

FACULTY SENATE MINUTES

May 5, 2025

3:30 p.m.

The Faculty Senate of Eastern Kentucky University met in person Monday, May 5, 2025, in Perkins Quad. Chair Kay called the final meeting of the academic year to order at approximately 3:30 p.m.

APPROVAL OF MINUTES:

Senator Bishop-Ross moved to approve the April 7, 2025, minutes as written, seconded by Senator Brooks. **Motion carried.** (*YES = 33 votes NO = 0 votes ABSTAIN = 2 vote*) (*See also: Individual Votes*)

REPORT FROM THE PRESIDENT: David McFaddin

TO: Eastern Kentucky University Faculty Senate

FROM: President David T. McFaddin

DATE: May 5, 2025

RE: Faculty Senate May Report

We're in the home stretch of the semester with graduation right around the corner. As I reflect on the academic year, it's been one filled with exciting opportunities for ECU--such as the upcoming groundbreaking for the new Model Laboratory School and plans unfolding for our College of Osteopathic Medicine. This past month, we've celebrated excellence and our colleagues who go above and beyond in their commitment to ECU and our students. As always, I am looking forward to recognizing our students' success at commencement in a few weeks. I hope you enjoy a wonderful summer and take some time to recharge for yet another year of opportunity and joy at ECU this upcoming fall.

15+ Credit Hours

Over the past month, I have had significant discussions across campus about the impact of the 15+ credit hour proposal being made to the Board of Regents Finance Committee last week. It will be considered for passage at the upcoming Board of Regents Board meeting. For additional information on how the 15+ credit hour proposal impacts our students, I highly encourage you to talk with your deans. In addition, please visit the [Full Time Plus Proposal](#).

Giving Day

Congratulations to the Development team and all of their campus partners that made the 2025 Giving Day a very successful day. VP Mary Beth Neiser proudly announced that yet again, ECU met our goal--this year of 2,425 donors, representing the 2024-25 academic year. In addition, we secured \$900,000 in less than 24 hours. The total gifts continue to be calculated and we will announce the final Giving Day totals in the coming weeks.

Model Lab School and College of Education and Applied Human Sciences Press

Conference After years of discussion, I hope you will join us in the groundbreaking of the

Model Laboratory School. In addition, we will be formally announcing the creation of the School of Education and the commitment of the institution to fulfill the General Assembly's expectation of the Model Laboratory building as the hub of Teacher Education for the Commonwealth and beyond.

**Model Laboratory School and College of Education and Applied Human Sciences
Tuesday, May 6, 2025, 10 a.m.
New Model Laboratory Building Site at Leach Driving Range**

Commencement

No better exclamation point can be put at the end of our academic year than to gather together and celebrate the success of our students at commencement. I am especially excited to unveil a new recessional music piece composed by our own Faculty Senate Past Chair Dr. Richard Crosby.

The committee heard the faculty's request for more communication during this process. I want to extend my appreciation in advance to the Commencement Committee, Dr. Rusty Carpenter who joined the committee this year to ensure faculty voice, and our commencement coordinators from each of the colleges. They have done an outstanding job.

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For full details on dates, times, and day-of instructions for staff, faculty, students, and guests, please visit go.eku.edu/graduation.

April ECU In the News:

- ECU Homeland Security Program Feature
 - o https://www.cnhinews.com/kentucky/news/article_cf03878e-d2eb-59d0-97a7-49dceaa42583.html
 - o <https://www.firehouse.com/careers-education/colleges-universities/press-release/55285721/fire-service-degrees-eastern-kentucky-university-ekus-homeland-security-degree-puts-preparedness-first>
- ECU Giving Day
 - o https://www.richmondregister.com/news/eku-to-host-sixth-annual-giving-day-on-wednesday-april-23/article_32091834-5348-498f-91c7-2c55043ec804.html
 - o <https://www.lanereport.com/180737/2025/04/eku-hopes-to-top-2024s-720000-during-giving-day/>
- ECU Celebrates Increased Enrollment, High Retention Rate
 - o <https://spectrumnews1.com/ky/louisville/news/2025/04/16/eku-largest-regional-university>
- ECU Faculty Receives Continuation Patent for Cancer Research
 - o https://www.richmondregister.com/news/eku-faculty-receives-continuation-patent-for-cancer-research/article_f078a801-12d0-4b83-91f4-d70bc4b7635f.html
- ECU Faculty Honored for Excellence
 - o https://www.richmondregister.com/news/eku-faculty-honored-for-excellence/article_0aef203c-cb26-4e6b-9933-c86388d55bfb.html
- ECU Scholars Showcase Highlights Alumni Spotlight With Chris Hacker

- o https://www.richmondregister.com/news/eku-scholars-showcase-highlights-alumni-spotlight-with-chris-hacker/article_d1dabbde-551a-4ad0-90a0-21bb31e4f75a.html
- Eastern Kentucky University's Agriculture Department Shares Knowledge With the Next Generation
 - o <https://www.yahoo.com/news/eastern-kentucky-university-agriculture-department-211500946.html>
 - o <https://fox56news.com/news/local/eastern-kentucky-universitys-agriculture-department-shares-knowledge-with-the-next-generation/>
 - o https://www.richmondregister.com/news/eku-aims-to-inspire-future-agricultural-professionals-with-a-day-at-the-farm/article_69ba00d9-6c27-48b6-a409-c561235974d2.html
- Kentucky Public Universities are Reviewing How to Implement Anti-DEI law
 - o <https://kentuckylandern.com/2025/04/15/kentucky-public-universities-are-reviewing-how-to-implement-anti-dei-law/>
- Experts Discuss DNA Evidence as Arrest is Made Months After Hit-and-Run
 - o <https://www.wymt.com/2025/04/11/experts-discuss-dna-evidence-arrest-is-made-months-after-hit-and-run/?outputType=apps>
- WKYT Investigates: Crucial Role of Arson Investigators
 - o <https://www.wkyt.com/2025/04/09/wkyt-investigates-crucial-role-arson-investigators/>
- More KY Universities Could Award Advanced Degrees Under New Law
 - o <https://www.yahoo.com/news/more-ky-universities-could-award-095001088.html>
 - o https://www.the-messenger.com/dawson_springs_progress/news/article_bbd3fd22-52c2-5360-83de-caff82994de1.html
 - o <https://www.wuky.org/wuky-news/2025-04-17/new-ky-law-could-mean-more-advanced-degrees>
- Prior Learning Credit
 - o https://www.the-messenger.com/news/article_b99f71e3-3fe2-5cfe-a210-04b755e42535.html
 - o https://www.kentuckynewera.com/news/state/article_c030e7ce-a0ce-5cac-a02f-99d14e589a60.html
 - o <https://nkytribune.com/2025/04/cpe-colleges-and-universities-launch-new-initiative-to-expand-credit-for-prior-learning/>

