Call to order

Approval of Minutes
   May 5, 2014 regular and organizational minutes

President's Report: Senator Benson

New Business:
• Colonels Comply – Judy Spain & Matt Roan (informational item)
• Policy 4.6.11 Clinical Faculty (informational item – vote anticipated in October)
• Policy 4.6.6 Evaluation of Full-Time Faculty Not Eligible for Tenure (informational item – vote anticipated in October)
• Policy 4.1.6 Student Absence (informational item – vote anticipated in October)
• Budget Committee Election (1 vacancy)
• Resolution of the Faculty Senate in support of the Provost's action expanding Opportunities for faculty to be recognized by the Society of Foundation Professors during the 2014-15 academic year.
• Report from Council on Academic Affairs (See separate PDF file for the curriculum forms – 55 pages)

Report Overview & Questions:
   Executive Committee Report: Senator Day
   Faculty Regent: Senator Thieme
   COSFL Representative: Senator Scarambone
   Provost: Senator Vice
   Student Government Association: Kyle Nicholas

Standing Committees:
   Academic Quality Committee: TBA, Chair
   Budget Committee: TBA, Chair
   Elections/University Nominations Committee: TBA, Chair
   Information Technology Committee: TBA, Chair
   Rights & Responsibilities Committee: TBA, Chair
   Rules Committee: TBA, Chair
   Welfare Committee: TBA, Chair

Ad Hoc Committees: (if any)
   Legislative Forum: Senator Hatcher, Chair

Adjournment
FACULTY SENATE MINUTES  
May 5 2014  
3:30 p.m.

The Faculty Senate of Eastern Kentucky University met on Monday, May 5, 2014, in the South Ballroom in the Keen Johnson Building. Senator Pressley called the eighth meeting of the academic year to order at approximately 3:30 p.m.

The following members were absent: S. Barracca*, R. Cleveland*, P. Coen*, H. Frederick*, L. Heath, M. Holbrook*, E. McClees, J. Pogatshnik*, E. Presley*, I. Slusher*^, C. Velotta*

*indicates prior notification of absence  
^ ALT Evelyn Parrish attended for I. Slusher

Visitors to the Senate: Deann Allen, Curriculum & Instruction; Tina Davis, Registrar; Teri Giles, Model Lab School; Steven Higginbotham, English & Theatre; Matthew Howell, Government; Connie Lamb, Bacc & Graduate Nursing; Emily Morrett, Model Lab School; Jeff Neugebauer, Mathematics & Statistics; Donna Ricketts, APN Nursing; Sherry Robinson, Provost Office’ Camille Skubik-Peplaski, Occupational Therapy; Kelly Smith, Libraries; Brandon Stinnett, Model Lab School; Steve Szabo, Mathematics & Statistics; Candace Tate, Provost Office; Jarrod Thaxton, Biological Sciences; Ralph Turner, Curriculum & Instruction; Elizabeth Wachtel, Student Success; Cui Zhang, English & Theatre

APPROVAL OF MINUTES:  
The April 7, 2014 minutes were approved as written.

REPORT FROM THE PRESIDENT: Senator Benson

Amy Braccia, Biological Sciences, and Sandy Hunter, Safety, Security, & Emergency Management, were recently presented with Critical Thinking Teacher of the Year awards.

The inaugural cohort of the President’s Leadership in Action Academy (PLAA) has been announced. The 18 participants are: Kishore Acharya, Scott Arias, Ryan Baggett, Stephen Caudill, Kellie Ellis, Katherine Fair, Anthony Lamanna, Jason Marion, Salome Nnoromele, Tom Otieno, Jennifer Ott, Karen Peavler, Bernardo Scarambone, Matt Schumacher, Caelin Scott, Jennifer Strauel, Jennifer Wies and Ryan Wilson.

Scott Cason has been named Vice President for Communications and Marketing at EKU. His first official day on campus will be July 1.

The 2014-16 Foundation Professors are Dr. Richard Crosby, Department of Music, and Dr. Kenneth Tunnell, School of Justice Studies.

Below is an update on several capital projects:

- The Hall of Distinguished Alumni has received a much-needed overhaul and update
- The Carillon Bells are again ringing for the first time since 1999.
- Newly renovated space in the Ault Building basement for the Department of Construction Management. A ribbon-cutting ceremony is scheduled for August 26, 2014
- Ground breaking for Phase II of the Science Center is scheduled for August 26, 2014. A ribbon-cutting
The entire campus community is encouraged to stay informed and contribute its input into the University’s ongoing strategic planning process. A campus-wide survey was distributed by e-mail recently to all faculty and staff, and the web site devoted to this vital undertaking (strategicplanning.eku.edu) includes an online suggestion box. Focus groups have also been consulted.

