

FACULTY SENATE MINUTES

October 13, 2025

3:30 p.m.

The Faculty Senate of Eastern Kentucky University met for a hybrid meeting Monday, October 13th, 2025, in Science Building room 2221. Chair Brent called the final meeting of the academic year to order at approximately 3:30 p.m.

ABSENT: Senator Bane, Senator Fifer, Senator Humphrey, Senator Kraska, Senator MacDonald, Senator Plutt, Senator Smith, Senator Szabo, and Senator Turner

APPROVAL OF MINUTES:

Senator Lauk moved to approve the September 8, 2025, minutes as written, seconded by Senator Stevenson. **Motion carried.** (*YES = 49 votes NO = 0 votes ABSTAIN = 2 vote*)

REPORT FROM THE PRESIDENT: David McFaddin

TO: Eastern Kentucky University Faculty Senate

FROM: President David T. McFaddin

DATE: October 13, 2025

RE: Faculty Senate October Report

Fall is upon us, mid-terms are behind us and Homecoming is right around the corner. This season is when our campus shows off its namesake as the Campus Beautiful with its vibrant fall colors. Around campus, we're working on our campus planning process and construction projects, as well as focusing on academic programs and enrollment initiatives.

Benefits and Open Enrollment

October is open enrollment for all faculty and staff. The window for this year's mandatory Online Open Enrollment is October 15 – October 29, 2025. This year we are proud of the work we have done to keep health care costs low for our faculty. We once again have minimized health plan rate increases for our employees for the upcoming plan year. This coming plan year, the University will pay approximately 73% of employee healthcare costs with employees continuing to be responsible for 27%. In addition, there are no changes to the current benefit plan.

We have also partnered with Keenan Pharmacy Solutions (replacing our partnership with the Know Your RX Coalition), which we anticipate will result in significant cost-savings for both benefits-eligible employees and the University relating to prescription medication costs. We expect this partnership to be a seamless transition and no impact to employee pharmacy access or cost.

For information regarding this year's benefit plan, visit the [2026 ECU Benefits Portal](#).

Student Enrollment Goal Met

As many of you know, October is the official mark of the enrollment data with Council for Post Secondary Education. We are happy to announce that we met our goal of 16,000 students. I want to recognize the amazing leadership of our enrollment management team, our dedicated faculty and our talented advisors who all play a pivotal role in helping us continue to reach these significant milestones. This work does not go unnoticed and I am grateful for the dedication of our entire ECU team.

Space Utilization and Campus Planning

As the final stage of our Campus Master Planning process, ECU is inviting community members to participate and provide feedback on the proposed Master Plan. This event will be held Tuesday, October 21, 2025, at the Perkins Building from 4pm 6pm. We encourage you to attend and invite your partners in the community to provide feedback.

Facilities Management/Capital Construction Updates

- **Ramsey Heat Plant Roof:** The Ramsey Heat Plant roof and infrastructure project is complete. This included adding critical redundancy capabilities.
- **Emergency Call Box:** The 67 emergency call box project is on track and will be fully installed by mid-December 2025
- **Kit Carson Steam Line:** The Kit Carson Steam Line Replacement project is nearing completion and will be operational this year to provide building heat from North Hall through the Begley Building. This 2-year project is slated for completion in March 2026.
- **Model Laboratory School:** Site development is continuing through February 2026. The design team, construction management firm, and ECU stakeholders continue to develop the building plans for a world-class instructional facility.
- **Alumni Coliseum:** Work is progressing well with the ribbon cutting set for November 10, 2025. This phase of the project modernized the seating bowl for an enhanced customer service experience along with replacing the north side concrete stairs. The final project for this building will be a roof replacement in 2026 which will include addressing the four concrete corners.
- **Coates Building:** Exterior renovation continues to preserve and dry-in this historic building. In addition, upgrades will occur to Brock Auditorium.
- **University Drive:** Light pole replacement project will be completed by November 2025.
- **Perkins Building:** The Perkins Building patio, exterior stairs and site lighting replacement project is ongoing with completion set for December 2025.
- **Aviation Flight School:** We are currently in the process of making the final touches on the design of the aviation flight school with the intention of bidding this project in early 2026.
- **Airport Terminal Building:** The terminal building has been designed and will be out for bid in early 2026.