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- Physiology Friday: Managing Stress and Performance for Tactical Populations w/ Dr. Mike Lane, Anders Varner, Doug Larson, and Travis Mash - ECU Expert on Podcast
 - o <https://player.fm/series/barbell-shrugged-talking-training-and-interviews-w-crossfit-games-athletes/physiology-friday-managing-stress-and-performance-for-tactical-populations-w-dr-mike-lane-anders-varner-doug-larson-and-travis-mash>
- ECU Nursing Program Receives \$150,000 for Home Simulation and Student Support
 - o <https://www.wmky.org/news/2025-04-02/eku-nursing-program-receives-150-000-for-home-simulation-and-student-support>

Upcoming Events

May 6, 2025- Model Laboratory School and College of Education and Applied Human Sciences Synergy Announcement
May 14, 2025- Board of Regents Meeting

May 15-16, 2025- [Commencement](#)

May 19, 2025- EKU Summer Advantage Schedule Begins

May 26, 2025- Memorial Day

One Eastern,



Dr. David T. McFaddin
President

REPORT FROM THE PROVOST: Sara Zeigler

TO: Eastern Kentucky University Faculty Senate

FROM: Provost Sara Zeigler

DATE: May 5, 2025

RE: Faculty Senate May Report

Artificial Intelligence at EKU

This semester, EKU continued to lead the way in responsible AI integration through a wide range of professional development offerings. We hosted 22 AI-focused sessions, attracting over 1,600 registrants, including faculty, staff, and students. Many attendees signed up specifically to receive session recordings, with the 10 recorded sessions this semester already garnering 692 views on YouTube. Much of this programming was developed in collaboration with faculty from TLEL and EKU Libraries, and staff from Student Conduct and Community Standards and IT, reflecting a truly cross-functional approach to AI education and readiness.

AI Faculty Innovator (AI FI) Fellowship. This spring, we launched EKU's first AI Faculty Innovator (AI FI) Fellowship, including a dedicated website, application portal, and advertising campaign. The selected faculty member will receive institutional support to explore innovative, ethical AI integration in teaching and learning, while mentoring peers across the university.

CCIC Award – AI-Themed. This year, the Cross-College Interdisciplinary Collaboration (CCIC) award—now in its fifth year—centers on Artificial Intelligence as its theme. This internal grant opportunity prioritizes interdisciplinary proposals exploring AI in teaching, research, student services, or creative work. The AI theme reflects a growing institutional investment in collaborative, high-impact approaches to emerging technologies.

College-Specific Faculty Development Toolkits: Implementing Needs Assessment Results

Based on our recent faculty needs assessment, we've identified distinct professional development priorities across colleges. The FCT&L is creating tailored faculty development toolkits for each college that address their specific challenges and priorities. The assessment revealed common concerns—particularly reading comprehension, student mental health, and engagement strategies—but also highlighted college-specific needs. For example, STEM faculty emphasized different priorities than those in CLASS or Health Sciences.

These toolkits will include targeted resources, workshop materials, and practical strategies that address the unique pedagogical challenges identified within each college. We're working with Dr. Parrott to develop critical reading resources, which was identified as a top priority. Our goal is to roll out the first phase of these toolkits by Fall semester. We believe this customized approach will better serve faculty needs and ultimately enhance student success across all disciplines.

2024-2025 Faculty Awards & Recognitions

The Office of the Provost offers annual faculty awards in three areas – teaching, leadership, and scholarship – through the Noel Faculty Awards Program. Award recipients are announced during Scholars Showcase, held each year in April.

Noel Faculty Awards

- **Transformative Teaching Award:** Sara Rico-Godoy (Spanish / CLASS)
- **Dr. Jerry Pogatshnik Graduate Faculty Award:** Yoshie Nakai (Psychology / CLASS)
- **Faculty Scholarship of Teaching & Learning Award (SoTL):** James (Kirby) Easterling (Management / BUS)
- **Innovation in Teaching Award:** Beth Killian (School of Nursing / CHS)
- **Faculty Leadership Award:** Todd McCardle (Teaching, Learning, and Educational Leadership / CEAHS)
- **Essential Skills Recognition (for integration of the [KY Graduate Profile's Essential Skills](#) into courses):** Jennifer Fairchild (School of Communication / CLASS) & Alex White (First-Year Courses)

First-Year Courses Awards

- **Outstanding First-Time Instructor of a Student Success Seminar:** Jagger Coffey, (Technology Resource Manager)
- **Outstanding First-Year Instructor of an Exploratory/Success First Student Success Seminar:** Jaime Roberts (Deputy Title IX Coordinator & Chief Investigator) & Alex White, (First Year Courses)
- **Outstanding First-Year Instructor of a College-Specific Student Success Seminar:** Dr. Jamie Woolery (Student Engagement Director / CHS) & Dr. Bill Thornburgh (Teaching, Learning, and Educational Leadership / CEAHS)
- **Distinguished First-Year Instructor:** Rachel Cook, Academic Advisor (NOVA)

Library Partnership Award

- Erin Presley (English / CLASS)

Society of Foundation Professors

Society of Foundation Professors Inductees: Scotty Dunlap (Safety, Security, and Emergency Management / CJSMS) & Camille Skubik-Peplaski (OSOT / CHS)

- **Blanchard Service Award:** Jackie Couture, Director of Special Collections & Archives; Debbie Whalen, Special Collections Librarian (EKU Libraries)
- **Rowlett Award:** Amanda Green (Anthropology / CLASS)

Sabbatical Gallery (Faculty awarded sabbaticals in 2023-2024)

Faculty awarded sabbaticals in 2023-2024 showcased their research during the annual Sabbatical Gallery. The Sabbatical Gallery highlights significant findings, discoveries, and applications from sabbatical projects.

- Access the Sabbatical Gallery archive [here](#).

2025-2026 Provost's Faculty Interns Selected

Established in 2022 by Provost Sara Zeigler, the Provost's Faculty Internship Program is designed to develop leadership skills at the university level among ECU faculty. As a complement to the annual Provost's Leadership Institute, the Provost's goal is to build exceptional leadership by supporting individual faculty development.

Faculty will participate in a range of mentoring and learning opportunities, collaborate with colleagues in the Office of the Provost and other academic and administrative offices across campus, and assume leadership roles on critical campus strategic initiatives and projects, designed in conjunction with individual interests and long-range career goals.

