Faculty Senate Agenda
February 3, 2025
3:30 p.m.

CALL TO ORDER

ATTENDANCE

APPROVAL OF MINUTES
December 2, 2024 Minutes

PRESIDENT'S REPORT: David McFaddin

PROVOST'S REPORT: Sara Zeigler

GUEST SPEAKER:
- Darlene Stocker—Associate Director of Advising and Career Services
- How to promote the Spring 2025 Job and Internship Fair that will be held on March 5th
- Alison Buck—Program Coordinator and Associate Professor of Sociology
- Presentation of QEP topics and feedback
- William Lampert—Student Government Association Update *(tentative)*

NEW BUSINESS:
Policy Updates (***There are no policy updates this month.*** *Visit policies.eku.edu to learn what policies and 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 and Sands, Co-Chairs
Budget Committee: Senator Lauk, Chair
Elections/University Nominations Committee: Senators MacDonald & Sizemore, Co-Chairs
Information Technology Committee: Senator Fry, Chair
Rights & Responsibilities Committee: Senators Ginn & Slijepcevic, Co-Chairs
Rules Committee: Senator Rowe, Chair
Faculty Welfare: Senators Hensley & Jansky, Co-Chairs

ADJOURNMENT

FACULTY SENATE MINUTES
December 2, 2024
3:30 p.m.

The Faculty Senate of Eastern Kentucky University met remotely on Monday, December 2, 2024 via Zoom. Chair Kay called the fourth meeting of the academic year to order at approximately 3:30 p.m.

The following members were absent: M. Austin, M. Cannon*, D. Fifer, M. Hammond, F. Hasan, J. Plutt, L. Rowe, D. Stumbo, S. Szabo

APPROVAL OF MINUTES:

Senator Day moved to approve the November 4, 2024 minutes as written, seconded by Senator Sizemore. **Motion carried**. *(YES = 44 votes NO = 0 votes ABSTAIN = 1 vote) (See also: Individual Votes)*

REPORT FROM THE PRESIDENT: David McFaddin

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, EKU will be advocating during the 2025 General Session for statutory authority to offer EKU-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 EKU'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, EKU-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, EKU-COM has received verbal or written support by community partners expressing interest in providing clinical education with EKU:

- 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
The Performance Funding and Budget Lunch and Learn was held last month. We discussed the impact of the newest Performance Funding metric, which represents 3% of the model. Faculty and staff are encouraged 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, EKU 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. EKU 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.

EKU performs very well thanks to the work our Faculty and Staff do every day to help our students succeed. EKU 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.

EKU Campus Master Planning
EKU 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 in the News
Be sure to check out our news highlights on pages 3-4 in the written report.

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

REPORT FROM THE PROVOST: Sara Zeigler

Academic Impressions are currently finalizing the data and dashboards for us on the faculty and staff retention survey. That information should be available to share with faculty sometime early in the spring semester.

There were 618 notes written by students about 367 faculty members for our recent Thank A Professor event, so over half of our faculty members have already made significant impressions on our students. This is a real testament to the relationships our faculty maintain with students as well as to the quality of our pedagogy and our mentoring of those students.

Finally, the Transformation Committee working with Essential Education had its initial meeting before Thanksgiving. Throughout this process, there will be frequent updates to Faculty Senate as well as open forums and surveys.

GUEST SPEAKERS:

Report on Food Security Prevalence Survey Data. Amanda Green and Abbigail Hickey were in attendance to share data from the Food Security Prevalence Survey. The survey was distributed through Slate to all undergraduate students. Approximately 1,500 responses were received and 49.65% of the responses met the criteria for low or very low food insecurity at EKU which means that students are either having a hard time maintaining a good quality diet or maintaining a quantity of diet in general. Through the data we also learned that:

1. students identifying as non-binary, third gender were more likely to experience food insecurity.
2. students who identified as black or being two or more races were more likely to be food insecure.
3. students who had utilized SNAP benefits in the past either personally or through their family had a higher rate of food insecurity.

Please share information with students on the resources that are available to them such as the Colonel's Cupboard. Another recent option available through Aramark is a convenience store (POD) in Stratton which accepts SNAP benefits.

Faculty Grievance Liaison. Lisa Bosley, our new Faculty Grievance Liaison, gave a brief presentation on her role and responsibilities.

NEW BUSINESS:

Elections & University Nominations Committee Motion. On behalf of the committee, Senator MacDonald moved to adopt the following 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.

Chair Kay reminded that as the motion comes from committee, a second is not required. **Motion carried**. *(YES = 47 votes NO = 0 votes ABSTAIN = 1 vote) (See also: Individual Votes)*

GENERAL & STANDING COMMITTEE REPORTS:

REPORT FROM SENATE CHAIR: Senator Kay

The Faculty Senate Executive Committee met on November 18, 2024. Dr. Lisa Blue was in attendance to provide additional information on the syllabus template. 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

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.

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.

Our "Problem Solvers" group continues to have 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 Faulty 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://www.eku.edu/in/policies/discrimination-and-harassment-1-4-1pol/.

You can find updates and drafting team members at https://www.eku.edu/in/official-policies/.

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:

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

REPORT FROM FACULTY REGENT: Senator Marion

Since our last Faculty Senate meeting, the Board of Regents held their regularly scheduled meeting on Thursday, November 14 in Powell 219.

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 EKU 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 *EKU 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 (~$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.
  - EKU'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 EKU (see resolution linked here). She recently completed her term of service on the EKU 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 plans 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.

The next board meeting is scheduled for Wednesday, February 19.

STANDING COMMITTEES

Academic Quality Committee. Senator Buck reported that the committee will continue working in the spring on two possible surveys: 1) gathering information on faculty concerns around AI use with respect to teaching and learning and 2) looking for data on the enrollment of first year students in online courses to see how prevalent it is and how it might affect retention grades. We are also checking on the possibility of piggybacking with others who are working on data collection in an effort to avoid overwhelming faculty with surveys.

Budget Committee. Senator Lauk announced that the next meeting will be on January 27th. CFO Brian Mullins will be in attendance to continue discussions on the Foundation funds.

Elections & University Nominations Committee. Senator MacDonald shared the following information on the spring Faculty Regent Election.

1. Criteria and Procedures for Faculty Regent Election
2. Sample Faculty Regent Nomination Petition Form
3. Faculty Regent Election Timeline

Information Technology Committee. Senator Fry indicated that multi-factor authentication (MFA) was the main topic of discussion at their November meeting. A short google form on MFA has been created to distribute to faculty in the spring semester.

Rights & Responsibilities Committee. Senator Ginn reported that the committee continues to gather information on their two charges for the year.

Rules Committee. Senator Bishop-Ross stated that at their last meeting the committee members reviewed the Senate Chair's clarification on the Rules Committee charges for the academic year. The schedule for next semester was also set.

Committee chairs or co-chairs are encouraged to review their internal procedures and forward any updates to the Rules Committee by February 28.

Welfare Committee. Senator Hensley reported that they are still exploring what other universities provide to their faculty for professional development funds. In the spring they plan to meet with Amy Scarborough to discuss their findings and to get advice on how to proceed with the information gathered.

The next committee meeting will be in January.

ADJOURNMENT:

Senator Day moved to adjourn, seconded by Senator Sizemore, at approximately 5pm.