Regents:

- Lori Cooksey of Ashland is the senior vice president of City National Bank. She replaces Vasu Vasudevan, whose appointment was not confirmed by the Senate, and will serve for the remainder of the unexpired term expiring June 30, 2028.
- Teresa Hail of Somerset is the co-owner of D.C. Trimble Inc. She replaces Michael Garland, whose appointment was not confirmed by the Senate, and will serve for the remainder of the unexpired term expiring June 30, 2029.
- Garth Bustle of London is the director of First National Bank of Manchester. He replaces Lynn Tye, whose term expired, and will serve for a term expiring June 30, 2030.

We thank Regent Tye for her steadfast service to our institution and look forward to working with our new regents.

October in the News

Check out our news highlights on [pages 2-4](#) in the written report.

Upcoming Events

- November 5-Presidential Election (University Closed)
- November 14-Board of Regents Meeting
- November 27-29 -Thanksgiving Holiday (University Closed)
- December 5-6 -[Fall Commencement](#)

GUEST SPEAKERS:

Syllabus Template and General Education Update. Matthew Winslow and Anne Cizmar provided an update on the syllabus template and then answered questions for the senators.

The syllabus template is going through its final stages of revision. It has all of the university policies and required accessibility features already built into it. While it is not mandatory for faculty to use the template, it is encouraged. One of the main purposes for creating it is to save faculty time and labor. The template has everything already built into it including multiple versions of different things so that you can select the one that is most appropriate for your class whether it's online or in person. The plan is to have the template available for the spring semester courses.

Dr. Winslow shared the [list of members](#) serving on the newly formed Essential Education Transformation Committee which has been charged with reviewing our current general education program as well as potential for different gen ed programs. He stressed that no decisions have been made at this point about the shape or content of Essential Education in the future. Everything is on the table from minor revisions in our gen ed program all the way up to a

total transformation. Input will be solicited from the campus community throughout the process from the very beginning through to the end. There will be open forums and more focused group meetings with relevant parts of campus, as well as surveys of faculty, staff, and students.

Dr. Winslow will serve as chair of committee and Dr. Cizmar will serve as vice chair. The first meeting will be later this month and then the work will begin in earnest in the spring semester. President McFaddin has set a deadline for completion by August 2026, but he also indicated that the deadline can be extended if additional time is needed.

[Canvas Transition Update](#). Anna Dunn was in attendance to provide an update on the Canvas Transition and to answer questions from the senators. In addition, she shared a list of helpful [Canvas LMS resources](#) for faculty which includes links to information on the timeline, ECU trainings, course (re)development, professional development opportunities, Canvas technical support, and much more. She reminded that on May 19, 2025 our only adopted LMS will be Canvas.

Sandboxes have already been created for all full time faculty and adjuncts, and can also be created for staff if they would like access to one. Additional sandboxes can be requested. A sandbox is just an empty course that has the Canvas template. It also includes the word doc to the syllabus template discussed earlier. The template has guides to help migrate Canvas content over from Blackboard. Be sure to contact your IDC instructional designer for assistance or contact anna.dunn@eku.edu with further questions.

NEW BUSINESS:

[Report from Council on Academic Affairs](#). Chair Kay introduced the report and discussed the six certificate programs listed for program suspension. Senator Liddell moved approval of the report and the suspension of the six certificate programs, seconded by ALT Zekeriya Eser.

Motion carried. (YES = 39 votes NO = 1 vote ABSTAIN = 7 votes) (See also: [Individual Votes](#))

[Budget Committee Election](#). Chair Kay announced that at the last meeting ALT Rob Weise self-nominated for a vacancy on the Budget Committee. Since then the elected senator for that area has returned to Senate and ALT Weise stepped down from the committee appointment. Senator Palmer self-nominated to fill the vacancy.

GENERAL & STANDING COMMITTEE REPORTS:

[REPORT FROM SENATE CHAIR](#): Senator Kay

The Faculty Senate Executive Committee met on October 21, 2024. Following the pre-meeting with the President, the Executive Committee met with Dr. Matt Winslow to discuss the syllabus template and the General Education redesign. University Counsel Dana Fohl then gave the committee a summary of the process for the upcoming policy and regulation updates. The committee discussed the items submitted by CAA and approved the tentative guests for the November Faculty Senate meeting, and liaisons for the standing committees provided committee reports.

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

I met with President McFaddin on October 22nd, and our next meeting is scheduled for November 12th.

The Faculty Lunch and Learn session was rescheduled for 12:00 p.m. on Tuesday, November 19th. Those who registered for the original date should have received an email regarding the change.

The next Faculty Senate report to the Board of Regents will be presented at the November 14th quarterly meeting.

Here are some recent policy and regulation updates:

- Proposed revisions to [Human Resources Regulation 8.2.6, Employee Tuition Waiver Program](#), have been vetted and approved, and this regulation is now posted as final on the Policies & Regulations website.
- Revisions to [Human Resources Regulation 8.3.8, Teleworking & Remote Work](#), have been vetted and approved, and this regulation is now posted as final on the Policies & Regulations website.
- Editorial revisions to Academic Affairs Policies and Regulations 4.1.1-4.8.3 and Administrative Regulations 4.4.2, 8.3.11, and 8.3.10 were made.

You can find updates and drafting team members at <https://policies.eku.edu/>.

We continue to read all of the comments received via the virtual suggestion box, 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 | • IDC assistance |
| • Policy revisions | • Phone numbers on website |
| • Canvas transition | • Sabbaticals |
| • Syllabus collection | • Campus van rentals |
| • CEAHS collaboration with Model | • Compression and inversion pool |
| • General Education redesign | |

Information about plans for the new Model Lab campus can be found at [Model Laboratory School and College of Education and Applied Human Sciences Synergy Initiative - President](#).