Four faculty were selected for the 2025-2026 cohort:

- Jill Campbell - CLASS, School of Music
- Matthew Howell - CLASS, Department of Government
- Shijin Kozhumal - CJSMS, Fire Protection and Paramedicine Sciences
- Lisa Middleton - CSTEM, Department of Biological Sciences

Dr. Lisa Kay will serve as 2025-2026 Provost Fellow.

REPORT FROM FACULTY REGENT: Jason Marion

May 5, 2025

Dear Senators,

The Board of Regents will be having their next regularly scheduled meeting on Wednesday, May 14. The agenda for the meeting will likely become available sometime between May 7 and May 11 at the following website: <https://www.ecu.edu/in/committees/board-of-regents/>. As the second meeting of the year, the Board agenda will include many substantial topics, including the approval of the university budget, tuition/fee structure, faculty promotions, and more.

Since the last meeting of the Faculty Senate, the Board's Finance Committee met. The purpose of their [April 30 meeting](#) this last Wednesday was to review and discuss the Budget recommendations presented by the university's leadership in preparation for the May 14 meeting.

- The 2025-2026 budget presentation slides presented for the Board are [viewable here](#).
- The 'full-time plus' proposal related to tuition and fees has slides [viewable here](#).

A brief recap of the Board's Finance Committee meeting is available courtesy of the *Eastern Progress* ([article linked here](#)).

Regarding budget recommendations, and the related tuition/fee structure, the university's leadership received approval to advance the budget from the Board Finance Committee with a 6-0 vote. Approval from the Committee was also provided on the tuition/fee proposal with a 4-1 vote. The budget proposal and tuition/fee proposal both advance to the full Board meeting on May 14 for final consideration. The combined budget and tuition/fee structure proposal increases the university's budget year-over-year by \$10.16M for the purposes of (A) affording a 2% across-the-board salary increase, (B) addressing inflationary costs, and (C) increasing the surplus reserve as requested by the Board. The university also reported that we will likely end on-budget this year.

Budget Discussion Summary:

The most significant increased costs projected in the proposed 2025-26 expenses are for increasing salaries (\$2.8M), fringe/health insurance (\$810,000), utilities/contracts/insurance (\$810,00), deferred maintenance (\$748,000), and the Board's expected \$2.5M dollar surplus. The surplus was a charge given to the President, at one point as high as \$5M, as a response to the Moody's Rating Outlook that did not change the university's bond rating but did shift the rating from stable to negative based on decreased liquidity. The Board expected the budget to begin restoring the university's reserves with a viewpoint of restoring the rating outlook to stable or better in the future. The university is setting a reasonable expectation for EKU Foundation revenue in 2025-26, which will be \$2.3M less than what was planned for this current fiscal year. For the current FY 2024-25, \$6.07M were expected in Foundation Revenue, but the amount expected in the 2025-26 budget will be \$3.7M.

Other notable increases for the planned 2025-26 budget include \$1.9M in additional funds to intercollegiate athletics, with most of those additional resources presented as going towards scholarship rate adjustments for tuition, room, and board. The Exceptional Eastern Experience (E-3) fund is budgeted for \$1.5M, up from this year's budgeted amount of \$896,000. There may be fee revenues contributing towards E-3, as students will contribute approximately \$4M through the Student Special Use fee next fiscal year.

An additional area communicated as part of the increase was related to encouraging greater sponsored research and creative activities at the university by faculty. The initial investment planned for FY 2025-26 of \$250,000 is aimed at improving the university's engagement in sponsored research activities, with a goal of adding \$250,000 in the next three additional budget

cycles, so that EKU is investing \$1M annually in supporting faculty engagement with sponsored activities that provide returns to the university. Additionally, these investments are viewed as vitally important for creating a culture and platform for success through interdisciplinary collaborations with any future DO school faculty who would likely need an improved research infrastructure relative to our current position for scholarship and optimizing our investment in a DO school.

Full-time Plus Proposal Discussion Summary:

University leadership presented the proposal, which would charge a per-credit-hour tuition fee for additional credit hours over 15 semester hours per term. Following deliberation since the last Finance Committee meeting, the amount was determined to be \$348 (20% discount) versus \$418 for each hour. Ultimately, the Board approved the tuition-plus proposal by a vote of 4-1. As faculty regent, I voted no, and the student abstained. The reasoning for why I perceive the Board's Finance Committee voted in support of the proposal is as follows:

1. Our peers (who are also competitors) are charging more for tuition, with WKU, NKU, and Murray being viewed as our most significant competitors as regional comprehensives, and with UK being a geographic competitor for our students too.
 - a. WKU (who does not currently have a tuition-plus model), charges \$11,652 per year from their full-time students. A student at WKU enrolled in 18 hours would pay \$11,652; whereas a student at EKU for 18 hours during both terms would pay \$12,024. A student enrolled for 18 hours at EKU one term, and 15 hours in the second term would pay \$11,022, which is over \$1,000 less than a WKU student doing the same.
 - b. UK students pay \$13,502 per year.
 - c. NKU students taking 12 hours per year pay \$11,088 versus EKU's \$10,022. An NKU student (taking over 18 hours) in one term would pay \$6,468 with their tuition-plus model, whereas EKU would charge \$6,012.
 - d. Among Murray students, the EKU proposal is in very close alignment, with Murray State students paying \$6,182 per term with 18 hours versus EKU students paying \$6,012 per term.
 - e. **Ultimately, even with approval of the tuition-plus model, EKU would still be the third most affordable option for students taking 16-18 hours per term among Kentucky's public universities**, being just slightly more affordable than Murray State, and more expensive than Morehead State and Kentucky State.
2. While the tuition-plus model is budgeted to increase revenue by \$800,000 (as a conservative estimate) in the proposed budget, the university would have realized \$1.78M this year if it was implemented and there was no change in student behavior. Furthermore, the President indicated that the savings his team anticipates are also notable by not offering courses for students that would not make or be from student dropping, thereby resulting in efficiencies in course scheduling that would reduce expenses.
3. **Incoming Credits:** University leadership indicated that the number of students entering the university with prior coursework continues to grow and is therefore reducing the amount of revenue the university is receiving per student and per degree awarded. Accordingly, without action addressing our tuition costs, the university will be facing a financially

challenging future. Therefore, some type of action was warranted in the immediate or near term, for improving the financial stability of the university.

4. **Legacy CPE Tuition Policy Impacts:** Since ECU historically raised tuition at lower rates than our peers in the early to mid 2000s, to be cost-conscious for our student population, this has allowed our peers at WKU and NKU to grow their revenues through similar maximum percent tuition increases over the last two decades. CPE's tuition policy has been percentage-based. Murray State, reflecting upon this challenge, was able to get CPE approval around 2015-2016 to begin the tuition-plus fee model, which has allowed Murray State to do strategic investments not presently possible at ECU due to our reduced revenue per student.

