

FACULTY SENATE MINUTES

December 5, 2022

3:30 p.m.

The Faculty Senate of Eastern Kentucky University met on Monday, December 5, 2022 via Zoom. Chair Crosby called the fourth meeting of the academic year to order at approximately 3:30 p.m.

The following members were absent: R. Bishop-Ross^{*^}, A. Burns, D. Fifer, K Foltz, J. Keller, J. McGlown^{*^}, L. Rowe, A. White, C. Streetman^{*}

** Indicates prior notification of absence*

^ALT Mary Liu attended for R. Bishop-Ross

^ALT David Stumbo attended for J. McGlown

APPROVAL OF MINUTES:

Senator Shaffer moved to approve the November 7, 2022 minutes as written, seconded by Senator Grabeel. **Motion carried.** (YE3 = 45 votes NO = 0 votes ABSTAIN = 0 votes) (See also: [Individual Votes](#))

REPORT FROM THE PRESIDENT: David McFaddin

President's Excellence Awards

The 2023 President's Excellence Awards application is now open for recommendations. Please consider nominating a deserving colleague you work with who positively impacts the work you do, the lives of our students, and the effectiveness ECU. The application link is available at www.eku.edu/president.

Graduation Wrap Up

There were 1188 graduates for the 2022 Fall Graduation. Below is a breakdown of the total number of graduates by college and by degree.

College	Degree
- College of Business: 135 - College of Ltrs, Arts, SocSci: 317 - College of Edu & App Human Sci: 114 - College of Health Sciences: 156 - College of Just, Sfty, Mil Sci: 301 - College of STEM: 165	- Associate Degree: 58 - Baccalaureate Degree: 893 - Doctoral Degree: 18 - Master's Degree: 234 - Post Master's Certificate: 1 - Post Secondary Cert/Dipl: 75

Facilities Update-Residence Halls

As we continue to plan for the use of asset preservation and plan for an increase in Freshman enrollment in the Fall 2023, ECU facilities, housing, and finance teams have been working on the plan for upgrades to the campus residence halls. We will be updating you in the coming months on plans to renovate Keen, Sullivan, Burnam, and the reopening of Maddox Hall. Communications will go out regularly about upcoming road closures or sidewalk closures. We will also prioritize trying to make sure that we have accessible routes to get to buildings.

Pedway Completion

After much back and forth with the contractor, we have reached an agreement on the modifications needed to the pedway across the Eastern Bypass. Construction will commence immediately, and we anticipate the project to be completed no later than February 2023. With the renovation of Keen residence hall, the pedway is a critical component to ensuring a safe and pedestrian friendly way to connect north and south campus.

25 Live

Please remember that ECU Policy requires that all events be entered into 25 Live even if your team uses a separate event management system to track events. ECU Conferencing and Events, Public Safety, Parking, and other campus teams need the ability to plan staffing and other critical event details. The lack of a complete campus calendar is hindering our ability to provide excellent service to all of our campus guests and event attendees. If you have any questions about this, please contact Ryan Wilson in the President's Office.

Website Update

The website migration is on schedule. There were some concerns from students and faculty about the search bar functionality on the homepage. This has been addressed and is working properly.

Big E Central

With the first semester of the Big E Central launch behind us, cabinet level leadership in student success, academic affairs and finance are working diligently to address some of the top level concerns observed during the inaugural semester. Over the next few months, the Big E Central team will be providing information to deans, chairs, senators and our campuswide faculty and staff on system modifications and outline how to determine the best way to route students and other concerned parties through the system.

Launch of the Faculty Compression Funds

Effective January 1, 2023, ECU will be addressing the Faculty Compression issue with the Faculty Compression funding. A \$500,000 pool was set aside for approved raises to address salary issues including compression. Of that \$250,000 of the pool was allocated to address compression issues among faculty of higher rank and greater years of service.