College of Osteopathic Medicine Update

We continue our discussions with policymakers regarding the proposed ECU College of Osteopathic Medicine in preparation for the 2026 legislative session. This week we will host a Healthcare Forum in Frankfort for legislators that will include a Healthcare Executive panel

discussion to highlight the critical shortage of primary care across the Commonwealth. A few facts of interest:

- **94% of Kentucky counties face a primary care shortage**, with the Commonwealth ranking **40th** nationally for primary care workforce.
- 48 Kentucky counties have **no pediatricians**.
- 8 Kentucky counties have **no physicians** at all.
- **107 of 120 counties** are designated Health Professional Shortage Areas (HPSAs).

We will continue our work to secure escrow funds, as well as funds for ECU's proposed Center for Health Innovation, ECU's top priority capital project in the 2026 legislative session. The new center will promote interdisciplinary learning, simulation, and collaboration—preparing graduates to serve where Kentucky needs them most.

Commencement

Fall Commencement returns to the Center for the Arts this year on Thursday, December 4, and Friday, December 5. The schedule is as follows:

Thursday, December 4, 2025

- 1:00 pm: Master's and Doctoral Graduates from all Colleges
- 3:30 pm: College of Justice, Safety, and Military Science and the College of Education and Applied Human Sciences
- 6:00 pm: College of Letters, Arts, and Social Sciences

Friday, December 5, 2025

- 9:00 am: College of Business, the College of Health Sciences and the College of Science, Technology, Engineering, and Mathematics

Please work with your Commencement Coordinators for your college with any questions or concerns you may have regarding the Fall Commencement.

September ECU In the News:

- [ECU receives \\$500,000 gift from alumna Jeri Isbell to launch Global Scholars Program](#)
- [ECU dedicates 'Fanfare' at the Center for the Arts](#)
- [Suicide Prevention Expert - Dr. Melinda Moore](#)
- [These are the top colleges in KY this year, according to U.S. News and World Report](#)

Eastern Kentucky University is an Equal Opportunity/Affirmative Action Employer and Educational Institution

- [Kentucky Universities Harness AI for Personalized Learning and Innovation](#)
- [McFaddin delivers State of University address in Richmond](#)
- ['Go Here, Go Anywhere': Fire Engineering Takes ECU Grad Around the World and Back](#)
- ECU sparking be-your-own-boss entrepreneurship
 - o <https://www.lanereport.com/183771/2025/09/eku-sparking-be-your-own-boss-entrepreneurship/>
 - o <https://www.newsbreak.com/news/4239921048548->

[eku-sparking-be-your-own-boss-entrepreneurship](https://www.richmondregister.com/community/be-your-own-boss-eku-sparks-entrepreneurship/article_651909ac-4d95-469c-b16e-675f152c936b.html) o
https://www.richmondregister.com/community/be-your-own-boss-eku-sparks-entrepreneurship/article_651909ac-4d95-469c-b16e-675f152c936b.html

- [What impact is a tough job market having on ECU students?](#)
- [Igniting a Career: Fire and Arson Student Interns with National Park Service](#)
- [Dean Tom Martin KCV Award](#)
- Smith joins ECU as associate vice president for public affairs
 - o https://www.murrayledger.com/news/smith-joins-ecu-as-associate-vice-president-for-public-affairs/article_a170d80d-9b36-41ab-a493-068b0db296cb.html
 - o <https://www.newsbreak.com/news/4215509319046-smith-joins-ecu-as-associate-vice-president-for-public-affairs>
- [Larger E3 concert coming following Alumni Coliseum's opening](#)
- KCTCS/ECU Transfer Partnership
 - o https://www.dailyindependent.com/news/eku-kctcs-partnership-reduces-time-cost-for-transfer-students/article_a73fcad9-92b2-4d1b-8b14-008c7bdbca22.html
 - o <https://www.wuky.org/wuky-news/2025-09-03/kentucky-community-and-technical-college-system-and-ecu-expand-partnership>
 - o <https://www.lanereport.com/183471/2025/09/eku-and-kctcs-partnership-cuts-time-cost-for-transfer-students/>
 - o <https://www.newsbreak.com/news/4212320728034-eku-kctcs-agree-on-transfer-plan>
<https://www.newsbreak.com/news/4212734508688-eku-and-kctcs-partnership-reduces-time-and-cost-for-transfer-students>
- [Global Rounds: ECU Students Expand Nursing Practice Overseas](#)