We received a comment regarding the lack of phone numbers available for some offices on the website. No specific offices were given, so I looked at pages for a few offices and found that the Registrar's office did not have a number listed. Dan Hendrickson said that the number is 859-622-3100 and that he makes an effort to include the number in communications sent to faculty.

REPORT FROM FACULTY REGENT: Senator Marion

The next Board of Regents meeting remains scheduled for Thursday, November 14 at 9 a.m. Visit <https://regents.eku.edu/> for the most current information on the Board meeting dates and agenda items. The agenda for November 14 will be posted soon on the Board's [agenda page](#). All meetings of the Board of Regents, including committee meetings, are open to the public.

Since the last Faculty Senate meeting, the Board's Executive Committee met. The meeting was scheduled for last Thursday, October 31 at 11 a.m. in Powell 229. A report (possibly oral or written) of the Executive Committee, and the committee's minutes, will likely be available at the quarterly meeting of the full Board on November 14. The agenda topics that were to be covered

at the Board's Executive Committee included discussions on the following: university real properties, employee compensation comparison, Moody's report, delegation of authority policy, and an action item for approval of the remaining meeting dates (of the Executive Committee) for 2024.

The discussion item on the agenda that pertained to 'employee compensation comparison' stemmed from prior Board discussions pertaining to budgeting, employee job satisfaction, employee retention, and ECU's ability to recruit new employees. Upon a request from the Board Chair, the Office of Institutional Effectiveness & Research provided compensation comparisons for ECU faculty and staff relative to 20 peer institutions. I will share information from Thursday's meeting and the November 14 Board meeting to the faculty-at-large as soon as that information becomes available.

Governor Beshear announced the appointment of three new members to the Board of Regents on October 18, 2024. Information on these appointees can be viewed in the press release ([linked here](#)) from the Governor's Office. The new appointees will replace Regent Lynn Taylor Tye who completed her term, and Regents Vasu Vasudevan and Michael Garland.

STANDING COMMITTEES

Academic Quality Committee. Senator Sands announced that the next meeting is scheduled for Wednesday.

Budget Committee. Senator Lauk noted that several departmental scholarships have been moved under the purview of the University Scholarship Committee. He explained that the reason behind that decision is if the Memorandum of Understanding for a departmental scholarship doesn't require faculty committees to make judgements, the scholarship has been moved over to the Scholarship Committee so that it can be awarded faster.

We have been told that foundation funds are being used to supplant M & O funds in colleges and departments. At the next meeting, the committee has requested the CFO and his assistants to provide additional information on the foundation funds.

Lastly, the president has shown a willingness to have an informal working group which will provide some input to the CFO on the budgeting process.

Information Technology Committee. Senator Fry stated that one of the charges this year is to assess the IT reform consulting results. We requested that information and the results and received a set of slides that were presented to the Board of Regents. As the slides were vague, we asked for the full report but haven't received it yet. Apparently, our current two-factor authentication system was brought about because of the IT reform consulting results. Logging into the system this way is a slow, cumbersome process and it seems there should be better ways to make our system more secure. At our mid-November meeting we hope to develop a short faculty survey to see how faculty feel about the two-factor authentication system.

Rights & Responsibilities Committee. Senator Ginn reported that the committee has been looking at how our sister universities in the state store their old or archived policies. Unfortunately, it seems like none of them have a good way to do this. We are still continuing to look into this further.

The other thing we're looking at is how other universities handle remediation and advocacy for faculty. Specifically, we found that more than half of the universities in the state have an Ombud. We used to have an Ombud but that was dissolved in 2020 or 2021. We also found that AAUP reports that nationwide the number of Ombuds has been increasing over the last year. We plan to look into this further and hope to have a report soon.

Rules Committee. Senator Rowe announced that she was elected to serve as chair and Senator Dieckmann was elected to serve as secretary.

Senator Rowe will be sending an email out soon to standing committee chairs reminding them to review their internal procedures and to forward any updates to the Rules Committee by February 20th.

Welfare Committee. Co-chair Jensky reported that one of their charges this year is to explore our professional development funds. We are currently exploring what other universities of similar size and scope provide to their faculty for professional development funds. So far, it seems ECU is severely underfunded for this. We're going to try to determine how other universities fund their professional development so that we can propose something with the Budget Committee to alleviate some of the issues that we're dealing with.

Co-chair Hensley added that the three big questions that they are posing as they make inquiries at different universities in the state and region are 1) how much money is available, 2) what is the acquisition process, and 3) do the funds roll over.

ADJOURNMENT:

Senator McGuffin moved to adjourn, seconded by Senator Settimi, at approximately 5:15pm.