Starting in January, the following compression adjustments will be reflected in the paycheck:

- Associate Professors = \$500 increase
- Professors
 - 1-4 years = \$500
 - 5-9 years will receive \$750
 - 10-14 years = \$1000
 - 15-19 years = \$1250
 - 20+ years = \$1500
- Associate Dean or above will not receive increases

Engagement Opportunities

Over the past four months, I have had the opportunity to host more than ten structured engagement events with students, faculty, and staff and have appreciated the candid feedback ranging from compensation and retention of faculty and staff to suggestions on process improvements and policy modifications to improve the quality of work and life for our campus community. I want to personally thank Chairman Crosby for helping to lead the faculty lunch and learn series this fall. I look forward to ongoing discussions and strategic actions to address these opportunities in the spring semester as well. If you have suggestions about alternative engagement ideas please let me know.

Key Dates

- Classes Begin January 17, 2023
- All A Classic - January 25-28, 2023
- Colonels at the Capitol and Next Board of Regents Meeting - February 15, 2023

REPORT FROM THE PROVOST: Sara Zeigler

All sabbaticals were approved at the last Board or Regents meeting. Several regents commented on how impressed they were with all of the proposals and how exciting the activities looked.

The Calendar Work Group is meeting next week to begin discussions. The group is co-chaired by Fontaine Sands, Anne Cizmar and Shannon Tipton. Recommendations are due to the Provost's Office by April 3, 2023. The group has been asked to consider the following items:

- Compare the EKU calendar and term length against other regional comprehensives as well as additional benchmarks.
- Survey the faculty on the challenges and advantages of the current academic calendar.
- Review SACS COC instructional requirements to make sure that we have all of the parameters for our options in place before proposing a grand new plan only to find out that we have a potential instruction hours issue with it.
- Collect any other data the group deems relevant to consideration of options.
- Look at an option for a 4-day class schedule where one day could potentially be reserved for field work, service activities, labs, or other projects deemed important by the faculty.
- Review the timing of withdrawal dates and support for students who need advice and try to make sure that those dates are timed at a point when the university is open and fully staffed.

Our LMS (Learning Management Software) contract will be up in two years. Our current system is Blackboard which is rather inconveniently upgrading to Blackboard Ultra and will be reducing support for the current version that we are using. The chairs have been asked to start getting a sense of whether faculty would prefer to stick with Blackboard and proceed with the upgrade or, if when the contract expires, we should look at other options for an LMS. Several options were reviewed last time, and the main competitor was Canvas which is more widely used than Blackboard. Please be assured that discussions are in the very early stages and faculty will have plenty of opportunities to engage in the process before a decision has to be made.

After the report, Senator Dodd asked for clarification on why lecturers were omitted from the compensation model and also if the amount to be awarded to associate professors is for all associate professors or only those with 1-4 years in rank.

Provost Zeigler answered that the funds available for compensation this time will be used to address the two most compressed areas of associate and full professors. In future models, there will be gradations up for lecturers and clinical faculty as well. In answer to the second part, all associate professors will receive \$500 for this year, and then in future years all associate professors will get a set amount regardless of their years in rank.

GUEST SPEAKER:

Parking Issues Update. Courtney Collins and Bryan Makinen were in attendance to talk about parking issues on campus and to answer questions.

Some of the questions faculty wanted answers for included the following:

1) If Maddox goes online as a residence hall will that affect employee parking?

Answer: That will potentially affect some parking in the Maddox Lot or Whitlock lot and that will probably be more for ADA considerations as populations are going to increase in that area. As of this moment, given that Model Lab is going to go under construction, Alumni Coliseum is going to undergo renovation, and Maddox is going to come online, we are going to need to take a look at the available parking in that area of campus to include the Alumni Coliseum lot, and have it assessed and evaluated. We do not know at this time what changes are going to be made other than we are probably going to need to add some accessible parking in that area.

2) If Maddox houses freshmen will they be able to bring cars to campus?