There were other pros that the administration presented, many of which make financial sense for the university. The President and VP Wasson advised the Board Chair and Committee that there was no anticipated adverse impact on enrollment, and they also advised that there was no anticipated adverse impact on on-campus residency and dining utilization.

My objections to the policy were largely oriented around a desire to see a longer, more methodical rollout period, and targeted uses of these dollars towards high-performing students and academic affairs. Without seeing clearly that these dollars, generated from tuition-related charges, are going to go directly to bolstering our academic mission, I was reluctant to lend support for the proposal at this Finance Committee. Many of the students utilizing additional hours above 15 hours appear in my own analyses to be high-performing students including Honors students, marching band/ensemble students, and double-major students. Additionally, I remain concerned of a disparate impact on STEM students.

Ultimately, my reasoning for not supporting the proposal were (and are) related to:

- (1) The rollout of the program beginning in Fall 2025, and how it impacts existing students (returning students). I could have been moved to change my position with a gentler rollout (greater discounting of hours over 15, or delayed implementation for at least juniors and seniors). Grandfathering students into the current model as done at Murray from 2016-2020, was not deemed administratively feasible, and the Board Finance Committee agreed with the President that such an approach could result in logistical challenges and billing errors.
- (2) The lack of clarity on how many students will have to increase their payments to the university for housing and dining costs, as our students with available grants and scholarship balances that exceed their current tuition costs, will then have to move their funds to cover more of their tuition balances.
- (3) The lack of clarity on which programs will be most adversely impacted and what processes or procedures will be made available for offsetting or mitigating any adverse impacts (such as *(a)* marching band/ensemble students taking those courses outside their major, or *(b)* a decline in STEM enrollment due to frustrations from lab courses that routinely result in 16+ hour enrollments in semesters, or *(c)* Honors students seeing more lucrative experiences elsewhere that provide larger scholarships to help offset additional costs for being in the Honors program (e.g. Murray State provides \$10,000 top-tier awards, versus ECU providing \$8,000 as a top-tier award).

Ultimately, the Board Finance Committee welcomed me asking over a dozen questions, informed by the questions many Senators and our faculty colleagues have presented to me on the topic. The Board Finance Committee was aware of the issues due to the questioning and responses, and certainly acknowledged the challenges raised. The Committee entrusts the university to work with the students impacted for optimizing their financial aid to minimize financial difficulties for them, while also ensuring the university realizes greater revenues that make us more comparable to our peers. It was helpful for the Board to see peer-to-peer comparisons on the tuition-related tables made by university leadership, and it is my hope, that the Board continue to get peer-to-peer dollar-based comparisons on a myriad of other revenue opportunities as well as personnel expenditures for informing sound decision-making versus benchmarks and our Kentucky peers. I agree with the President, as did the Board Finance Committee, our tuition model and approach did need some serious review and will likely need ongoing study. The changes impacting higher education, including dual-credit, credit-for-prior-learning, AP courses, online GenEd providers, and more, are here, real, and becoming more common. Having done nothing or near-nothing would have been an even more troubling outcome for the university's financial future, which is inextricably linked to our future.

As we close out the year, and likely my time with you as your Faculty Regent, I remain indebted to you as Faculty Senators for entrusting me to represent your perspectives while looking out for the greater good of the university in the past, present, and into the future. Our budget issues would be far more complex and difficult to have navigated if not for the work of our colleagues helping support our students with retention rates that have been consistently at all-time highs or near all-time highs since I've been on the Board. While there is much more progress needed, I'm appreciative of our time together. In closing, thank you for your service on Faculty Senate. Should you have comments, ideas, or concerns for me as I finish my term, you may reach out anytime to me by email (jason.marion@eku.edu) or by phone (513-317-9508).

Sincerely,
Jason

SPECIAL RECOGNITION:

During the meeting Chair Kay recognized Dr. Bryan Makinen for his effort on campus. Dr. Makinen along with Provost Zeigler and President McFaddin did their best to address everything in the faculty suggestion box.

Chair Kay also recognized outgoing senators and presented them with a certificate.

PRESENTATION:

The Budget Committee gave an end of fiscal year report. Below are a few key takeaways.

- Expenditures are more in line with revenues.
- July 1 budget is fixed through the year with a positive adjustment later.
- The new Budget Working Committee has been formed to develop a 3–5-year plan.
- The Board has directed \$2.5 million to be budgeted for reserves.
- The research budget has been extended.

- Foundation Funds will remain in their current accounts.
- Senator Howell gave a presentation on the Knight's Report regarding athletics spending. This report can be found on the Faculty Senate website.

Dr. Ryan Baggett gave a presentation regarding research efforts.

- President McFaddin announced that starting in fiscal year 2026 ECU will make long-term investment to increase support for student and faculty research.
 - \$250,000 will be dedicated to research with \$250,000 in recurring funds to be added to each year to reach \$1,000,000.
- New positions have also been added to support research. Please see the Research Report Found on the Faculty Senate website.

FACULTY CONCERNS:

The Faculty Resource guide: A link to the guide can be found in Senator Kay's Report

NEW BUSINESS:

Associate Provost Wies gave a report from the Council on Academic Affairs

- Due to the passing of House Bill 4 ECU needed to make changes to comply. This entailed removing of Element Six to eliminate any DEI graduation requirements. The total credit hour for general education will remain at 36 with 6 hours being redistributed. Three hours were added to element 3B and three hours were added to element 5B
- Associate Provost Wies announced 18 program closures.
 - 16 certificates
 - 2 programs
 - AAS Career and Tech
 - BS Career and Tech
- Faculty Senate took a vote regarding the above changes.
 - **Motion carried.** (YES = 40 votes NO = 4 votes ABSTAIN = 5 vote) (See also: Individual Votes)

OLD BUSINESS:

- Faculty Senate reviewed the current Bylaws and Internal Procedures for a vote.
 - Vote for Internal Procedures updates
 - **Motion carried.** (YES = 46 votes NO = 0 votes ABSTAIN = 0 vote) (See also: Individual Votes)
 - Vote for Bylaws updates
 - **Motion carried.** (YES = 46 votes NO = 0 votes ABSTAIN = 1 vote) (See also: Individual Votes)

REPORTS & QUESTIONS:

Executive Committee Report

Lisa W. Kay, Faculty Senate Chair

The Faculty Senate Executive Committee met on April 21, 2025. Following the pre-meeting with the President, the committee approved the March minutes and received the provost's report. The Executive Committee discussed the faculty contribution to the Board's evaluation of the President and the statement on faculty advocacy from the Rights and Responsibilities Committee. The liaisons for the standing committees provided committee reports.