Upcoming Events

October 21: [Faculty Lunch and Learn](#)

October 21: Community Master Planning Open House

October 24: [Homecoming Parade](#)

October 25: [Homecoming Festivities](#)

November 10: Alumni Coliseum Ribbon Cutting/Western Kentucky University Game

November 12: Board of Regents Meeting

November 26-28: Thanksgiving

December 4-5: Commencement at the Center for the Arts

Thanks again for your continued support and commitment to serving our students, our communities and the future of our great Commonwealth.

One Eastern,



Dr. David T. McFaddin
President

REPORT FROM THE PROVOST: Sara Zeigler

Office of the Provost and Senior Vice President for Academic Affairs
provost@eku.edu
EASTERN KENTUCKY UNIVERSITY

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TO: Eastern Kentucky University Board of Regents

FROM: Provost Sara Zeigler

DATE: October 13, 2025

RE: Board of Regents Academic Affairs Report

I am pleased to provide an overview of some key activities within Academic Affairs. Given the very full agenda, I will forgo my oral report to provide additional time for the those important items.

Working Groups and Drafting Teams

As you are aware, we have multiple drafting teams and working groups assembled. The list of team members is available at the link below. Should you have questions or comments, please contact the chairs or any member of the team to share your input.

[Working Groups](#)

I am grateful to both the leaders and the members of these teams. One group, the Essential Education Transformation Committee, will offer a comprehensive update today. The EETC conducted surveys and focus groups in Spring 2025 and will hold open fora later in the week to seek your feedback once you have had the opportunity to hear the update. I encourage you to attend these sessions.

EKU Research Initiatives

The EKU Research Initiative continues to gain momentum with a variety of investment areas. Questions regarding Sponsored Programs and Research Administration can be sent to research@eku.edu.

1. University Funded Scholarship (Research Seed Funding)

- UFS portal closes at midnight on Halloween (31 OCT 25)

- Link to 25 SEP 25 FCTL presentation on the UFS: <https://youtu.be/btJdZ723AsI>

2. Faculty Publication Support Program

- The Faculty Publication Support portal will remain open until the fiscal year's funding has been expended

3. Student Research and Creative Endeavors (SRCE)

- With the new investment in SRCE, there are five different awards available for students: 1) Travel Award, 2) Research Supplies Award, 3) Poster Printing Award, 4) Thesis and Dissertation Support Award, and 5) Research Assistant Funding • SRCE proposals are reviewed by the Student Affairs Subcommittee of the ECU Graduate Council

4. ECU Research Advisory Council (ERAC)

- The new ERAC, consisting of faculty from all colleges and the library, continues to advance the research ecosystem at ECU • During the last two meetings, the group started the strategic plan with a SWOT analysis, developed the description for a new ECU Excellence in Research Award, and discussed research implications of the proposed AI regulation

Active Learning in Action: Engaging Students for Deeper Understanding

Active-Learning Institute

This two-part institute invites faculty to explore, experience, and apply active learning strategies that foster deeper student engagement and improve learning outcomes.

Part I: Explore & Reflect

In Part I, participants will examine the research behind active learning, experience a variety of evidence-based techniques from the student perspective, reflect on how these methods can be adapted to different disciplines and course formats, and examine designs for their courses. *Date: 10/23/2025 | 10:30 A.M. to 12:00 P.M.*

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Part II: Apply & Redesign

In Part II, faculty will work collaboratively to redesign a class session or assignment using active-learning principles. The session will emphasize practical application, peer feedback, and strategies for creating an inclusive and dynamic learning environment—whether teaching face-to-face, online, or in hybrid formats.

By the end of the institute, participants will leave with a ready-to-implement activity or lesson plan, increased confidence in facilitating the active learning technique, and strategies for assessing its impact on student learning.