Answer: Yes. We have a very large surplus of parking spaces on campus, so we have no plans whatsoever to restrict or limit the number of automobiles that can be brought to campus. Given the current infrastructure, on any given day we have over 2,500 open and available parking spaces on campus, though it's oftentimes not where people would prefer.

3) Why was there some parking spaces removed from Crabbe Street by the Campbell building?

Answer: There were too many near misses and too many mirrors taken off cars for the Burrier Child Development Center drop-off, and adjustments had to be made to that area for safety. The area was not wide enough to have parking on both sides of the street and also be conducive to drop-off and pick-up for a pre-K school. In addition we posted school speed signs there and have a daily increased enforcement in that area for school zone speeding infractions.

4) On the reserved parking spots, is there any limit to the number of spaces or is it going to engulf the entire campus?

Answer: There will be a natural limit. Right now there are 93 paid parking spaces and that helps offset the total fees that everyone pays. Currently, we are only doing preferred parking for employees. This program is still in trial mode although we are seeing a very high demand for preferred parking spaces.

5) With the reserved parking spots, do those become available for use after a certain time of the day and how might that impact conferencing and events?

Answer: When this program first began in 2018, it was designed to be if you were to purchase a preferred parking space, it was your space 24/7, 365 for the year. However, we are happy to look at that and to evaluate and balance that against the needs of the community.

6) Is the number of disability parking spots based on some defined logic? It seems like an excessive number of disability parking spots are underutilized.

Answer: There are laws that mandate a minimum number of disability spaces. We currently have 268 accessible parking spaces on campus, of which we have sold 195 permits. So, currently there is an overage there. We tend to not move accessible spaces once they're put into place. We tend to leave those where they are at. It is largely developed based on the needs of those areas. But there are times you will see empty, accessible parking spaces. There are also times that we have individuals needing more for different events on campus. Keep in mind we have to design for the total needs of the community and how those spaces will need to flex for different events and different needs.

7) **A number of spots were taken away in front of the library. Will they come back later?**

Answer: Those were removed because we're getting ready to dig up half of University Drive to put in a steam line, so we can't have parking on both sides of the road. They may come back later. We actually have to evaluate that because the spaces we had on University drive were not ADA compliant to modern code. We may look at adjusting spaces in that area to make a walking path or to modify the sidewalk to allow for truncated domes to be placed along the sidewalks in order to meet modern ADA compliance code.

8) **Who currently serves on the Parking Committee?**

Answer: The Parking Appeals Committee members are: Philip Gump, Sarah Hazelmeyer, Fontaine Sands, and two SGA students. There is also one open spot on that committee. The Parking and Transportation Committee members are: Lieutenant Tim Gunn with the Police Department, Stephanie King, Jessie Hood, Lisa Moore, Karen Peebler, Molly McKinney, and two students. There is also an opening on that committee as well.

9) **Has anyone been appointed to address the perception that some people have that if students back into a spot they won't get a ticket?**

Answer: That is false. There are two ways which parking enforcement happens. Cameras are mounted to our parking enforcement vehicles, and it's a very quick process to see if folks are where they're supposed to be. In addition, we also have foot patrols monitoring at different times of the day. Please note that it is considered a red flag if cars are backed into a space.

10) **Can you use the EKUsafe app to report issues?**

Answer: Absolutely, and the app is free to download and use. You can use the app to report a parking issue, maintenance needs, or to report tips.

11) **Is it true that certain groups of students (i.e. athletes) do not have to pay parking tickets?**

Answer: That is not true. No one gets out of paying for a parking ticket, and the Parking Appeals Committee is very equal in their enforcement for anything appealed. The only exception would be if you in your area directed a guest to park somewhere and they got a ticket, please reach out to the parking office. If they're guests of the institution, we want them to have a very favorable experience.

12) **Can the parking fee for guests be waived?**

Answer: Yes. If they are a guest of your department, please contact the parking office if they get a ticket. You can also get a parking permit through the parking office for guests. In addition, if you have a large function and you need reserved parking spaces, contact Courtney and she and her team can make sure those spaces are reserved for you. There is actually a form on the ECU parking website that you can complete for parking lot closures.