Timestamp	Email Address	Do you approve of the minutes for the October 7, 2024 Faculty Senate Meeting?
11/4/2024 15:37:14	jason.fry@eku.edu	Yes
11/4/2024 15:37:25	raymond.lauk@eku.edu	Yes
11/4/2024 15:37:26	lisa.day@eku.edu	Yes
11/4/2024 15:37:26	laura.edwards@eku.edu	Yes
11/4/2024 15:37:27	jennifer.merrick@eku.edu	Yes
11/4/2024 15:37:27	meg.gravil@eku.edu	Yes
11/4/2024 15:37:29	anne.dacci@eku.edu	Yes
11/4/2024 15:37:29	grace.turner@eku.edu	Yes
11/4/2024 15:37:29	kristen.campbell@eku.edu	Yes
11/4/2024 15:37:30	rachel.bishop-ross@eku.edu	Yes
11/4/2024 15:37:30	mike.austin@eku.edu	Yes
11/4/2024 15:37:30	pat.calie@eku.edu	Yes
11/4/2024 15:37:30	stefanie.binion@eku.edu	Yes
11/4/2024 15:37:31	bernardo.scarambone@eku.edu	Yes
11/4/2024 15:37:31	fontaine.sands@eku.edu	Yes
11/4/2024 15:37:31	chad.cogdill@eku.edu	Yes
11/4/2024 15:37:31	alison.buck@eku.edu	Yes
11/4/2024 15:37:31	matthew.sabin@eku.edu	Yes
11/4/2024 15:37:32	vigs.chandra@eku.edu	Yes
11/4/2024 15:37:32	julia.graham@eku.edu	Yes
11/4/2024 15:37:32	cassandra.ginn@eku.edu	Yes
11/4/2024 15:37:33	julie.hensley@eku.edu	Yes
11/4/2024 15:37:33	timothy.jansky@eku.edu	Yes
11/4/2024 15:37:34	nedim.slijepcevic@eku.edu	Abstain
11/4/2024 15:37:34	john.brent@eku.edu	Abstain
11/4/2024 15:37:34	todd.hartch@eku.edu	Yes
11/4/2024 15:37:35	james.kirby.easterling@eku.edu	Yes
11/4/2024 15:37:35	alix.castillo@eku.edu	Yes
11/4/2024 15:37:36	adria.sutherland@eku.edu	Yes
11/4/2024 15:37:40	laura.rowe@eku.edu	Yes
11/4/2024 15:37:42	melissa.wyatt@eku.edu	Yes
11/4/2024 15:37:42	linda.hunter@eku.edu	Yes
11/4/2024 15:37:44	jerry.palmer@eku.edu	Yes
11/4/2024 15:37:46	melissa.dieckmann@eku.edu	Yes
11/4/2024 15:37:50	abby.brooks@eku.edu	Yes
11/4/2024 15:37:52	anne.cizmar@eku.edu	Yes
11/4/2024 15:37:52	linda.sizemore@eku.edu	Yes
11/4/2024 15:37:54	kenneth.foltz@eku.edu	Yes
11/4/2024 15:38:06	aaron.macdonald@eku.edu	Yes
11/4/2024 15:38:07	david.stumbo@eku.edu	Yes
11/4/2024 15:38:22	anne.kipp@eku.edu	Yes
11/4/2024 15:38:29	julie.duckart@eku.edu	Yes
11/4/2024 15:38:36	john.settimi@eku.edu	Yes
11/4/2024 15:39:08	erik.liddell@eku.edu	Yes
11/4/2024 15:40:58	sergio.sgro@eku.edu	Yes
11/4/2024 15:46:30	lisa.bosley@eku.edu	Yes
11/4/2024 15:59:43	sheri.mcguffin@eku.edu	Yes

Timestamp	Email Address	Vote to Approve all 6 closures as described in the CAA agenda:
11/4/2024 16:45:36	jason.fry@eku.edu	Yes
11/4/2024 16:45:40	grace.turner@eku.edu	No
11/4/2024 16:45:40	anne.dacci@eku.edu	Abstain
11/4/2024 16:45:40	raymond.lauk@eku.edu	Yes
11/4/2024 16:45:42	jennifer.merrick@eku.edu	Abstain
11/4/2024 16:45:43	chad.cogdill@eku.edu	Yes
11/4/2024 16:45:44	rachel.bishop-ross@eku.edu	Yes
11/4/2024 16:45:44	vigs.chandra@eku.edu	Yes
11/4/2024 16:45:44	meg.gravil@eku.edu	Yes
11/4/2024 16:45:44	erik.liddell@eku.edu	Yes
11/4/2024 16:45:44	julie.duckart@eku.edu	Yes
11/4/2024 16:45:44	cassandra.ginn@eku.edu	Yes
11/4/2024 16:45:45	lisa.day@eku.edu	Yes
11/4/2024 16:45:45	matthew.sabin@eku.edu	Yes
11/4/2024 16:45:46	alix.castillo@eku.edu	Yes
11/4/2024 16:45:46	julie.hensley@eku.edu	Yes
11/4/2024 16:45:46	bernardo.scarambone@eku.edu	Yes
11/4/2024 16:45:47	timothy.jansky@eku.edu	Yes
11/4/2024 16:45:47	nedim.slijepcevic@eku.edu	Abstain
11/4/2024 16:45:47	pat.calie@eku.edu	Yes
11/4/2024 16:45:47	todd.hartch@eku.edu	Yes
11/4/2024 16:45:48	julia.graham@eku.edu	Yes
11/4/2024 16:45:48	linda.sizemore@eku.edu	Yes
11/4/2024 16:45:48	david.stumbo@eku.edu	Yes
11/4/2024 16:45:49	fontaine.sands@eku.edu	Yes
11/4/2024 16:45:50	john.brent@eku.edu	Abstain
11/4/2024 16:45:51	john.settimi@eku.edu	Yes
11/4/2024 16:45:51	linda.hunter@eku.edu	Yes
11/4/2024 16:45:51	james.kirby.easterling@eku.edu	Yes
11/4/2024 16:45:52	jerry.palmer@eku.edu	Yes
11/4/2024 16:45:53	melissa.dieckmann@eku.edu	Yes
11/4/2024 16:45:53	kenneth.foltz@eku.edu	Abstain
11/4/2024 16:45:54	lisa.bosley@eku.edu	Yes
11/4/2024 16:45:54	kristen.campbell@eku.edu	Yes
11/4/2024 16:45:54	marcia.pierce@eku.edu	Yes
11/4/2024 16:45:56	anne.cizmar@eku.edu	Yes
11/4/2024 16:45:56	maria.bane@eku.edu	Yes
11/4/2024 16:45:56	stefanie.binion@eku.edu	Yes
11/4/2024 16:45:56	sheri.mcguffin@eku.edu	Yes
11/4/2024 16:45:57	laura.edwards@eku.edu	Yes
11/4/2024 16:45:58	anne.kipp@eku.edu	Abstain
11/4/2024 16:45:58	sergio.sgro@eku.edu	Yes
11/4/2024 16:45:58	adria.sutherland@eku.edu	Yes
11/4/2024 16:46:02	melissa.wyatt@eku.edu	Yes
11/4/2024 16:46:06	aaron.macdonald@eku.edu	Yes
11/4/2024 16:49:22	abby.brooks@eku.edu	Abstain
11/4/2024 16:59:47	alison.buck@eku.edu	Yes

TO: Eastern Kentucky University Faculty Senate

FROM: President David T. McFaddin

DATE: December 2, 2024

RE: Faculty Senate December Report

As the semester concludes and the holiday season approaches, the theme of joy introduced at the beginning of this term resonates even more. Finding joy in our shared commitment to student success and our collective purpose becomes most evident as we celebrate our fall graduates this week. Thank you for making this semester exceptional. I look forward to continuing our meaningful (and joyful) work together in the new year.