The University has entered into second phase of its three-phase, multi-year Comprehensive Compensation Program. Phase Two focuses on internal pay equity through the Faculty Internal Pay Equity Program (Faculty IPEP) and the Staff Internal Pay Equity Program (Staff IPEP), utilizing $1 million in recurring funds.

Because of limited resources to complete Phase 2 in one year, its implementation is intended to be incremental over multiple years as funding is available. During the analysis phase of the IPEPs, more than $2.3 million in salary adjustment needs were identified for 646 employees, which would cost the University more than $3.3 million per year to fund, including the resulting benefit costs.

NEW BUSINESS:

Report from Council on Academic Affairs - Senator Vice

Program Revisions

**College of Arts & Sciences**
Department of Chemistry
1. B.A. & M.S. Chemistry, 3+2
   Revise the current B.A. and M.S. Chemistry Accelerated 3+2 program.

2. B.S. & M.S. Chemistry, 3+2
   Revise the current B.S. and M.S. Chemistry 3+2 program.

3. B.S. & M.S. Forensic Science, 3+2
   Revise the current B.S. and M.S. Forensic Science 3+2 program.

4. M.S. Chemistry
   Revise the current M.S. Chemistry program.

**Department of Computer Science**
5. M.S. Applied Computing
   Allow CSC 707 to be taken as an elective.

**College of Education**
Department of Curriculum & Instruction
6. B.S. Middle Grade Education
   Change prefix of CNM to BIO in Science emphasis; course number changing to 590.

7. B.S. Elementary Education
   Change prefix of CNM to BIO in Multidisciplinary.

8. M.A. Teaching
   Make EGC 889 – Master of Arts in Teaching Capstone Seminar the exit competency for the Master of Arts in Teaching Program to replace the GRD requirements.
9. M.A.Ed. Literacy P-12
   Replace the GRD requirements, GRD 878g and 878h, with the EME 865 Capstone as the exit requirement for the program.

10. M.A.Ed. Elementary Education
    Replace the GRD requirements, GRD 878a and 878b, with the ETL 804 Capstone as the exit requirement for the program.

11. M.A.Ed. Middle Grades Education
    Replace the GRD requirements, GRD 878c and 878d, with the ETL 804 Capstone as the exit requirement for the program.

12. M.A.Ed. Secondary Education
    Replace the GRD requirements, GRD 878i and 878j, with the ETL 804 Capstone as the exit requirement for the program.

13. M.A.Ed. Gifted Education
    Replace the GRD requirements, GRD 878e and 878f, with the ETL 804 Capstone as the exit requirement for the program.

Department of Educational Leadership
    Create two tracks in the Doctor of Education Program: (1) Leadership and Policy Studies and (2) Counselor Education and Supervision.

College of Health Sciences
Department of Associate Degree Nursing
15. A.S. Nursing
    Separate the clinical portion and create new courses.

Department of Family & Consumer Sciences
16. B.S. Child and Family Studies
    Change Admissions requirements, change Core courses and Concentration courses. Drop Special Education Minor in Interdisciplinary Early Childhood Education Concentration.

University Programs
17. Bachelor of General Studies
    Create a BA General Studies in (1) Human Services Track, (2) Paraeducator in Special Education Track, and (3) Paraeducator in Education Track.

18. Associate of General Studies – Veterans Studies Concentration
    Remove VTS 300, 349, 350, 490 from curriculum options.

Multi-Disciplinary Education
19. Certificate in Veterans Studies
    Remove VTS 300, 349, 350, 400, 490 from curriculum options; (b) revise information about Director and Program.

20. Minor in Veterans Studies
    Remove VTS 300, 349, 350, 400, 490 from curriculum options; (b) Add alternative Capstone option; (c) revise information about Director and programs

New Programs
College of Health Sciences
Department of Baccalaureate & Graduate Nursing
21. Post-Doctorate Certificate in Nursing Practice for Neuroscience APN
    Create new post-doctorate certificate in Nursing Practice for Neuroscience APN.

College of Justice & Safety
Institute for Social Intelligence & Leadership
22. Certificate in Social Intelligence & Leadership
    Create new college-level certificate in Social Intelligence & Leadership.
23. Minor in Social Intelligence and Leadership
Create a new minor in Social Intelligence and Leadership. Program includes two courses to enhance students’ knowledge and skills in creative and critical thinking in furtherance of the University’s strategic and QEP plans. Two courses are also included which focus on the knowledge and skills students can use to develop positive communications and relations in college and the workplace that can positively affect performance and success. The program concludes with two courses that show students the life skills and science of effective leadership. Students and parents have expressed interest in this program and have commented on its value.