NEW BUSINESS:

[Report from Council on Academic Affairs](#). Associate Provost Wies presented 9 items for action (4 program revisions, 2 program closures, and 3 new certificates).

Senator Winslow moved to approve all 9 items, seconded by Senator Cizmar. **Motion carried.** (YE3 = 43 votes NO = 1 vote ABSTAIN = 3 votes) (See also: [Individual Votes](#))

GENERAL & STANDING COMMITTEE REPORTS:

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

First of all, I would like to thank Vice Chair Lisa Kay for presiding over last month's Senate meeting while I was having a surgical procedure. Everything went well and I am glad to be back presiding over this last meeting of 2022.

Our third “lunch and learns” was held in early November, and it was the largest attendance to date. The President and his cabinet are discussing ideas for the spring to continue the conversations and outreach.

Regent Marion, Vice Chair Kay, Provost Zeigler and I continue to have our once-a-month “Problem Solvers” meeting. I appreciate the Provost’s willingness to do what she can to address the issues that we bring to her attention.

One of the most vexing, on-going issues we face is poor communication from various offices on campus that make decisions that affect us. The lack of announcement about the parking fee changes and things like that is only one of many types of things that are overlooked when they should be part of absolutely top priority in keeping us informed for shared governance and transparency. I don’t think this problem is the fault of the President or Provost. In my opinion it is partly the result of the growth of the bureaucracy—I call it the “Administrative Superstate-- which can at times operate seemingly in its own world with its own priorities.

The Board of Regents met on December 1. The following information was included in my report to the Board:

1. Briefing them on the “lunch and learns.”
2. A brief overview of the exit interview with Beth Polin regarding the Faculty Advocate position. The interview included the Provost, John Dixon and John Brent. We discussed not only the pros and cons of that position as it is currently configured but also whether returning to an Ombud position would work better. One point that Beth made was that many times problems could be resolved at her level if the aggrieved party had come to her first before going through any sort of Grievance process.
3. Regarding the Grievance Regulation (it is no longer classified as a Policy), Lauren Keeler from the Office of University Counsel has been hosting listening sessions with a number of faculty to gather input which will be passed along to a writing group in the near future
4. The Senate chose (by 90%) to recommend that the administration use the \$500,000 in funds that were set aside from our last raise pool to begin addressing salary compression.

I attended both commencements on the 3rd as the Mace Bearer. Both ceremonies were trimmed down with less speeches and a quicker pace announcing student’s names. It was a big improvement, in many ways, from the Spring 2022 ceremonies.

As we have been unable to meet face-to-face in the last couple of years, we have decided to have a Faculty Senate Social on Monday, February 13th at 3:30pm to provide an opportunity for our senators to get better acquainted. Provost Zeigler has agreed to sponsor the reception for us. Location is yet to be determined. Please mark the date on your calendars and plan to attend if schedules permit.

Senator Underwood asked if there have been any discussion yet for when to return to face-to-face meetings? Senator Winslow recommended that the Executive Committee address the issue of meeting in-person vs. Zoom at their January meeting.

REPORT FROM FACULTY REGENT: Senator Marion

The Board of Regents met for their regularly scheduled quarterly meeting on Thursday, December 1 in Powell 219, and the ad hoc Governance and Evaluation Committee met prior to the full Board meeting. The agenda book is available at <https://regents.eku.edu/agendas-0>. The next Board meeting is scheduled for February 15, 2023, and is tentatively planned to occur in Frankfort, Kentucky.

In regard to Thursday's meeting, the Board received regular updates regarding [university's finances](#), legislative affairs, academic affairs, DEI (diversity, equity, and inclusion), and university communications, including an update from WEKU. Reports were also presented by the Faculty Senate, Staff Council, the Student Government Association, the President, and the Board Chair. At that time, Chair Eaves asked the respective leaders of each, "What is the greatest concern" among their constituents. The responses were compensation, turnover/retention, and mental health, respectively.