EKU-COM Feasibility Study by Deloitte Consulting

As we continue our work on the proposed Eastern Kentucky University College of Medicine (EKU-COM), the most recent benchmark, Deloitte Consulting's (Deloitte) work on the Senate Joint Resolution (SJR) 170, has been completed. On November 21, 2024, Deloitte provided a preliminary draft to CPE with explanation and CPE provided a written final report to the General Assembly on December 1, 2024. With the report complete, ECU will be advocating during the 2025 General Session for statutory authority to offer ECU-COM.

The Deloitte Consulting Feasibility Study reviewed nine (9) considerations and assessed those considerations with a Green (No/Few Feasibility Concerns); Yellow (Some feasibility concerns; and Red (Significant feasibility concerns). Here is ECU's Executive Summary:

- Financial Health (Y)
- Student Success (G)
- Research Infrastructure (Y)
- Cost-Benefit Analysis (G)
- Student demand (G)
- Workforce Alignment (G)
- Faculty Recruitment (Y)
- Accreditation Standards (Y)
- Clinical Placements (Y)

Additional points raised by Deloitte were:

- Student demand for Osteopathic Medicine programs remains high.
- By educating more physicians, many of whom would be expected to go into primary care, ECU-COM addresses the current shortage of primary care physicians in eastern Kentucky and the Commonwealth.
- Osteopathic medicine graduates generally enter primary care specialties upon graduation, which aligns closely with workforce needs of Kentucky, particularly those in rural communities.

So far, ECU-COM has received verbal or written support by community partners expressing interest in providing clinical education with ECU:

- HCA Tristar Nashville
- Baptist Health System KY/IN
- CHI Saint Joseph Health London
- Kentucky Association of Health Care Facilities
- Kentucky Highlands Investment Corporation
- Kentucky Primary Care Association
- Mountain People's Health Councils, Inc
- Advent Health Manchester
- Kentucky Health Department Association
- Grace Health

Performance Funding Lunch and Learn

I greatly appreciate the faculty who joined me for the Performance Funding and Budget Lunch and Learn last month. The group and I discussed the impact of the newest Performance Funding metric, which represents 3% of the model. I highly encourage faculty and staff to review the [public meeting](#) CPE held on this topic including how our fellow comprehensive universities voted. In summary, the committee narrowly voted to approve a weighted premium for first generation students, meaning the University of Kentucky and University of Louisville will receive a weighted financial benefit of 1.67301 vs 1.0 for first generation graduates. As you know, more than half of our Freshman Class are first generation college students, so we should see significant support for our efforts to help those students succeed and graduate through Performance Funding, but unfortunately we won't.

In the model scenario provided by CPE, ECU has 691 first generation graduates (higher than all other public universities in KY, except UK). UK has 711 and U of L has 646 first generation graduates. Yet with the weighting/premium, UK is awarded funding based on 1,190 graduates and U of L is awarded funding based on 1,081 graduates. ECU receives funding based on 691 graduates. UK and U of L receive funding for 914 graduates who don't exist. We believe performance should be measured and rewarded.

ECU performs very well thanks to the work our Faculty and Staff do every day to help our students succeed! ECU believes the weights/premiums must be removed so all public universities can compete fairly. While we are disappointed by the latest development, we will continue to advocate for Kentucky Performance Funding to be administered equally.

ECU Campus Master Planning

ECU selected [Lord Aeck Sargent](#) as the team lead on the 2025 Campus Master Planning process. Lord Aeck Sargent are award winning master planners whose work can be seen on the campuses of Georgia Tech, University of Alabama Birmingham, and the University of Florida. In the upcoming weeks, Campus Master Planning Chairs Colleen Chaney and Bryan Makinen will be communicating work sessions with Lord Aeck Sargent and faculty, staff, and community members to start the engagement portion of the planning process.