Program Suspensions
College of Business & Technology
Department of Communication
24. Minor, Dispute Resolution
Drop the stand-alone Minor in Dispute Resolution

Informational Items
25. Regulation Change – 4.1.6R, Student Absence from the University – Information only; Regulation draft will be reviewed in September
26. Bachelor of General Studies Majors
Allow Bachelor of General Studies majors to declare a minor, concentration, and/or a departmental or University-level certificate.
27. Intervention for First-Time Freshman on Academic Probation – Information only; possible action
Require new EKU first-time freshman earning less than a 2.0 GPA at the end of their first term to participate in prescribed intervention strategies.
28. Developmental Education Hour Restriction – Information only; possible action
Change the 13-hour restriction for Developmental Education students to 16 hours.
29. Departmental Name Change
Department of Foreign Languages and Humanities will change to Department of Languages, Cultures and Humanities.

Senator Vice moved approval of items 1-20, seconded by Senator Scarambone. Motion carried.

Senator Vice moved approval of item 21, seconded by Senator Corley. Motion carried.

Senator Vice moved approval of items 22-23, seconded by Senator S. Hunter. Motion carried.

Senator Vice moved approval of item 24, seconded by Senator Ciocca. Motion carried.

Items 25-29 were presented as informational items. However, Senator Vice asked the Senate to consider voting on items 27 and 28 so that implementation could begin by Fall 2014.

Senator Vice moved approval of item 27, seconded by Senator G. Hunter. Motion carried.

Senator Vice moved approval of item 28, seconded by Senator Day. Motion carried.

STANDING COMMITTEE REPORTS

REPORT FROM SENATE CHAIR: Senator Pressley

The Faculty Senate Executive Committee met on Monday, April 21st to set the agenda for the April Faculty Senate meeting.
Jacqueline Kohl will be taking a lectureship position in the fall and will no longer be eligible to serve in as part-time faculty representative on the Senate. Deann Allen has agreed to serve for the 2014-15 academic year.

Senator Vice plans to invite Dee Fink back to campus for a faculty workshop on course development at the beginning of the fall semester. Dr. Fink will plan to spend about one half day with each college on August 11 & 12. Senator Vice hopes Dr. Fink will also be available to address new faculty on August 8.

The Winter Term Q&A session was held on May 1 from 3:30 to 5pm in Library 204D. Senator Pressley facilitated the session, and remarks were made by Senator Vice (Provost), Tina Davis (Registrar), Shelly Park & Rochelle Seals (Financial Aid), and Senator Ryan Sharp (Recreation and Park Administration). Senator Vice also plans to schedule a summer workshop on developing winter term courses.

Senator Pressley has asked the following individuals to serve on a faculty input team for Strategic Planning: Senator Elliott, Arts & Sciences; Senator Kilgore, Business & Technology; Senator Cleveland, College of Education; Senator Spigelman, Health Sciences; Senator Blevins, Justice & Safety, and Senator Smith, Library. An additional six faculty members will also be appointed. Senators Pressley and Day will co-chair the team.

Senator Pressley thanked everyone for their support during her tenure as chair.

REPORT FROM FACULTY REGENT: Senator Thieme

The Board met on Monday, April 14, 2014. At President Benson’s request, the Board meetings are hosted by different colleges throughout the year; the College of Health Sciences hosted this meeting in the Rowlett Building.

Highlights of the meeting included the following:

- The Finance and Planning Committee, The Student Life, Discipline, and Athletics Committee, and the Executive Committee presented their reports to the Board.
- The Board heard reports from Craig Turner, Sarah Carpenter, Sheila Pressley, Leah Banks, and President Benson.
- Dr. Deborah Whitehouse, Dean of the College of Health Sciences, highlighted the accomplishments of the College, its faculty, staff, and students.
- An employee housing overview was presented by Barry Poynter, Judy Spain, and David Williams for the purpose of seeking guidance from the BoR on the future of employee housing. Specifically, the BoR was asked about its vision and future vision for employee housing; the amount of geographical buffer surrounding the University; rental rates; and projected space utilization needs. The BoR decided these were issues best explored by a committee who would then report back to the BoR.
- All action items from the morning business meetings were presented to the Board for approval. All action items were unanimously approved.
- The Board went into Executive Session for purposes of discussing KRS § 61.810 (b) for the purposes of discussing the potential acquisition of property.
- Following executive session, a motion was made to continue discussions with Grand Campus regarding negotiating a lease of those facilities by EKU. University Housing is an auxiliary service unit which means it is self-sustaining. Payment for the lease would come directly from rental rates.
The last meeting of the academic year will be on June 9, 2014.