Date: 10/24/2025 | 10:30 A.M. to 12:00 P.M.

Invitation to Dual Credit Sessions Hosted by FCT&L

The Faculty Center for Teaching & Learning (FCT&L) will host two interactive sessions focused on Dual Credit at ECU this fall.

Session I

EKU Dual Credit: Past Progress, Present Impact, Future Potential
10/16/2025, 9-10:15am, FCT&L and Zoom

Session II

EKU Dual Credit: Collaborating on the Future of Dual Credit
11/18/2025, 1:00–2:15pm, FCT&L and Zoom

Thank a Professor Recognition Event

The Provost's Thank-a-Professor Program, scheduled for Thursday, November 13, 4:30pm, in the Carl D. Perkins Conference Center Quads. This event is open to the university community.

The event recognizes the faculty acknowledged through the Thank-a-Professor program this fall, in which 724 students submitted 1,009 "thank you's" recognizing 482 unique faculty spanning all colleges at EKU. Students have until October 15th to submit their thank you note. The Thank a-Professor program provides students with the opportunity to recognize EKU faculty for enriching their lives, encouraging them to learn a subject, or motivating them to learn (or learn in a new way).

Students' thank you notes this year trended in several categories:

- Caring
- Expertise
- Helpfulness
- Kindness
- Mentorship

The full list of thank you notes will be on display at the event.

REPORT FROM FACULTY REGENT: Lynnette Noblitt **October 2025 Faculty Regent Report for EKU Faculty Senate**

The EKU Board of Regents met on September 17, 2025. The full agenda and associated attachments can be found at: <https://www.eku.edu/in/committees/board-of-regents/#2025-meeting-dates>

I want to highlight a few issues of particular importance to the faculty:

Enrollment Review:

The Numbers:

- 12% decrease in first-time freshmen. (This is due to a variety of factors, including changing demographics and uncertainty surrounding Pell Grants.)
- Additional decreases in transfer students and graduate students.

- Fortunately, we have a small increase in online enrollment (4%).
- Increased retention rates (78%) provide us with an increase in continuing students (5.2%).
- Unusual increase in B-Term enrollment, including over sixty new first-time freshmen, will allow enrollment to reach near 16,000 students.

Future Actions:

- Student Affairs plans to implement a new Strategic Enrollment Management Plan which has been distributed to Deans.
- EAB, an educational consulting firm we have used before, will be optimizing financial aid/scholarships.
- EKU BookSmart Program modifications to comply with changes in federal law and decrease overall program spending.

Budget Review:

- EKU finished the 2024-25 academic year with a positive net position of \$1,532,450.
- This represents over \$9.9 million difference in position over last year.
- The initial budget numbers for 2025-26 are mixed.
- Fall tuition is down \$2.5 million, but scholarship expenses are also down \$2.7 million leaving us currently on budget/net neutral.

I will be working with Board members to closely monitor the budget. I fully understand the stress that mid-year budget cuts have caused in the past.

Master Campus Plan:

Current Status:

- The university has contracted with Lord Aeck Sargent to create a ten-year Master Campus Plan.
- This company has gathered a variety of data, including faculty and student surveys, space utilization, and in-depth review of existing facilities.
- The goal of this plan is to both re-envision/improve the physical infrastructure of the institution and to provide a roadmap for reaching these goals.

Future Actions:

- Senate and the full faculty will have opportunity to learn more about this plan in the coming months.
- Nothing has yet been decided or funded.
- Please actively participate in the process and give suggestions on how best to improve the learning and recreational spaces around campus.

Board Bylaw Change – Disqualifying Department Chairs from Regent

- After the faculty regent election in March, EKU University Counsel requested an opinion from the Kentucky Attorney General on whether Kentucky statutes allow department chairs to serve as Faculty Regent.
- The Kentucky Attorney General refused to disqualify department chairs from serving

as Faculty Regent, explaining that universities may define whether chairs are faculty.

- Despite having the option to allow department chairs to serve as Faculty Regent, the ECU Board of Regents changed bylaws to disqualify future department chairs from serving in the role.
- This bylaw change will not affect my current term.