Provost Zeigler, Regent Marion, Vice Chair Brent, Regent-Elect Noblitt, and I had a "Problem Solvers" meeting on April 29th. Discussion topics included the Chautauqua Series, the planetarium, updates to General Education, preparation for the SACSCOC visit, and recent items from the virtual suggestion box.

My last meeting with President McFaddin was on April 3rd.

The Faculty Resource Guide is now available at [Faculty Resource Guide - Eastern Kentucky University](#). There is a link to it on the Faculty Senate webpage ([Faculty Senate - Eastern Kentucky University](#)).

We held a follow-up meeting to the panel discussion on communication we co-hosted with FCT&L. I believe there will be ongoing conversations.

Thank you again for participating in the survey that requested faculty input as part of the Board's Annual Evaluation of the President. The Executive Committee is close to having a draft of our report.

A faculty member asked for an update on the work of the Essential Education Transformation Committee, and Dr. Matt Winslow and Dr. Anne Cizmar provided the following statement:

Essential Education Transformation Committee Update

The Essential Education Transformation Committee (EETC) has spent the Spring semester investigating various models of General Education across the U.S., guided by Paul Hanstedt's book *General Education Essentials* ([available electronically from EKU Libraries](#)), and gathering input from faculty, staff, and students.

As outlined in President McFaddin's October 2024 charge letter, the EETC is developing a program that will "equip students with the ability to analyze complex issues," "foster collaboration across disciplines," and "encourage a mindset of continuous learning" to prepare them for an evolving workforce and society.

Our research phase (February-April 2025) included documenting current programs at peer institutions, reviewing literature on General Education best practices, conducting focus groups with faculty and students, and administering surveys to faculty, staff, and students. We will work over the summer to prepare an interim report for President McFaddin before the start of the Fall 2025 semester. This report will outline the new model of Essential Education we believe best fits the needs of our students and available resources. We are integrating the skills described in [EKU's Graduate Profile](#) and [AAC&U's high-impact practices](#) into our model design proposal.

Our plan, once we have settled on a more detailed model, is to gather feedback from faculty, staff, and students during the Fall semester. This aligns with the overall timeline establishing August 2026 as the implementation date for the new Essential Education program.

Questions, concerns, and suggestions can be directed to Matthew Winslow or Anne Cizmar.

Here are some recent policy and regulation updates:

- Pursuant to the Policy on Policies, and at the request of Dr. Bosley, the Faculty Grievance Liaison, an editorial revision to 4.4.7, Faculty Grievances, clarified the name of the committee from which faculty committee members are selected.
- The following Academic Affairs policies and regulations have been reviewed in accordance with Policy 1.1.1. These policies have been readopted as is without substantive revision, with new review dates assigned for 2030:
 - **4.1.1** Academic Freedom
 - **4.1.4** Course Syllabi
 - **4.1.8** Latin Honors
 - **4.1.11** Incomplete Grades
 - **4.1.14** Final Examinations
 - **4.1.15** Grade Appeals
 - **4.2.6** Coursework Transfer after Dismissal
 - **4.3.8** Posthumous Degrees
 - **4.3.10** Subsequent Degrees
 - **4.3.11** Concurrent Degrees
 - **4.3.13** Course by Special Arrangement
 - **4.3.15** Pass-Fail Option
 - **4.3.17** Academic Agreements
 - **4.5.2** Time Limit on Graduate Degree Programs
 - **4.5.3** Academic Bankruptcy of Graduate Work
 - **4.5.4** Midterm Grades for Graduate Courses
 - **4.5.5** Limits on Transferred Graduate Work
 - **4.6.4** Tenure and Promotion
 - **4.6.5** Evaluation of Non-Tenured, Tenure Track Faculty
 - **4.6.6** Evaluation of Full-Time Faculty Not Eligible for Tenure
 - **4.6.7** Post-Tenure Review
 - **4.6.14** Evaluation of Adjunct Faculty
 - **4.6.15** Foundation Professorships
 - **4.6.16** Dismissal of Faculty
 - **4.6.17** Annual Review of Tenured Faculty
 - **4.6.18** Evaluation of Library Faculty
 - **4.7.1** Faculty Authored Texts
 - **4.7.3** Faculty Workload
 - **4.7.5** Faculty Absences
 - **4.7.10** Proficiency in English (Teaching Faculty)

- **4.7.12** Faculty/Staff Academic Travel with Students
- **4.8.3** Assignment of Summer Teaching

Policy and Regulation information can be found at <https://www.eku.edu/in/university-policies/>.

The new Faculty Senate Virtual Suggestion Box can be found under Links at <https://www.eku.edu/in/committees/faculty-senate/>. Vice Chair Brent and I have continued to read all the comments received via the virtual suggestion box, and we have forwarded them as appropriate. We share all comments with Provost Zeigler and Regent Marion. Here are some topics of recent comments:

- Concerns about international students
- Language about faculty workload
- Faculty and staff retention surveys
- Faculty contracts
- Transition to air conditioning
- Fall calendar
- Qualifications for teaching specific classes

The question about the fall calendar asked about the one-week gap between Fall A and Fall B. We are transitioning to the new calendar in the fall, and one of the changes is that A and B terms will last seven weeks instead of eight weeks each.

I cannot begin to tell you how grateful I am for my time as Faculty Senate Chair or for my years on Faculty Senate in general. Thank you so much for allowing me to serve the university in this capacity. While I will no longer be in this role, if I can ever be of assistance, please contact me at lisa.kay@eku.edu

STANDING COMMITTEES

- Academic Quality Committee: Senators Buck and Sands, Co-Chairs:
 - Student parents were added to priority registration. There were 14 eligible students and 10 registered early.
 - As Artificial Intelligence makes its way to EKU Dr. Lisa Blue presented on the pros and cons to AI to the Academic Quality Committee
 - AQC is now able to participate in Academic Review
- Budget Committee: Senator Lauk, Chair:
 - See the presentation above.
- Elections/University Nominations Committee: Senators MacDonald & Sizemore, Co-Chairs:
 - There was an issue regarding eligibility of a department chair serving as Faculty Regent. A letter of concern was submitted to the Attorney General's Office. The AG decided not to weigh in on the matter and turned it to the university to decide. The election was upheld and Dr. Lynnette Noblitt is EKU's new Faculty Regent.