REPORT FROM PROVOST: Senator Vice

Senator Vice presented Senator Pressley with a Provost Distinguished Service Award for outstanding leadership and dedication to EKU and the Faculty Senate during the past two years.

The International Alumni Association presented two Excellence in Teaching awards this year to Dr. Karen Rudick, Department of Communications and Dr. Ryan Baggett, Justice and Safety Center.

This week four candidates will be on campus to interview for the dean’s position in the College of Business and Technology.

While numerous faculty and staff have achieved individual professional accomplishments, below are some of the institutional highlights:

- EKU received the 2014 CHEA Award for Effective Institutional Practices in Student Learning Outcomes by providing data that shows how critical, creative thinking and communication skills are integrated throughout our curriculum and academic programs.
- All departments participated in the Second Annual Assurance of Learning Day.
- Faculty provided students with 4th week progress reports.
- More than 150 faculty participated in Dee Fink’s professional development workshop
- The first ever EKU coordinating tutoring center was established and more than 100 students were certified as peer mentors/tutors.
- EKU has entered into a contract with ELS to increase international student enrollment.
- Increased resources and efforts are being devoted to increasing recruitment and retention of under-represented students and to closing the achievement gaps.
- Professional options have been added to the Bachelor of General Studies Degree and a design team created to reach adult learners, which includes transfer students.
- Professional advisors are receiving monthly advisor training and development in using our advising tools, particularly the Student Success Collaborative.
- EKU is working directly with area school superintendents to increase our dual credit enrollment.

The National Survey of Student Engagement (NSSE) was designed to assess the extent to which students are engaged in empirically derived good educational practices and what they gain from their college experiences. The NSSE is administered to a sample of second semester freshman and exiting seniors. In 2013, EKU students reported that educational practices at Eastern equal or exceed the national norms in the following areas:

- Coursework emphasized evaluating a point of view, decision, or information source
- Coursework emphasized applying facts, theories, or methods to practical problems or new situations
- Coursework emphasized analyzing an idea, experience, or line of reasoning in depth by examining its parts
- Coursework emphasized forming a new idea or understanding from various pieces of information
- Faculty clearly explained course goals and requirements
- Faculty taught course sessions in an organized way
- Faculty used examples or illustrations to explain difficult points
- Faculty provided feedback on a draft or work in progress
- Faculty provided prompt and detailed feedback on tests or completed assignments
Below are dates for upcoming events:

- May 8, 1-3 p.m. - An additional Faculty Forum for providing input into the Strategic Plan, Jaggers in Powell
- May 21, 1-3 p.m. - The Strategic Planning ad hoc Academic Leadership Input Team will host a facilitated forum for deans, associate deans, chairs, and University Program director, Jaggers in Powell
- June 23, 2014 - A Summer Workshop designed for faculty who are interested in developing winter term, accelerated courses—more details to follow.
- August 8, 2014 - Dee Fink Workshop for new faculty
- August 11-13, 2014 - Half Day workshops with Dee Fink for faculty by college—Deans will communicate a schedule.
- August 13, 2014 - Fall Convocation
- September 19, 2014 - Third Annual Assurance of Learning Day (non-instructional day)

STANDING COMMITTEES

**Academic Quality Committee.** Senator Hunter shared the finalized report on the two calendar issues: the potential for a move from 17 week semesters to 16 week semesters and the alignment of the university’s spring break with Madison County Schools’ spring break.

The Academic Quality Committee reported at the April 7, 2014 Faculty Senate meeting that while there are strong preferences on each side, there is no clear faculty-wide consensus on the issue of semester length. On the issue of spring break alignment, the committee reports a strong preference among the faculty for maintaining the university’s current spring break schedule at the semester’s midpoint whether or not it’s coincident with Madison County Schools.

**Budget Committee.** Senator Hatcher shared two reports with the Senate. The first was to report on the status of charges for the year and the second was the draft of the quantitative data from the Athletics survey which closed last Friday.

This year the committee was charged with reviewing the effect of the drop/add fee on the DWF rates. Data shows that enrollment and DWF rates haven’t decreased significantly since the implementation in 2010. In fact, course completion rates have gone up and DWF rates have improved.

The committee also reviewed the faculty/staff employment ratio from 2000 to present. The data shows that in 2010-2011, when compared to benchmark institutions, EKU actually ranked lower than some institutions. However, keep in mind that 400 of EKU’s staff members are independently funded which makes it difficult to adequately reflect when data is collected by the federal agency.