November EKU in the News

- Appalachia And Mid-South NPR Stations Launch New Regional Newsroom
 - Inside Radio: https://www.insideradio.com/free/appalachia-and-mid-south-npr-stations-launch-new-regional-newsroom/article_ae82ee8a-a78a-11ef-bff7-8bece59f042a.html
- Flight Training Center Groundbreaking
 - ABC 36: <https://www.wtvq.com/eku-celebrates-new-state-of-the-art-aviation-facility/>
 - WKYT: <https://www.wymt.com/2024/11/19/eku-breaks-ground-new-flight-training-center/>
 - Spectrum News One: <https://mynews13.com/fl/orlando/news/2024/11/19/eku-flight-training-center>
 - WYMT: <https://www.wymt.com/2024/11/19/eku-breaks-ground-new-flight-training-center/>
 - Fox56: <https://fox56news.com/news/local/richmond/eastern-kentucky-university-state-leaders-break-ground-on-new-flight-training-center/>
 - Fox56: <https://fox56news.com/news/local/richmond/new-flight-school-set-to-break-ground-at-eastern-kentucky-university/>
 - Richmond Register: https://www.richmondregister.com/news/eku-breaks-ground-on-new-flight-training-center/article_cd0f6bf4-a761-11ef-899d-53c2d84dad62.html
 - KET: <https://ket.org/program/kentucky-edition/november-20-2024/>
 - Spectrum News One: <https://spectrumnews1.com/ky/louisville/news/2024/11/15/eku-female-aviation>
- EKU Dance Theater
 - Richmond Register: https://www.richmondregister.com/news/eku-dance-theater-announces-fall-2024-concert/article_fc67bd4c-a1db-11ef-8f74-0b36ef5950d4.html
- Board of Regents Appointees
 - Richmond Register: https://www.richmondregister.com/community/members-appointed-to-eku-s-board-of-regents/article_eae0eba4-a369-11ef-99c5-fb033eee41b2.html
 - <https://www.themanchesterenterprise.com/articles/1447/view/fnb-s-bustle-named-to-eku-board-of-regents>
- EKU Receives \$5 million for Corbin Childcare Center
 - Garrard Central Record: <https://garrardcentralrecord.com/news-briefs/2024/11/18/eku-receives-5-million-for-corbin-childcare-center>
 - WYMT: <https://www.wymt.com/2024/11/21/eku-receives-funding-childcare-center/>
 - Targeted News Service (print)
- Infrastructure Improvements coming to Berea Airport
 - Morehead State Public Radio: <https://www.wmky.org/news/2024-11-18/infrastructure-improvements-coming-to-berea-airport>
- Why Trump's bid for recess appointments is so unprecedented - EKU Expert
 - The Business Times: <https://www.businesstimes.com.sg/international/why-trumps-bid-recess-appointments-so-unprecedented>
- EKU Joins \$20-Million CLIMBS Project to Build Climate Resilience in Kentucky
 - Targeted News Service (print)
- EKU to Break Ground on New Flight School
 - Richmond Register: https://www.richmondregister.com/news/eku-to-break-ground-on-new-flight-school/article_c203170c-a1de-11ef-bc2a-935f625ba248.html
- EKU President David McFaddin Shares Vision for the Region
 - Targeted News Service (print)
 - Yahoo! News: <https://www.yahoo.com/news/eku-president-dr-david-mcfaddin-163200641.html>
 - <https://www.thenewsjournal.net/eku-president-speaks-about-need-for-more-doctors-additions-to-eku-corbin-campus/>

- Flash Flood study:
 - Daily Yonder: <https://dailyyonder.com/study-looks-at-what-causes-flash-floods-in-the-appalachian-mountains/2024/11/11/>
 - WKYT: <https://www.wkyt.com/2024/11/15/predicting-flash-flooding-appalachia/>
- ECU's Women in Aviation Soar High
 - https://www.richmondregister.com/news/eku-s-women-in-aviation-soar-high/article_67bfe11e-9dea-11ef-97ab-4b08d558b9fa.html
- Walker gave women wings at ECU
 - The Lane Report: <https://www.lanereport.com/177583/2024/11/walker-gave-women-wings-with-eku-aviation/>
- ECU History professor expert:
 - Marist Circle: <https://www.maristcircle.com/opinion/2024/11/4/the-electoral-college-americas-running-joke-isnt-funny-anymore>
- ECU Professor says family history could help determine your reaction to horror films
 - WEKU: <https://www.weku.org/lexington-richmond/2024-11-05/eku-professor-says-family-history-could-help-determine-your-reaction-to-horror-films>
- Political Scientist Shares Reminders ahead of Election Day - ECU Expert
 - WYMT: <https://www.wymt.com/2024/11/04/political-scientist-shares-reminders-ahead-election-day/>
- The Top 10 most affordable college towns in the U.S.
 - MSN: <https://www.msn.com/en-us/money/careersandeducation/the-top-10-most-affordable-college-towns-in-the-u-s-nearly-half-are-in-texas/ar-AA1thfYD>

Upcoming Events

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

December 6-Holiday Open House at Blanton House ([RSVP](#))

January 9, 2025-Alumni Coliseum Opens

February 19, 2025-Board of Regents Meeting

One Eastern,



Dr. David T. McFaddin
President

ROLE OF THE FACULTY GRIEVANCE LIAISON

Dr. Lisa Bosley
Lisa.Bosley@eku.edu

TIMELINE & PURPOSE

Academic Regulation: 4.7.4ACR Faculty Grievances

Revision Effective March 2024

Revision led by the Faculty Senate Rights and Responsibilities Committee

Replaces previous Faculty Advocate Role (established Fall 2020), which replaced the ECU Ombudsman position (dissolved in 2018)

TIMELINE & PURPOSE

Academic Regulation: 4.7.4ACR Faculty Grievances

- Clearly lays out what a grievance is and what it is not
- Increases role of faculty voice in managing grievance procedures

Faculty Grievance Liaison Position

Appointed by the Faculty Senate
Executive Committee for
three-year term

According to procedures approved by
the Faculty Senate

Reports to the Provost for
administrative purposes

Faculty Grievance Liaison Role

Serve as informational resource and facilitate grievance procedures

Advise parties about appropriate procedures and process

Not a mediator or advocate

Responsible for maintaining all documents related to grievance process

If an informal resolution is not reached and a grievance is filed:

- The FGL is required to consult with the Office of Human Resources and the Office of University Counsel to ensure that a grievance does not trigger another process under the law and/or involve appeal/s included in other policies or regulations.
- The decision of the Office of Human Resources is final and cannot be appealed to the Jurisdictional Grievance Committee.