- Information Technology Committee: Senator Fry, Chair:
 - The committee is still working to improve single sign on authentication.
- Rights & Responsibilities Committee: Senators Ginn & Slijepcevic, Co-Chairs:
 - The committee sent an impact statement to the Executive Committee that is currently under review.
- Rules Committee: Senator Rowe, Chair:
 - See Old Business regarding Internal Procedures and Bylaws
- Faculty Welfare: Senators Hensley & Jansky, Co-Chairs:
 - A survey is currently being drafted to send to faculty regarding usage of professional development funds. This will be distributed in Fall 2025

ADJOURNMENT:

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

ATTENDANCE

Timestamp	Email Address	Mark below to confirm attendance
5/5/2025 15:35:05	jason.fry@eku.edu	Present
5/5/2025 15:35:13	rachel.bishop-ross@eku.edu	Present
5/5/2025 15:35:14	chad.cogdill@eku.edu	Present
5/5/2025 15:35:14	timothy.jansky@eku.edu	Present
5/5/2025 15:35:15	meg.gravil@eku.edu	Present
5/5/2025 15:35:17	casey.humphrey@eku.edu	Present
5/5/2025 15:35:17	david.fifer@eku.edu	Present
5/5/2025 15:35:18	gerald.nachtwey@eku.edu	Present
5/5/2025 15:35:19	kristen.campbell@eku.edu	Present
5/5/2025 15:35:19	bernardo.scarambone@eku.edu	Present
5/5/2025 15:35:20	jennifer.merrick@eku.edu	Present
5/5/2025 15:35:21	fontaine.sands@eku.edu	Present
5/5/2025 15:35:22	raglena.salmans@eku.edu	Present
5/5/2025 15:35:22	cy.mott@eku.edu	Present
5/5/2025 15:35:22	nedim.slijepcevic@eku.edu	Present
5/5/2025 15:35:23	todd.hartch@eku.edu	Present
5/5/2025 15:35:23	raymond.lauk@eku.edu	Present
5/5/2025 15:35:23	pat.calie@eku.edu	Present
5/5/2025 15:35:23	niki.hill@eku.edu	Present
5/5/2025 15:35:23	grace.turner@eku.edu	Present
5/5/2025 15:35:24	mike.austin@eku.edu	Present
5/5/2025 15:35:24	erik.liddell@eku.edu	Present
5/5/2025 15:35:24	john.settimi@eku.edu	Present
5/5/2025 15:35:25	annette.delage@eku.edu	Present
5/5/2025 15:35:26	lisa.bosley@eku.edu	Present
5/5/2025 15:35:26	julia.graham@eku.edu	Present
5/5/2025 15:35:27	ajila.matheyambath@eku.edu	Present
5/5/2025 15:35:27	bob.houston@eku.edu	Present
5/5/2025 15:35:27	aaron.macdonald@eku.edu	Present
5/5/2025 15:35:28	kenneth.foltz@eku.edu	Present
5/5/2025 15:35:28	adria.sutherland@eku.edu	Present
5/5/2025 15:35:30	laura.edwards@eku.edu	Present
5/5/2025 15:35:31	mary.hammond@eku.edu	Present
5/5/2025 15:35:34	vigs.chandra@eku.edu	Present
5/5/2025 15:35:35	steve.szabo@eku.edu	Present
5/5/2025 15:35:38	rachel.moser@eku.edu	Present
5/5/2025 15:35:43	anne.dacci@eku.edu	Present

5/5/2025 15:35:44	linda.sizemore@eku.edu	Present
5/5/2025 15:35:49	james.kirby.easterling@eku.edu	Present
5/5/2025 15:35:58	matthew.howell@eku.edu	Present
5/5/2025 15:35:59	peter.kraska@eku.edu	Present
5/5/2025 15:36:00	john.brent@eku.edu	Present
5/5/2025 15:36:05	abby.brooks@eku.edu	Present
5/5/2025 15:36:10	derek.paulsen@eku.edu	Present
5/5/2025 15:36:11	melissa.dieckmann@eku.edu	Present
5/5/2025 15:36:18	linda.hunter@eku.edu	Present
5/5/2025 15:36:44	anastasia.kazadi@eku.edu	Present
5/5/2025 15:36:44	sergio.sgro@eku.edu	Present
5/5/2025 15:36:46	zachary.miller@eku.edu	Present
5/5/2025 15:37:19	jerry.palmer@eku.edu	Present
5/5/2025 15:38:40	sheri.mcguffin@eku.edu	Present
5/5/2025 15:40:45	melissa.wyatt@eku.edu	Present
5/5/2025 15:42:46	socorro.zaragoza@eku.edu	Present
5/5/2025 15:43:27	cassandra.ginn@eku.edu	Present
5/5/2025 15:43:44	stefanie.binion@eku.edu	Present

APPROVAL OF APRIL MINUTES

5/5/2025 15:37:11	jason.fry@eku.edu	Yes
5/5/2025 15:37:15	pat.calie@eku.edu	Yes
5/5/2025 15:37:16	rachel.bishop-ross@eku.edu	Yes
5/5/2025 15:37:16	timothy.jansky@eku.edu	Yes
5/5/2025 15:37:17	chad.cogdill@eku.edu	Yes
5/5/2025 15:37:17	meg.gravil@eku.edu	Yes
5/5/2025 15:37:18	bob.houston@eku.edu	Yes
5/5/2025 15:37:19	raymond.lauk@eku.edu	Yes
5/5/2025 15:37:19	bernardo.scarambone@eku.edu	Yes
5/5/2025 15:37:20	raglena.salmans@eku.edu	Yes
5/5/2025 15:37:20	kristen.campbell@eku.edu	Yes
5/5/2025 15:37:21	jennifer.merrick@eku.edu	Yes
5/5/2025 15:37:21	ajila.matheyambath@eku.edu	Yes
5/5/2025 15:37:21	nedim.slijepcevic@eku.edu	Yes
5/5/2025 15:37:21	niki.hill@eku.edu	Yes
5/5/2025 15:37:21	julia.graham@eku.edu	Yes
5/5/2025 15:37:22	linda.hunter@eku.edu	Yes
5/5/2025 15:37:22	adria.sutherland@eku.edu	Yes