Future Board Plans

- The Board Budget Committee plans to meet in October (date TBD).
- The next Board meeting will take place on November 12, 2025.
- I will provide updates on the October meetings and hopefully can preview agenda items for the November meeting at the November Faculty Senate meeting.

As always, I am happy to answer any questions or concerns that you may have.

Prof. Lynnette Noblitt
ECU Faculty Regent

FACULTY CONCERNS: None to report

GUEST SPEAKERS:

1. Matthew Winslow, Jade Robinson, and Alison Buck
 - i. To provide updates from Essential Education Transformation Committee
 - [Essential Education Presentation](#)
 - [Google Document Questions for Open Forums](#)
 - Due in part to House Bill 4 and the changing climate to higher education a new draft of general education has been outlined.
 - a. Important things to note is the requirement of all programs to be at 120 hours.
 - b. It has been proposed that general Education be reduced from 36 hours to 30 hours and only contain four elements.
 - c. A potential placeholder for the reduced 6 hours is pathways outlined in the presentation above. The goal of the pathways is to line up essential employability skills appropriate for individual students' career path.
2. Lisa Bosley
 - i. To provide updates on the Faculty Grievance Policy
 - [Faculty Grievance Presentation](#)

Faculty Grievance Liaison (FGL) – Overview

- **Appointed: Fall 2024**
- **Current FGL: Dr. Lisa Bosley (Lisa.Bosley@eku.edu)**
- **Term: Three years, appointed by Faculty Senate Executive Committee**
- **Reports to: Provost (administrative purposes)**
- **Purpose: Provides guidance on grievance procedures, increases faculty voice, and ensures clarity in grievance processes.**

Regulatory Background

- Governed by **Academic Regulation 4.7.4ACR Faculty Grievances**
- Latest revision: March 2024; clarified committee names April 2025
- Replaced previous **Faculty Advocate role (2020)** and the **EKU Ombudsman (dissolved 2018)**
- Clarifies what constitutes a grievance and what does not

FGL Responsibilities

- Serve as an **informational resource** for grievance procedures
- Advise parties on **procedures and processes**
- **Not a mediator or advocate**
- Maintain all grievance-related documents
- Consult **HR and University Counsel** if a formal grievance may intersect with other legal/policy processes
- HR decisions are **final and not appealable** to the Jurisdictional Grievance Committee (JGC)

Grievance Process

1. **Jurisdictional Grievance Committee (JGC)**

- Three faculty members randomly selected from the Student Disciplinary Council by FGL
- Decides if a formal grievance can proceed

2. **Faculty Grievance Hearing Panel Pool**

- Three elected members from each academic unit form a pool
- Five panelists drawn randomly by FGL for each hearing
- FGL is a **non-voting member**, facilitates but does not deliberate

3. **Hearing Panel Outcome**

- Reports findings to FGL
- FGL selects a Dean (outside involved colleges) to make final decision
- Dean's decision is **advisory**, can be appealed to Provost via Appeals Panel administered by FGL

FGL Assistance

- Provides guidance for faculty unsure where to seek help
- Clarifies grievance policies and procedures
- Supports situations not addressed by other university offices

FGL Qualifications (Dr. Lisa Bosley)

- 8 years supervisory experience pre-faculty
- ECU faculty since 2000; tenured 2010; Professor 2021
- Coordinator & co-director roles in departmental programs and QEP
- Faculty Senate member and served on numerous committees
- Trained in grievance processes via ECU HR

NEW BUSINESS:

1. Policy Updates

i. New Policies

- Institutional Viewpoint Neutrality Policy, 1.5.7
- Annual Evaluation of President, 1.5.5
- Naming Policy, 3.1.2
- Student Location, 5.1.4
- Contract Review, Approval, and Execution, 6.2.2
- Space Utilization, 7.1.2

ii. Open for Comments:

- None to Report

iii. In Development

- Annual Review of Tenured Faculty, 4.6.17ACR (Revisions)
- Post-Tenure Review, 4.6.7ACR (Revisions)
- Dismissal of Faculty, 4.6.16POL (Revisions)
- Eval of Non-Tenured Tenure-Track Faculty, 4.6.5ACR (Revisions)
- Tenure and Promotion, 4.6.4POL (Revisions)
- Eval of Adjunct Faculty, 4.6.14ACR (Revisions)
- Eval of FT Faculty Not Eligible for Tenure, 4.6.6ACR (Revisions)
- Eval of Library Faculty, 4.6.18ACR (Revisions)
- Use of Artificial Intelligence in the Workplace (New Regulation)
- Academic Integrity, 4.1.3ACR (Revisions)
- Course Syllabi 4.1.4ACR (Revisions)
- Registered Student Organization Banking, 6.1.1 (Revision)
- Student Organizations, 5.1.2 (Revision)
- Course by Special Arrangement 4.3.13ACR (Revisions)
- Determining Quals for Faculty Teaching Credit-Bearing Courses 4.6.1ACR (Revisions)

iv. For University Policy and Regulation Updates

- Visit: <https://www.EKU.edu/In/University-Policies>

2. [Committee Report Schedule](#), by Senator Howell

- i. Senator Howell proposed a schedule for reports submitted by committees. This is just a guideline and it is expected that committees meet regarding their goals and charges.
 - ii. The goal is to have plans made for university decisions before deciding votes.
 - iii. The other goal is to spread out reports so that there are achievable action items.
- 3. Establishing Faculty/Staff Liaisons
 - i. The vast majority of issues and concerns of the faculty are concerns of the staff on campus. The Chair of faculty Senate will start attending Staff Council meetings and visa versa.
- 4. Booksmart Program Updates
 - i. There will be changes to the booksmart program in the near future. Pay close attention to the Board of Regent's reports.
- 5. BluMine Health Clinic Updates
 - i. An agreement has been met and Bluemine Clinic will remain a resource until Fall 2026. During that time it will be reevaluated.
- 6. Lunch and Learn (scheduled for 10/21) Topic(s)
 - i. Registration Link: [Lunch and Learn Registration](#)
- 7. Collaborative Session(s) with Faculty Center for Teaching & Learning (FCT&L)

OLD BUSINESS:

- 1. AAUP Faculty Representative Criteria
- 2. Impact of Attempted versus Taken Credit Hours
- 3. Midterm Recovery Program
- 4. Updating Faculty Senate Bylaws
- 5. Composition, Structure, and Intent of Faculty Senate
 - i. [Faculty Senate Bylaws](#)
- 6. Reviewing Policy 1.1.1 for Potential Revision
 - i. [Previous Policy 1.1.1 \(2019\)](#)
 - ii. [Current Policy 1.1.1 \(2021\)](#)
- 7. Planetarium Updates
 - i. See Faculty Regent Report

II. CONCLUDING BUSINESS

- 1. Finalizing Faculty Senate Representation
- 2. Finalizing [Membership on Standing Committees](#)

3. Election of [Standing Committee Chairs](#)
4. Scheduling [Standing Committee Meeting Dates](#)
5. Draft of [Standing Committee Charges for AY 2025-2026](#)
6. Surveying [Senator's Work-Related Areas of Interest](#)

STANDING COMMITTEES:

1. [Executive Committee](#): Senator Brent
2. Academic Quality: Co-Chairs, Senators Campbell & Yoder
 - i. Have elected chairs and are currently working on charges.
3. Budget: Chair, Senator Lauk & Vice Chair, Senator Liddell
 - i. Have elected chairs and are currently working on charges.
4. Elections and University Nominations: Co-Chairs, Senators MacDonald & Sizemore
 - i. Have elected chairs and are currently working on charges.
5. Information Technology: Chair, Senator Ginn
 - i. Have elected chairs and are currently working on charges.
6. Faculty Rights & Responsibilities: Chair, TBD
 - i. Currently working on identifying chairs as well as charges.
7. Rules: Co-Chairs, Senators Bishop-Ross & Stevenson
 - i. Have elected chairs and are currently working on charges.
8. Faculty Welfare: Co-Chairs, Nachtwey & Bane
 - i. Have elected chairs and are currently working on charges.

ADJOURNMENT:

Senator Settimi moved to adjourn, seconded by Senator Diekmann, at approximately 5pm.