Grievance Process

Jurisdictional Grievance Committee (JGC) decides if requirements for a formal grievance have been met

JGC: three faculty members randomly selected by FGL from the University Appeals Committee

JGC: three faculty members randomly selected by FGL from the University Appeals Committee

Jurisdictional Grievance Committee 2024-2025	
David Fifer	JSMS
Laurel Schwartz	CHS
Casey Humphrey	CHS
Alternate	
Irina Soderstrom	JSMS

Grievance Process

Faculty Grievance Hearing Panel Pool: three members elected from each academic unit comprise a pool of eligible members

Faculty Grievance Hearing Panel: five members from the Faculty Grievance Hearing Panel Pool, drawn at random by the FGL

Faculty Grievance Hearing Panel Pool 2024-2025

Business		
	John Harter	August 2025
	Mary Beth Healy	August 2027
	Juan Zhang	August 2026
College of Education and Applied Human Sciences		
	Jamie-Marie Miller	August 2026
	Jason Miller	August 2025
	Bill Thornburgh	August 2027

College of Health Sciences		
	Tracy Cook	August 2025
	Sharon Evans	August 2027
	Cassie Ginn	August 2026
<u>College of Justice, Safety, & Military Science</u>		
	John Brent	August 2026
	Avi Brisman	August 2027
	Barry Spurlock	August 2025

Faculty Grievance Hearing Panel Pool 2024-2025

<u>College of Letters, Arts, & Social Sciences</u>		
	Stefanie Binion	August 2025
	Rick Mott	August 2027
	Tom Parker	August 2026
College of STEM		
	Luke Dodd	August 2027
	Anthony Blose	August 2026
	Vigs Chandra	August 2025

Libraries		
	Laura Edwards	August 2026
	Greg Engstrom	August 2025
	Kelly Smith	August 2027

Grievance Process

FGL serves as non-voting member of the Faculty Grievance Hearing Panel

FGL facilitates procedures

The FGL convenes but does not participate in grievance deliberations

Grievance Process

The Hearing Panel reports findings to the FGL, who selects a Dean, at random, to decide the grievance

The Dean may not be from the grievant's or respondent's college/s

The Hearing Panel's report is advisory to the Dean and does not bind the Dean to a particular decision

The Dean's decision may be appealed through an Appeals Panel process, administered by the FGL

The Provost decides an appeal

The Provost is responsible for implementing the decision of the Dean and/or the appeal decision

FGL Role

The Faculty Grievance Liaison can assist when:

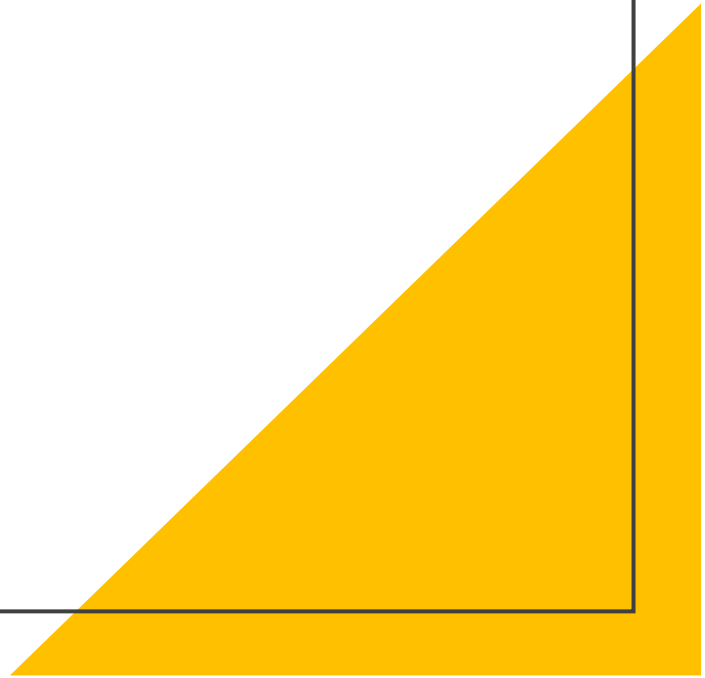
- faculty are unsure where to go for help
 - faculty need clarification on grievance policies or procedures
 - other university offices are unable to assist in a situation
- 
- A large yellow triangle is positioned in the bottom right corner of the slide, pointing towards the top right.

Relevant Experience

- Eight years supervisory experience prior to faculty role
- Joined ECU Department of English 2000 (Visiting Assistant Professor)
- Tenure track position 2004/tenured 2010
- Rank of Professor 2021
- Co-Director QEP 2017-2022
- Faculty Senate 2008-2011 and currently
- Department Promotion and Tenure Committee
- Served on numerous department, college, and university committees
- FGL training through HR

Questions?

Lisa.bosley@eku.edu



To: Faculty Senate

From: Committee on Elections and University Nominations

Date: December 2, 2024

The Committee on Elections and University Nominations requests that the Faculty Senate adopt the following motion at its meeting on December 2, 2024.

MOTION:

The following paragraph will replace the current language regarding eligibility to vote for the Faculty Regent in the Internal Procedures for the Elections and University Nominations Committee:

All faculty members of the rank of instructor or above; librarians holding comparable ranks; and chairs/unit heads, deans, and academic vice presidents who hold rank are eligible to vote for the Faculty Regent. Lecturers, clinical faculty, and Model faculty who hold the rank of instructor are eligible to vote.

JUSTIFICATION OF THE MOTION:

The eligibility to vote in the Faculty Regent election should be aligned with the relevant state statute.

Executive Committee Report
December 2, 2024
Lisa W. Kay, Faculty Senate Chair

The Faculty Senate Executive Committee met on November 18, 2024. Following the pre-meeting with the President, the approval of the October minutes, and the Provost's report, the Executive Committee met with Dr. Lisa Blue to discuss the syllabus template. The committee also discussed the survey to provide faculty input for the next evaluation of the President, discussed updating and renaming the Faculty Senate bylaws, and approved the tentative guests for the December Faculty Senate meeting, and liaisons for the standing committees provided committee reports.

The syllabus template and style guide, which are optional for faculty to use, may be found in the following SharePoint folder:

 [Syllabus Template and Style Guide](#)

Faculty Senate Secretary Pauletta King has decided to give up the position after nearly a quarter of a century of service. I cannot begin to express the debt of gratitude I owe Pauletta. Her dedication and experience have been invaluable to us.

Provost Zeigler, Regent Marion, Vice Chair Brent, and I continue to have regular "Problem Solvers" meetings. We met on November 11th and are meeting again today, December 2nd.