**Elections & University Nominations Committee.** Senator Johnson announced that there were 81 self-nominations received for university committee vacancies this year as opposed to only 54 the previous year. The list of nominations has been forwarded to the President for his consideration. Individuals who are selected to serve will be notified of their appointments.

**Information Technology Committee.** Senator Kilgore reported that a training session is being developed for faculty for the fall semester. He also reminded faculty that the three-year cycle to replace laptops will occur in 2015.
Rights and Responsibilities Committee. Senator Maloley stated that the main responsibility for the committee this year was to review policies. The committee spent a lot of time reviewing the lectureship policy which has now moved on through the process. The committee has also examined the post tenure/termination of faculty policy and the evaluation of non-tenure track faculty policy. Committee feedback on those two policies has been shared with the drafting teams and those policies should come forward for action next fall.

Faculty Welfare Committee. Senator Lewis announced that all committee charges were completed for the year except for one. The issue of pro-rating summer pay for faculty members will be continued in the fall semester. Any faculty with feedback on the summer pay issue should forward those to Senator Lewis.

ANNOUNCEMENTS:

On behalf of the Senate, Parliamentarian Miller presented Senator Pressley with an engraved gavel as a token of appreciation for her service as chair for the past two years.

ADJOURNMENT

Senator Vice moved to adjourn at approximately 4:45pm.
FACULTY SENATE ORGANIZATIONAL MINUTES  
May 5, 2014  
Approximately 10 minutes after First Meeting Convenes

The Faculty Senate of Eastern Kentucky University met on Monday, May 5, 2014, in the South Ballroom of the Keen Johnson Building. Senator Pressley called the organizational meeting of the academic year to order at approximately 4:55 p.m.

NEW BUSINESS:

Senate Chair Election. Senators Day and O'Brien were nominated for chair at the April meeting. At the organizational meeting Senator O'Brien withdrew her name for Senate chair because of prior commitments to her department. Senator Day was elected to serve as chair for the 2014-2015 academic year.

Senator Pressley officially turned the meeting over to Senator Day once his appointment was confirmed.

Senate Vice-Chair Election. Senator O'Brien was elected to serve as vice chair for the 2014-2015 academic year.

Committee Elections

- Elections & University Nominations Committee (1 vacancy)  
  Senator Givens was elected.

- Academic Quality Committee (2 vacancies)  
  Senators G. Hunter and Howell were elected.

- Budget Committee (3 vacancies)  
  Senators Ciocca, Fitch, and Higginbotham were elected.

- Executive Committee (3 vacancies)  
  Senators Given, Hatcher, and Palmer were elected.

- Rights and Responsibilities Committee (3 vacancies)  
  Senators Lamb, Turner and Whalen were elected.

- Information Technology Committee (1 vacancy)  
  Senators S. Hunter, Huffman, and Smith were nominated. Senator Smith was elected.

- Rules Committee (3 vacancies)  
  Senators S. Hunter, Neugebauer and Skubik-Paplaski were elected.

- Welfare Committee (1 vacancy)  
  Senators Ciocca, Nowak, and Zhang were nominated. Senator Zhang was elected.

- COSFL (1 rep & 2 alternates needed)  
  Senators Allen, Kopacz, and Scarambone were nominated. Senator Scarambone was elected to serve as the COSFL representative, with Senators Kopacz and Allen elected to serve as alternates.

ADJOURNMENT

The meeting adjourned at approximately 5:45 p.m.
TO: The Eastern Kentucky University Faculty Senate
FROM: Senator Michael T. Benson
DATE: September 8, 2014
RE: September Campus Report

With the rest of the campus, I joined in celebrating the life, career, and contributions of Professor Robert Miller during the memorial service held on campus in June. We shall miss him, his erudition and expertise as it related to the parliamentarian procedures followed by the Senate.

I wish to welcome you all back to campus and tell you how good it is to have EKU again full of faculty, staff, and students. This year promises to be a very significant one as we move several initiatives forward. Thanks for your continued service.

Items of interest to report:

**Significant Diversity Gains Help Fuel Enrollment Increase**

Preliminary fall enrollment figures paint a very encouraging picture.

As of August 26, a total of 16,454 students had enrolled for fall classes, up 1.8 percent from the same date a year ago. That number includes significant increases in underrepresented populations: Black/African American students at EKU now number 997, up 11 percent. The number of Hispanic/Latino students is up 19 percent, to 344.