In getting into the action agenda, in addition to approving the prior meeting minutes, the Board approved the following items:

1. The annual audit report ([pdf page 7 – 136](#))
2. Personnel actions, including the university personnel statistics ([linked here](#))
 - a. Sabbatical program participants for 2023-24 ([linked here](#))
3. Council on Academic Affairs curriculum proposals ([linked here](#))
 - a. Three new certificate programs ([1] Early Childhood Director, [2] Family Service, and [3] Infant/Toddler Care & Education)
 - b. Closure of two graduate programs ([1] Gifted Education, and [2] Athletic Training)
4. Naming Agreement: Arena inside Alumni Coliseum to be named Baptist Health Arena ([linked here](#))
5. Model Lab School Tuition and Fees for 2023-24 as editorially revised since Agenda release ([linked here](#))
6. Procedures for Annual and Comprehensive Presidential Evaluation ([linked here](#))
7. Annual Board Self-Evaluation Instrument ([linked here](#))
8. Approval of Presidential Evaluation from *ad hoc* Governance & Evaluation Committee Report ([linked here](#))
 - a. A copy of the survey instrument used to inform evaluation is [linked here](#)
9. Honorary Degree Committee recommendation for LTG (now GEN) James Rainey ([linked here](#))
10. The Board extended the President's contract by one year in new business

Since our last Senate meeting there have been a number of events well-attended by Board members including both Commencement ceremonies, Thanksgiving programs, and more.

STANDING COMMITTEES

Academic Quality Committee. Senator Sands stated that the committee is working on its charges. Early in the spring semester there will probably be two surveys sent out to faculty as well as students related to a couple of topics that we've been charged with. The first survey is related to Bartleby, along with some added questions to follow up with our online teaching resources that we were going to continue from last year. In addition to this survey, Senator Brent is looking to schedule some focus group meetings as well.

The second survey is the new charge to review the academic calendar that the Provost just gave to an ad hoc committee which includes the AQC. The deadline is April 3rd to submit recommendations to the Provost on the academic calendar.

It is very important that we get faculty to complete these surveys and also for our senators to discuss these issues with their departments and provide feedback so that we can present a very comprehensive report to the Provost and to the University before any changes are made.

Budget Committee. Senator Stevenson reported that the committee is working on the charges. The next meeting will be in January to update on progress.

Elections & University Nominations Committee. Senator Spira announced that the committee is meeting regularly and working on the charges. Our time has been used to revise and update our internal procedures in coordination with the Rules Committee. We hope to have a finalized copy for Faculty Senate to review in the spring.

Information Technology Committee. Senator Hight stated that the last meeting was on November 30 to orient newer members with the process for Google forms so that all of our members could take on that role as needed to do the votes at the Senate meetings. In addition, we also went over the protocols for the follow up conversion of that data to be submitted for record.

Faculty Rights and Responsibilities Committee. Senator Brent reported that the committee met last month to re-review the charges. The major point of concern still remains to be the grievance policy.

As of right now, our primary point of focus is looking at and reviewing the Ombud/ Faculty Advocate position in order to resolve that, and to get some more information for additional listening sessions. We've also conducted a number of exit interviews. We are also considering a survey to get faculty guidance on what the Ombud/Faculty Advocate position should look like.

We are also reviewing the composition of draft team committees given the number of pressing policies that are currently on the docket.

Our next meeting is tomorrow at 1pm.

Rules Committee. Senator Kay reported that the committee met on November 14. Senator Bishop-Ross has been working with other Senate committees on updating their internal procedures, in particular Elections and University Nominations.