5/5/2025 15:37:22	david.fifer@eku.edu	Yes
5/5/2025 15:37:24	grace.turner@eku.edu	Yes
5/5/2025 15:37:25	gerald.nachtwey@eku.edu	Yes
5/5/2025 15:37:25	fontaine.sands@eku.edu	Yes
5/5/2025 15:37:25	vigs.chandra@eku.edu	Yes
5/5/2025 15:37:26	cy.mott@eku.edu	Yes
5/5/2025 15:37:26	james.kirby.easterling@eku.edu	Yes
5/5/2025 15:37:26	derek.paulsen@eku.edu	Yes
5/5/2025 15:37:26	casey.humphrey@eku.edu	Yes
5/5/2025 15:37:27	linda.sizemore@eku.edu	Yes
5/5/2025 15:37:27	mary.hammond@eku.edu	Yes
5/5/2025 15:37:29	abby.brooks@eku.edu	Yes
5/5/2025 15:37:29	sergio.sgro@eku.edu	Yes
5/5/2025 15:37:30	todd.hartch@eku.edu	Yes
5/5/2025 15:37:32	anne.dacci@eku.edu	Yes
5/5/2025 15:37:32	rachel.moser@eku.edu	Yes
5/5/2025 15:37:32	john.settimi@eku.edu	Yes
5/5/2025 15:37:32	john.brent@eku.edu	Abstain
5/5/2025 15:37:32	steve.szabo@eku.edu	Yes
5/5/2025 15:37:34	lisa.bosley@eku.edu	Yes
5/5/2025 15:37:34	melissa.dieckmann@eku.edu	Yes
5/5/2025 15:37:35	erik.liddell@eku.edu	Yes
5/5/2025 15:37:36	mike.austin@eku.edu	Yes
5/5/2025 15:37:36	kenneth.foltz@eku.edu	Yes
5/5/2025 15:37:40	anastasia.kazadi@eku.edu	Abstain
5/5/2025 15:37:42	aaron.macdonald@eku.edu	Yes
5/5/2025 15:37:43	laura.edwards@eku.edu	Yes
5/5/2025 15:37:43	annette.delage@eku.edu	Yes
5/5/2025 15:37:55	matthew.howell@eku.edu	Yes
5/5/2025 15:41:15	melissa.wyatt@eku.edu	Yes
5/5/2025 15:43:37	cassandra.ginn@eku.edu	Yes
5/5/2025 15:43:57	stefanie.binion@eku.edu	Yes

CAA VOTE

Timestamp	Email Address	Do you approve the all the changes from CAA from the May 5 2025 faculty senate meeting?
5/5/2025 17:06:05	jason.fry@eku.edu	Yes
5/5/2025 17:06:18	raymond.lauk@eku.edu	Yes

5/5/2025 17:06:19	jennifer.merrick@eku.edu	Yes
5/5/2025 17:06:19	timothy.jansky@eku.edu	Yes
5/5/2025 17:06:21	jerry.palmer@eku.edu	Yes
5/5/2025 17:06:22	erik.liddell@eku.edu	Yes
5/5/2025 17:06:23	vigs.chandra@eku.edu	Yes
5/5/2025 17:06:23	ajila.matheyambath@eku.edu	Yes
5/5/2025 17:06:23	cy.mott@eku.edu	Yes
5/5/2025 17:06:24	mary.hammond@eku.edu	Yes
5/5/2025 17:06:25	adria.sutherland@eku.edu	Yes
5/5/2025 17:06:25	fontaine.sands@eku.edu	Yes
5/5/2025 17:06:25	laura.edwards@eku.edu	Yes
5/5/2025 17:06:26	mike.austin@eku.edu	Abstain
5/5/2025 17:06:27	john.settimi@eku.edu	Yes
5/5/2025 17:06:27	anastasia.kazadi@eku.edu	Yes
5/5/2025 17:06:27	sergio.sgro@eku.edu	Yes
5/5/2025 17:06:28	anne.dacci@eku.edu	Yes
5/5/2025 17:06:29	gerald.nachtwey@eku.edu	No
5/5/2025 17:06:30	pat.calie@eku.edu	Yes
5/5/2025 17:06:30	nedim.slijepcevic@eku.edu	Yes
5/5/2025 17:06:30	rachel.bishop-ross@eku.edu	Yes
5/5/2025 17:06:32	david.fifer@eku.edu	Abstain
5/5/2025 17:06:33	steve.szabo@eku.edu	Yes
5/5/2025 17:06:34	john.brent@eku.edu	Abstain
5/5/2025 17:06:35	melissa.dieckmann@eku.edu	Yes
5/5/2025 17:06:35	bernardo.scarambone@eku.edu	Abstain
5/5/2025 17:06:35	niki.hill@eku.edu	Yes
5/5/2025 17:06:36	cassandra.ginn@eku.edu	Yes
5/5/2025 17:06:36	james.kirby.easterling@eku.edu	Yes
5/5/2025 17:06:39	aaron.macdonald@eku.edu	Yes
5/5/2025 17:06:39	julia.graham@eku.edu	Yes
5/5/2025 17:06:40	bob.houston@eku.edu	Yes
5/5/2025 17:06:40	annette.delage@eku.edu	Yes
5/5/2025 17:06:41	lisa.bosley@eku.edu	Yes
5/5/2025 17:06:41	raglena.salmans@eku.edu	Yes
5/5/2025 17:06:43	kenneth.foltz@eku.edu	Yes
5/5/2025 17:06:43	rachel.moser@eku.edu	Yes
5/5/2025 17:06:44	todd.hartch@eku.edu	Yes
5/5/2025 17:06:45	abby.brooks@eku.edu	Yes

5/5/2025 17:06:47	linda.hunter@eku.edu	Yes
5/5/2025 17:06:47	kristen.campbell@eku.edu	Yes
5/5/2025 17:06:49	linda.sizemore@eku.edu	Yes
5/5/2025 17:06:53	meg.gravil@eku.edu	No
5/5/2025 17:06:54	melissa.wyatt@eku.edu	No
5/5/2025 17:06:58	stefanie.binion@eku.edu	Yes
5/5/2025 17:07:10	peter.kraska@eku.edu	Yes
5/5/2025 17:07:16	chad.cogdill@eku.edu	No
5/5/2025 17:07:27	matthew.howell@eku.edu	Abstain