Other points of pride relative to our student demographic include:

- New freshmen this year total 2,733, up 7.3 percent and the highest number since 2000.
- Currently, almost 1,500 students are taking online courses, an area of rapid growth, especially the last two years, as more and more programs are offered as fully online degree options. Online credit hours are up 15.6 percent.
- Honors Program enrollment has jumped 7.5 percent overall since last year. The program welcomed 125 new incoming freshmen this fall, up from 103 in the Fall 2013 class, an increase of 21 percent.
- More and more transfer students are attracted to EKU, as indicated by a 6.5 percent increase in new transfer undergraduates over 2013. Approximately 10 percent of Kentucky Community and Technical College System students go on to attend Eastern.
- Enrollment in the University’s dual credit program for high school students increased 21.8 percent over the past year and 62 percent since 2012-13. Eastern now partners with 38 schools; 646 students are enrolled for Fall 2014.
- Graduate School enrollment is up 7.8 percent.
- Total credit hours are up 2.1 percent.
The increases can be attributed to several factors, including but certainly not limited to:

- Improved retention rate
- More aggressive recruitment and retention strategies
- Earlier scholarship awards and additional diversity scholarships
- Earlier and more persistent communications with prospective students
- Greater use of social media
- Renewed commitment to building relationships
- Enhancements to the campus visit program
- More attractive housing options
- More attentive and intensive academic advising
- Greater connections with faculty
- Student Success Collaborative
- “Bridge” program for incoming students with developmental needs

Final, official enrollment figures for Fall 2014, as well as official retention and graduation rates for this past academic year, will be announced later this semester.
Numerous Campus Improvement Projects Mark New Year

Dozens of projects are changing the face of the Richmond campus.

Some are physical, such as the upcoming demolition of a residence hall, repurposing of other facilities, the addition of pedestrian-friendly green space, classroom technology upgrades and athletics facilities improvements. Others are more cosmetic and related to ongoing branding efforts, such as new street and facility signs and additional flags and banners citing some of the University’s recent national-scale achievements.

All of these efforts are aimed at enhancing the campus environment for students, employees and guests.

These projects include:

- **Groundbreaking on Oct. 23 for Phase 2 of the New Science Building, which will house the Departments of Biological Sciences and Geography and Geology. The addition is expected to be complete by late 2017.**
- **Technology upgrades in 21 classrooms and several administrative spaces across campus. One project benefited the First-Year Writing Program by providing a fully functional multi-media space with four high-definition presentation areas for collaborative work and presentations. Another involved the creation of a gaming development lab in the Department of Computer Science for students to develop and test games.**
- **The addition, by lease arrangement, of Grand Campus, a previously private student housing complex across Lancaster Avenue, to the University’s residential housing stock.**
- **The demolition of Combs Residence Hall this fall. The second phase of that project features a pedestrian entrance to campus in the former Combs space.**
- **The addition of an arboretum, to be designed by Kentuckian Jon Carloftis, a nationally known garden designer, in space now occupied by the outdoor tennis courts near Martin Hall. Eight new tennis courts will be built near the Greg Adams (indoor) Tennis Center on the south side of campus. That work is expected to take place this fall.**
- **The addition of a reading porch on the south side of the John Grant Crabbe Main Library, made possible by a gift from Ron and Sherrie Lou Noel, whose earlier gift enabled the addition of the Noel Studio for Academic Creativity, also in the Library. Construction is expected to begin this fall. The porch will eventually look out over a newly created pedestrian mall to replace what has been a lackluster, industrial space. Work on the mall will begin once steam line replacement work in the area is completed by late September.**
- **The construction of a multi-purpose facility, replacing the east side grandstands at Roy Kidd Stadium, to house classrooms and small conference rooms, a nutrition and dietetics center, training facilities, a new football locker room, offices for football...**
coaches, and a café. Donald and Irene Dizney contributed the lead gift for the project. The project is also funded in part by a $15 million agency bond approved by the Commonwealth that allows EKU to improve some of its athletic facilities. The baseball and softball fields will also be getting upgrades, including bleacher renovations, along with new press boxes and restrooms.