We also talked about the Faculty Handbook and who should be responsible for maintaining it. Our committee felt that the Rules Committee would probably not be the right group, and we suggested the formation of an ad hoc committee. However at this time, some of the people who might need to be on there are spread a little too thin at the moment, so this might be something that gets done a little further down the road. We recommended putting together an online faculty handbook similar to other institutions that would consist of sections with links pointing to already existing materials within ECU's website. For example, it might include links to current policies and regulations, but it would be organized in such a way that it would be easier for faculty to find the information they need.

Welfare Committee. Senator Blair stated that at the last meeting the committee began to create a list of new variables to include on the upcoming faculty welfare survey as well as including the previous variables to see if there have been any significant changes in the perceptions on faculty compensation as compared to the data collected last year.

Our committee is also planning to submit that to the IRB again, as we did last year, in the hopes of sending out to publication. We're currently working on the draft that would go into that special issue sometime in end of December/early January.

ADJOURNMENT:

Senator Kelley moved to adjourn at approximately 4:40pm, seconded by Senator Buck.

Timestamp	Email Address	Do you approve of the minutes for the November 7th, 2022 meeting of the Faculty Senate?
12/5/2022 15:37:09	julie.george@eku.edu	YES
12/5/2022 15:37:10	pat.calie@eku.edu	YES
12/5/2022 15:37:10	don.yow@eku.edu	YES
12/5/2022 15:37:11	matthew.winslow@eku	YES
12/5/2022 15:37:12	richard.crosby@eku.ed	YES
12/5/2022 15:37:12	jackie.couture@eku.ed	YES
12/5/2022 15:37:12	tricia.kelley@eku.edu	YES
12/5/2022 15:37:13	radhika.makecha@eku	YES
12/5/2022 15:37:13	elizabeth.underwood@	YES
12/5/2022 15:37:14	vigs.chandra@eku.edu	YES
12/5/2022 15:37:14	karim.abdelhay@eku.e	YES
12/5/2022 15:37:14	nedim.slijepcevic@eku	YES
12/5/2022 15:37:14	erin.stevenson@eku.ec	YES
12/5/2022 15:37:15	carolin.walz@eku.edu	YES
12/5/2022 15:37:15	bill.mcclanahan@eku.e	YES
12/5/2022 15:37:15	vonja.grabeel@eku.ed	YES
12/5/2022 15:37:15	katie.moore@eku.edu	YES
12/5/2022 15:37:15	alison.buck@eku.edu	YES
12/5/2022 15:37:16	jamie.shaffer@eku.edu	YES
12/5/2022 15:37:16	lisa.jones@eku.edu	YES
12/5/2022 15:37:16	james.kirby.easterling@	YES
12/5/2022 15:37:16	jennifer.hight@eku.edu	YES
12/5/2022 15:37:16	kim.parsons@eku.edu	YES
12/5/2022 15:37:17	charles.hughes@eku.e	YES
12/5/2022 15:37:18	matthew.sabin@eku.ec	YES
12/5/2022 15:37:18	john.brent@eku.edu	YES
12/5/2022 15:37:19	michael.fore@eku.edu	YES
12/5/2022 15:37:19	jason.fry@eku.edu	YES
12/5/2022 15:37:20	erin.eliasen@eku.edu	YES
12/5/2022 15:37:21	jessica.price@eku.edu	YES
12/5/2022 15:37:22	vincent.thomas@eku.e	YES
12/5/2022 15:37:22	james.blair@eku.edu	YES
12/5/2022 15:37:22	brian.clark@eku.edu	YES
12/5/2022 15:37:23	laura.newhart@eku.ed	YES
12/5/2022 15:37:25	todd.hartch@eku.edu	YES
12/5/2022 15:37:26	andrea.sexten@eku.ed	YES
12/5/2022 15:37:34	mary.liu@eku.edu	YES
12/5/2022 15:37:36	geela.spira@eku.edu	YES
12/5/2022 15:37:36	lisa.kay@eku.edu	YES
12/5/2022 15:37:40	abby.brooks@eku.edu	YES
12/5/2022 15:37:55	laura.edwards@eku.ed	YES
12/5/2022 15:37:58	anne.cizmar@eku.edu	YES
12/5/2022 15:38:14	jilliane.mccardle@eku.e	YES
12/5/2022 15:38:23	luke.dodd@eku.edu	YES
12/5/2022 15:38:46	david.stumbo@eku.ed	YES