INTERNAL PROCEDURES VOTE

Timestamp	Email Address	Do you approve the changes to the Internal Procedures Document as presented at the May 5, 2025 Faculty Senate Meeting?
5/5/2025 17:12:59	jason.fry@eku.edu	Yes
5/5/2025 17:13:14	raymond.lauk@eku.edu	Yes
5/5/2025 17:13:15	jennifer.merrick@eku.edu	Yes
5/5/2025 17:13:16	rachel.bishop-ross@eku.edu	Yes
5/5/2025 17:13:17	pat.calie@eku.edu	Yes
5/5/2025 17:13:18	timothy.jansky@eku.edu	Yes
5/5/2025 17:13:19	mary.hammond@eku.edu	Yes
5/5/2025 17:13:19	cy.mott@eku.edu	Yes
5/5/2025 17:13:19	julia.graham@eku.edu	Yes
5/5/2025 17:13:19	linda.hunter@eku.edu	Yes
5/5/2025 17:13:19	fontaine.sands@eku.edu	Yes
5/5/2025 17:13:19	gerald.nachtwey@eku.edu	Yes
5/5/2025 17:13:20	kristen.campbell@eku.edu	Yes
5/5/2025 17:13:21	melissa.dieckmann@eku.edu	Yes
5/5/2025 17:13:21	bob.houston@eku.edu	Yes
5/5/2025 17:13:22	meg.gravil@eku.edu	Yes
5/5/2025 17:13:22	james.kirby.easterling@eku.edu	Yes
5/5/2025 17:13:22	bernardo.scarambone@eku.edu	Yes
5/5/2025 17:13:23	niki.hill@eku.edu	Yes
5/5/2025 17:13:23	ajila.matheyambath@eku.edu	Yes
5/5/2025 17:13:23	anne.dacci@eku.edu	Yes
5/5/2025 17:13:23	annette.delage@eku.edu	Yes
5/5/2025 17:13:24	laura.edwards@eku.edu	Yes
5/5/2025 17:13:25	vigs.chandra@eku.edu	Yes
5/5/2025 17:13:26	john.settimi@eku.edu	Yes

5/5/2025 17:13:26	chad.cogdill@eku.edu	Yes
5/5/2025 17:13:27	raglena.salmans@eku.edu	Yes
5/5/2025 17:13:28	aaron.macdonald@eku.edu	Yes
5/5/2025 17:13:28	matthew.howell@eku.edu	Yes
5/5/2025 17:13:28	adria.sutherland@eku.edu	Yes
5/5/2025 17:13:29	nedim.slijepcevic@eku.edu	Yes
5/5/2025 17:13:29	david.fifer@eku.edu	Yes
5/5/2025 17:13:29	erik.liddell@eku.edu	Yes
5/5/2025 17:13:29	sergio.sgro@eku.edu	Yes
5/5/2025 17:13:29	rachel.moser@eku.edu	Yes
5/5/2025 17:13:31	jerry.palmer@eku.edu	Yes
5/5/2025 17:13:32	todd.hartch@eku.edu	Yes
5/5/2025 17:13:34	melissa.wyatt@eku.edu	Yes
5/5/2025 17:13:35	stefanie.binion@eku.edu	Yes
5/5/2025 17:13:35	abby.brooks@eku.edu	Yes
5/5/2025 17:13:38	steve.szabo@eku.edu	Yes
5/5/2025 17:13:39	cassandra.ginn@eku.edu	Yes
5/5/2025 17:13:42	lisa.bosley@eku.edu	Yes
5/5/2025 17:13:46	linda.sizemore@eku.edu	Yes
5/5/2025 17:13:48	anastasia.kazadi@eku.edu	Yes
5/5/2025 17:13:48	kenneth.foltz@eku.edu	Yes

BYLAWS VOTE

Timestamp	Email Address	Do you approve the updated bylaws as presented at the May 5, 2025 Faculty Senate Meeting?
5/5/2025 17:10:50	jason.fry@eku.edu	Yes
5/5/2025 17:11:17	raymond.lauk@eku.edu	Yes
5/5/2025 17:11:18	laura.edwards@eku.edu	Yes
5/5/2025 17:11:21	anne.dacci@eku.edu	Yes
5/5/2025 17:11:21	bob.houston@eku.edu	Yes
5/5/2025 17:11:21	chad.cogdill@eku.edu	Yes
5/5/2025 17:11:21	jennifer.merrick@eku.edu	Yes
5/5/2025 17:11:21	gerald.nachtwey@eku.edu	Yes
5/5/2025 17:11:22	david.fifer@eku.edu	Yes
5/5/2025 17:11:22	fontaine.sands@eku.edu	Yes
5/5/2025 17:11:22	cy.mott@eku.edu	Yes
5/5/2025 17:11:23	bernardo.scarambone@eku.edu	Yes
5/5/2025 17:11:23	julia.graham@eku.edu	Yes

5/5/2025 17:11:23	rachel.bishop-ross@eku.edu	Yes
5/5/2025 17:11:24	rachel.moser@eku.edu	Yes
5/5/2025 17:11:24	jerry.palmer@eku.edu	Yes
5/5/2025 17:11:24	anastasia.kazadi@eku.edu	Yes
5/5/2025 17:11:25	ajila.matheyambath@eku.edu	Yes
5/5/2025 17:11:25	john.settimi@eku.edu	Yes
5/5/2025 17:11:25	adria.sutherland@eku.edu	Yes
5/5/2025 17:11:26	todd.hartch@eku.edu	Yes
5/5/2025 17:11:27	john.brent@eku.edu	Abstain
5/5/2025 17:11:27	mary.hammond@eku.edu	Yes
5/5/2025 17:11:28	stefanie.binion@eku.edu	Yes
5/5/2025 17:11:29	james.kirby.easterling@eku.edu	Yes
5/5/2025 17:11:29	kenneth.foltz@eku.edu	Yes
5/5/2025 17:11:29	aaron.macdonald@eku.edu	Yes
5/5/2025 17:11:29	kristen.campbell@eku.edu	Yes
5/5/2025 17:11:30	annette.delage@eku.edu	Yes
5/5/2025 17:11:30	raglena.salmans@eku.edu	Yes
5/5/2025 17:11:31	meg.gravil@eku.edu	Yes
5/5/2025 17:11:31	abby.brooks@eku.edu	Yes
5/5/2025 17:11:33	erik.liddell@eku.edu	Yes
5/5/2025 17:11:33	pat.calie@eku.edu	Yes
5/5/2025 17:11:36	matthew.howell@eku.edu	Yes
5/5/2025 17:11:36	lisa.bosley@eku.edu	Yes
5/5/2025 17:11:37	sergio.sgro@eku.edu	Yes
5/5/2025 17:11:38	cassandra.ginn@eku.edu	Yes
5/5/2025 17:11:39	linda.hunter@eku.edu	Yes
5/5/2025 17:11:41	linda.sizemore@eku.edu	Yes
5/5/2025 17:11:41	steve.szabo@eku.edu	Yes
5/5/2025 17:11:43	timothy.jansky@eku.edu	Yes
5/5/2025 17:11:43	vigs.chandra@eku.edu	Yes
5/5/2025 17:11:46	melissa.dieckmann@eku.edu	Yes
5/5/2025 17:11:47	nedim.slijepcevic@eku.edu	Yes
5/5/2025 17:11:47	niki.hill@eku.edu	Yes
5/5/2025 17:11:57	melissa.wyatt@eku.edu	Yes