- A 12,700-square-foot addition to the Ashland Building to house 11 faculty offices, a workroom/conference room, a student hub, two new high bay spaces, a lab classroom with prep lab, 80-seat lecture space with a view to an outdoor demonstration area, and more. Construction is expected to begin in October, with completion by August 2015.
- The removal of Model Laboratory School’s baseball and softball facilities at the corner of the Eastern By-Pass and Lancaster Avenue, part of an effort to enhance the visual appeal of the campus gateway. The school will utilize fields elsewhere on campus. The University’s top capital construction priority remains a College of Education/Model Laboratory School complex, to be constructed at the corner of the By-Pass and Lancaster.
- The replacement of the McBrayer Arena floor in Alumni Coliseum, along with new, much stronger, and more energy-efficient, LED lighting above the floor. Besides the fresh look and design, the floor offers much more resiliency (less wear and tear on knees, etc.) and greater traction and “spring” for student-athletes.
- Electrical upgrades to the entirety of Commonwealth Hall, formerly a residence hall, to be followed by the migration of Human Resources, E-Campus and other campus operations to Commonwealth.
- A federally-funded project to construct a new sidewalk along the east side of Lancaster Road, from Kit Carson Drive (near the Stratton Building) to Hall Drive (near the EKU Center for the Arts), giving students the opportunity to walk safely to campus, rather than drive.
- The construction of a research facility and “bunk house” at Lilley Cornett Woods, a 554-acre, University-owned old-growth forest in Letcher County, near the Kentucky-Virginia border. The National Science Foundation awarded EKU a $300,000 grant for the research facility, which will serve as a central research hub and make it easier for EKU and other scientists to conduct sustained, high-level research related to the region. The University is funding the “bunk house” portion of the project. The EKU Board of Regents are planning to hold their October board meeting in Hazard and then travel to Lilley Cornett Woods for the groundbreaking of this new facility.
- New seating for Gifford Theatre in the Campbell Building. The old seats, original to the building, which opened in 1974, are slated to be replaced over the Christmas-New Year’s break with seats similar to those in the EKU Center for the Arts.
- A completely renovated space for the Construction Management program in the Ault Building.
- Continuing upgrades for Hummel Planetarium, including new equipment. A re-dedication ceremony for the improved facility is planned for this academic year.
New Vice Presidents, Dean Join Leadership Team

As reported at the Fall Convocation, a dean and two vice presidents joined the EKU family this summer.

Dr. Thomas Erekson is the new Dean of our College of Business and Technology, succeeding Dr. Bob Rogow, who retired this year.

Dr. Erekson had served as the Dean of the College of Business and Technology at Western Illinois University since 2006. He brings 37 years of experience in higher education, including 23 years as a dean or director. Under his leadership at Western Illinois, the College secured a $1 million donation to establish a new program in Engineering, obtained AACSB reaffirmation, established a Chief Diversity Officer position for the College, redesigned the MBA program, and developed multiple partnerships with regional, national, and international corporations.

He is also an accomplished scholar, with multiple books, book chapters, refereed journal articles and presentations to his credit.

Dr. Laurie Carter joined us as Executive Vice President for Student Success and University Counsel.

Dr. Carter brings nearly 30 years of higher education experience to the position. She was the first Chief Legal Officer and Chief Student Affairs Officer in the history of New York City’s famous Juilliard School, where she served 25 years in a series of progressively responsible positions. While at Juilliard, Carter created, implemented and oversaw diversity and inclusion initiatives; created, co-implemented and supervised the Juilliard Colloquium program for first-time college students; created an orientation program designed to introduce students to artistic life in the New York City; expanded career services and educational outreach programs; initiated an international student advisement program; created a student affairs program that included the design, construction and opening of a residence hall; and served as the member of the School’s “Planning for the 21st Century” Committee.

For the past year, Dr. Carter served as Vice President for Arts Education at the New Jersey Performing Arts Center in Newark.

The most recent addition to our leadership team is Nicholas J. Perlick, our new Vice President for Development and Alumni Relations. Since 2009, he served as Director of Development at Middle Tennessee State University, where he played a leading role in a centennial campaign that is poised to exceed its revised goal with more than a year remaining.

Mr. Perlick provided comprehensive oversight of MTSU’s academic fund-raising programs, leading a 10-person Office of Development staff. He designed and implemented a comprehensive planned giving program, crafted MTSU’s first-ever comprehensive strategic plan
for development and engaged deans and other leadership from eight academic colleges to develop campaign plans. He also served as the 2013 Conference Chair for the Tennessee Advancement Research Council.

Previously, he served as Executive Director of the Middle Tennessee Medical Center Foundation from 2006 to 2009, as well as a director of development at The Ohio State University.

**Transfer Agreement with KCTCS Will Streamline Process**

It is now easier than ever for KCTCS students to transfer to EKU, thanks to a statewide, multi-program agreement which KCTCS President Michael B. McCall and I recently signed.

The statewide memorandum of agreement facilitates the seamless transfer of KCTCS students to EKU by:

* providing a structure through which transfer-related student information reports will be exchanged between KCTCS and EKU.