My next meeting with President McFaddin is scheduled for December 12th.

I gave a report to the Board of Regents on November 14th.

The Faculty Lunch and Learn session with President McFaddin was held on Tuesday, November 19th.

Here are some recent policy and regulation updates:

- Editorial revisions to Academic Regulation 4.6.13, Adjunct Faculty Appointments, and 4.6.14, Evaluation of Adjunct Faculty, were made. The updated regulations may be found here: [Adjunct Faculty Appointments](#) and [Adjunct Faculty Evaluations](#).
- An editorial change was made to the Discrimination and Harassment Policy, 1.4.1, to identify a change in the University employee charged with implementing our Equal Opportunity and Title IX policies and procedures, pursuant to federal and state law. The updated policy may be found here: [https://policies.eku.edu/sites/policies.eku.edu/files/policies/1.4.1 discrimination and harassment 11.11.24 1.pdf](https://policies.eku.edu/sites/policies.eku.edu/files/policies/1.4.1%20discrimination%20and%20harassment%2011.11.24%201.pdf).

You can find updates and drafting team members at <https://policies.eku.edu/>.

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

- Faculty compensation
- Essential Education Transformation Committee
- Compression and inversion
- Fundraising
- Spring 2025 Final Exam Schedule

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

December 2, 2024

Dear Senators,

Since our last Faculty Senate meeting, the Board of Regents held their regularly scheduled meeting on Thursday, November 14 in Powell 219. **The Board's next meeting is scheduled for Wednesday, February 19.**

A summary of what was anticipated on the Board's November meeting agenda was provided by email in a *Faculty Regent Update* ([linked here](#)) to all faculty on November 12. The Board's published meeting agenda, which includes the November 14 meeting document, is posted online on the Board's agenda page ([linked here](#)). Highlights of the November meeting are described below.

New Regents: Governor Beshear appointed three new members to the ECU Board of Regents. Information related to these appointments can be viewed in the Governor's Office's press release [linked here](#). More detailed information about the new regents can be found in a recent *ECU Stories* article [provided here](#).

Reports received by the Board: The Board received several reports, including as follows:

- **Financial Update** comparing the budget to the actual revenues and expenses ([linked here](#)).
- Reports from **the Faculty Senate, Staff Council, and Student Government Association:** ([linked here](#))
- **Board Executive Committee Report:** Vice Chair Long summarized the Board's Executive Committee meeting on October 31 ([agenda linked here](#)), and indicated the Executive Committee would like the university to budget several million in (~\$5 or \$6M) in cash savings in this upcoming budget to improve liquidity and the university's financial outlook.
- **Legislative Update** ([linked here](#))
 - The 2025 legislative schedule is presented and a list of 17 alumni serving in the General Assembly.
 - ECU's four legislative priorities are described as obtaining (1) approval for an osteopathic medical school, (2) reforms related performance-based funding of public higher education, (3) approval of a path to licensure for Fire Protection Engineering, and (4) improvements in the per pupil funding related to Model Lab School.
- **Policies and Regulations Report** ([linked here](#))
 - **In-Progress Regulations:** There are policies undergoing drafting or receiving comments and their updates are described in the report. These relate to:
 - Student Organizations and Registered Student Organization Banking
 - Annual Evaluation of the President

- Adjunct Faculty/Adjunct Faculty Evaluation (with consideration of facilitator evaluation)
- Naming Regulations (related to philanthropic and honorary namings)
- Service, Sale and Consumption of Alcoholic Beverages
- Board of Regents Delegation of Authority

The Board's action agenda included approval of the following:

- **Audit Report** ([linked here](#))
- **Model Lab School Tuition & Fees for 2025-26** ([linked here](#))
- **Board Meeting Schedule for 2025:** All on Wednesdays (February 19, May 14, September 17, and November 12).
- **Preservation of Hummel Planetarium**
 - The Board approved the President's recommendation to use of asset preservation funds to stabilize the structure, promote the academic utilization of the space, and seek/consider outside funding opportunities to restore usage to support science education for the community. The cost to demolish the structure was approximately 15% less than the cost to stabilize the structure. Regent Long reported that him and Regent Eaves viewed the facility and also valued the potential of the space for education. At the previous meeting of the Board, Dr. Bryan Makinen presented information to the Board regarding the structural integrity of the building, including visually apparent slippage of the brick facade, as well as structural issues behind the brickwork.
- **Personnel Actions** ([linked here](#))
 - The Board approved the personnel actions; however, during the Budget report presented earlier during the meeting, I requested the President provide a report at the February meeting, a personnel statistics report that provides a greater look-back period than the current personnel statistics report. Specifically, a personnel statistics report that shows changes over time (last five or ten years) in the (A) number of employees and (B) spending, in dollars, on employees as presented categorically for (1) full-time faculty, (2) administrators/deans, (3) full-time exempt staff, (4) full-time non-exempt staff, (5) part-time faculty, (6) graduate assistants, (7) part-time exempt, and (8) part-time non-exempt employees. The Board currently receives these reports for a year-to-year comparison but does not see this information over time.
 - Personnel spending has grown and is approaching \$100M per year for the first time in the university's history, and as this is the most significant part of the budget (and any organization's budget), it is of my perspective, that Board view this information for informing actions related to budgeting for the future, and for ensuring we are aligning our personnel resources for mission-critical activities.
- **Sabbatical Program Recommendations** ([linked here](#)) were approved.
- **Report from the Council on Academic Affairs** ([linked here](#)) was approved.
 - The Board agreed to close five certificate programs in College of STEM. Faculty Senate also discussed the CAA report at their November meeting and did not have any objections related to the program closures.