Timestamp	Email Address	Vote for CAA Program Revisions
12/5/2022 16:33:19	tricia.kelley@eku.edu	YES
12/5/2022 16:33:21	pat.calie@eku.edu	YES
12/5/2022 16:33:22	james.blair@eku.edu	YES
12/5/2022 16:33:22	fontaine.sands@eku.edu	YES
12/5/2022 16:33:22	richard.crosby@eku.edu	YES
12/5/2022 16:33:23	don.yow@eku.edu	YES
12/5/2022 16:33:24	laura.edwards@eku.edu	YES
12/5/2022 16:33:24	erin.eliasen@eku.edu	YES
12/5/2022 16:33:24	mary.liu@eku.edu	YES
12/5/2022 16:33:25	vigs.chandra@eku.edu	YES
12/5/2022 16:33:25	james.kirby.easterling@eku.edu	NO
12/5/2022 16:33:25	julie.george@eku.edu	YES
12/5/2022 16:33:26	voniam.grabeel@eku.edu	YES
12/5/2022 16:33:26	luke.dodd@eku.edu	YES
12/5/2022 16:33:26	carolin.walz@eku.edu	YES
12/5/2022 16:33:28	todd.hartch@eku.edu	YES
12/5/2022 16:33:28	nedim.slijepcevic@eku.edu	YES
12/5/2022 16:33:28	erin.stevenson@eku.edu	YES
12/5/2022 16:33:29	lisa.jones@eku.edu	YES
12/5/2022 16:33:31	jackie.couture@eku.edu	YES
12/5/2022 16:33:35	john.brent@eku.edu	ABSTAIN
12/5/2022 16:33:35	kim.parsons@eku.edu	YES
12/5/2022 16:33:35	elizabeth.underwood@eku.edu	YES
12/5/2022 16:33:36	brian.clark@eku.edu	YES
12/5/2022 16:33:37	laura.newhart@eku.edu	YES
12/5/2022 16:33:37	lisa.kay@eku.edu	YES
12/5/2022 16:33:38	karim.abdelhay@eku.edu	YES
12/5/2022 16:33:38	radhika.makecha@eku.edu	YES
12/5/2022 16:33:39	geela.spira@eku.edu	ABSTAIN
12/5/2022 16:33:39	matthew.sabin@eku.edu	YES
12/5/2022 16:33:40	michael.fore@eku.edu	YES
12/5/2022 16:33:42	melanie.johnson@eku.edu	YES
12/5/2022 16:33:45	abby.brooks@eku.edu	YES
12/5/2022 16:33:46	jennifer.hight@eku.edu	YES
12/5/2022 16:33:47	vincent.thomas@eku.edu	YES
12/5/2022 16:33:47	david.stumbo@eku.edu	YES
12/5/2022 16:33:47	andrea.sexten@eku.edu	YES
12/5/2022 16:33:52	katie.moore@eku.edu	YES
12/5/2022 16:33:57	julie.hensley@eku.edu	YES
12/5/2022 16:33:58	sarah.feltus@eku.edu	YES
12/5/2022 16:34:00	charles.hughes@eku.edu	YES
12/5/2022 16:34:02	alison.buck@eku.edu	YES
12/5/2022 16:34:04	jilliane.mccardle@eku.edu	ABSTAIN
12/5/2022 16:34:15	matthew.winslow@eku.edu	YES
12/5/2022 16:34:36	anne.cizmar@eku.edu	YES
12/5/2022 16:34:37	jamie.shaffer@eku.edu	YES
12/5/2022 16:34:44	jessica.price@eku.edu	YES