- **Resolution Recognizing Lynn Taylor Tye**
 - Lynn Taylor Tye was recognized for her service to Kentucky and ECU (see resolution [linked here](#)). She recently completed her term of service on the ECU Board of Regents (2019 – 2024).
- **Discussion Related to Presidential Evaluation and Board Self-Evaluation**
 - The Board was advised that all eight members of the Board in October provided their feedback through a survey on the President's performance and that information was organized and shared with the Board Chair after no edits were recommended by members of the Board's *ad hoc* Committee on Governance and Evaluation. The action satisfied the expectations of the Kentucky Revised Statutes for Boards to conduct an annual evaluation.
 - The Board's self-assessment was also shared with the Board Chair in similar fashion.
 - Regarding a comprehensive evaluation of the President: The Faculty Senate Executive Committee has been in communication with me and will plan to obtain feedback from the faculty in the Spring. The feedback obtained regarding the President's performance through the lens of the faculty body will lead to a report from the Faculty Senate Executive Committee to be given to the Board Chair for contributing to a comprehensive assessment of the President. Their report, summarizing the information obtained by the faculty body, will be shared with the Board Chair in advance of the May meeting. The Staff Council is expected to also follow a similar process. The Student Government Association may also do the same.

Closing: The Board meeting adjourned before lunch. The next meeting is scheduled for February 19, and the Executive Committee is expected to meet before that time.

Thank you for your support this semester and for your service on Faculty Senate. As I prepared for this meeting and prior meetings, your feedback on particular issues has helped me amplify appropriate, important questions, and be more informed for casting votes on actions before the Board. I hope I have used that wisdom wisely and have enabled your perspectives to contribute towards improving our university into the future.

As we near the winter break, please know that you may still feel free to email me (jason.marion@ecu.edu) or phone/text me at 513-317-9508 with any issues or topics that arise. Thank you again for your service, I look forward to seeing some of you at the Commencement ceremonies on Thursday and Friday, and I hope you all have a rewarding Holiday season.

Sincerely,
Jason

CRITERIA & PROCEDURES FOR FACULTY REGENT ELECTION

Term of Office:

The Faculty Regent shall serve a three-year term which begins on April 1 of the academic year in which the election is held and ends on March 31. The Faculty Regent shall serve for a term of three years and until a successor is elected and qualified. The Faculty Regent shall be eligible for reelection but shall not be eligible to continue to serve as a member of the Board if no longer a member of the teaching staff of the University. Elections to fill vacancies shall be for the unexpired term and shall be held in the same manner as the original election.

Criteria:

Eligibility to Vote

All faculty members of the rank of instructor or above; librarians holding comparable ranks; and chairs/unit heads, deans, and academic vice presidents who hold rank are eligible to vote for the Faculty Regent. Lecturers, clinical faculty, and Model faculty who hold the rank of instructor are eligible to vote.

Eligibility to Serve as Faculty Regent

In order to serve as the faculty member on the Board of Regents, the faculty member must:

1. Hold the rank of Assistant Professor or higher.
2. Be a member of the teaching or research faculty whose faculty-load assignment includes 50 percent or more teaching and/or research.

CRITERIA & PROCEDURES FOR FACULTY REGENT ELECTION

Procedures:

Nomination of Faculty Regent

1. A faculty member is nominated by the submission of a petition for nomination to the Faculty Senate Elections and University Nominations Committee. The petition must be signed by at least twenty (20) members of the faculty who are eligible to vote and who have signed no other petition for nomination in the current election.
2. The Elections and University Nominations Committee shall certify the validity of the nominating petitions prior to making up the ballot for the election.
3. Each eligible voter may vote for one of the persons nominated.
4. If no person receives a majority of the votes cast on the first ballot, the Elections and University Nominations Committee shall prepare a second ballot, which will contain the names of the two persons receiving the highest number of votes on the first election ballot and conduct a second election.
5. The Elections and University Nominations Committee shall certify the results of the election to the Chair of the Senate.
6. The Chair of the Faculty Senate shall certify the results of the election to the Secretary of the Board of Regents.

FACULTY REGENT NOMINATION PETITION

The Faculty Regent shall serve a three-year term which begins on April 1 of the academic year in which the election is held and ends on March 31. The Faculty Regent shall serve for a term of three years and until a successor is elected and qualified. The Faculty Regent shall be eligible for reelection but shall not be eligible to continue to serve as a member of the Board if no longer a member of the teaching staff of the University. Elections to fill vacancies shall be for the unexpired term and shall be held in the same manner as the original election.

The petition must be signed by at least twenty (20) members of the faculty who are eligible to vote and who have signed no other petition for nomination in the current election.

For the term April 1, 2025

through March 31, 2028

We, the undersigned, being eligible to sign a petition of nomination for candidates for the position of Faculty Regent, support the nomination of the below named faculty member and certify that we have signed no other nomination for a candidate for the cited term of office.

Nominee's Name	Academic Rank	Department

Petitioners

Signature	Printed Name	Rank	Unit

****Forms due by 4:30 p.m. on Friday, February 14, 2025, to the Faculty Senate Elections and University Nominations Committee**

FACULTY REGENT NOMINATION PETITION

[illegible]

A brief (100 word) biographical sketch including educational background and professional experience should accompany this petition.

Page 2 of 2

****Forms due by 4:30 p.m. on Friday, February 14, 2025, to the Faculty Senate Elections and University Nominations Committee**

Faculty Regent Election Timeline

Thursday, January 23: A letter will be sent out from the Elections & University Nominations Committee along with a copy of the criteria and procedures and a sample petition to all eligible faculty.

Submit by Friday, February 14, at 4:30 p.m.: Deadline to submit nomination petitions for candidates for Faculty Regent

Monday & Tuesday February 24 & February 25: Faculty Regent Candidates' Forum (2 hybrid sessions)

Wednesday, February 26: Voting for Faculty Regent opens

Friday, March 6, at 4:30 p.m.: Voting for Faculty Regent ends

Monday, March 16: Second ballot for run-off election, if needed, should be emailed to eligible faculty

Monday, March 23, at 4:30 p.m.: Faculty Regent voting (run-off election) ends