* identifying students who are likely to consider transferring from KCTCS to EKU.

* enhancing advising services and transferability of credits through EKU’s Colonel Connection program by providing regularly updated DegreeWorks audit of the student’s progress toward a four-year degree at EKU. Each participating student receives regular advising from an EKU advisor, thus minimizing lost transfer credit.

This seamless transition for transfer students between their community college experience to a four-year institution is essential as we seek to graduate more students with bachelor’s degrees across the Commonwealth. Eastern is committed to working side-by-side with KCTCS and its regional campuses as we provide greater access to higher education for all Kentuckians.

**Freshman Academy for Diverse Students Established**

Our African/African American Studies program has partnered with several campus offices to launch a new program aimed at promoting the retention of all students, with particular focus on minority students.

The Freshman Academy for Diverse Students is designed as a year-long interactive learning experience that will provide first-year students with the information, encouragement and direction they need in order to navigate college life and reach their academic, personal, and professional goals at EKU.

The program will kick off on Sept. 19 with a one-day college skills conference. Participants will attend various interactive workshops geared toward problem solving and providing practical
resources to aid student success. Students will then participate in a variety of academic and social activities throughout the year.

Students who complete the program will have the opportunity to win a $250 book scholarship for use in Spring 2015, and a $1,000 tuition scholarship toward 2015-2016 tuition.

Participation in the program is by self-selection. All EKU students are invited to participate but must be registered and attend the Sept. 19 conference in order to take full advantage of Academy resources and scholarship opportunities.

Dr. Salome Nnoromele, director of the African/African American Studies Program, is coordinator of the Academy.

**LEED Gold Plaque Shows Commitment to Environmental Stewardship**

EKU’s commitment to environmental stewardship is exemplified by a plaque Housing Director Kenna Middleton and I accepted recently from the U.S. Green Building Council.

Our New Residence Hall on Kit Carson Drive was recognized as the first LEED Gold-certified residence hall on a state university campus in the Commonwealth. LEED stands for Leadership in Energy and Environmental Design, and that is exactly what the campus community demonstrated in the planning for the University’s first new residential facility in 40 years.

Very few facilities anywhere, let alone residence halls on state university campuses, obtain LEED Gold status. In order to earn the coveted honor, the EKU facility met stringent standards related to sustainability, energy and water efficiency, indoor environmental quality, materials and resources used in construction, and design innovations.

Increasingly, prospective students consider an institution’s environmental policies and footprint, among many other factors, when choosing a college or university. Our yet-to-be-named New Hall gives students one more reason to choose EKU.

**Message to campus (sent on 9/4/2014) re Student Fees**

Welcome back to campus fellow Colonels! It has been a busy summer, and as you look around campus, I hope you will see that we are striving every day to enhance the Eastern experience. Happening all around us are projects involving new construction, renovation of existing structures, and removal of outdated and dilapidated facilities.

It is an exciting time to be at EKU, and as many of you may know, we announced the receipt of a lead gift – the largest ever gift to EKU Athletics – to support our efforts to create a new grandstand and multi-purpose facility on the east side of Roy Kidd Stadium in August. We have also continued to fund important projects that provide immediate benefit to current EKU students.
students through various revenue sources. Recent immediate impact projects include:

- Technology upgrades in 21 classrooms and several administrative spaces across campus
- An addition to the Ashland Building to house 11 faculty offices, a workroom/conference room, a student hub, two new high bay spaces, a lab classroom with prep lab, 80-seat lecture space with a view to an outdoor demonstration area
- The provision of office and student space for ELS Education Services Inc., an English language instruction program
- New carpeting in the library (scheduled for completion this fall)
- Our new relationship with Grand Campus, a previously private student-housing complex across Lancaster Avenue, to the University’s residential housing stock.
- The new McBrayer Arena floor in Alumni Coliseum, along with new, much stronger LED lighting above the floor.
- Improved the Challenge Course on the south end of campus
- Replaced old carpet with new tile in our Corbin Campus
- New tennis courts (scheduled for completion this fall)

In order to continue to more fully realize our vision of the Campus Beautiful, we have developed a funding mechanism that is forward-thinking and committed to making EKU a premiere public university. In the spring of 2014, CPE approved an increase of 5% to our tuition and fees schedule for 2014-2015. Since we are limited to an overall increase of 8% for the biennium, we will be limited to a 3% increase in 2015-2016. We plan to dedicate a portion of this increase to our continuing efforts to enhance the Eastern experience, including additional resources for athletics.

Nevertheless, this 3% increase will not alone fund necessary campus enhancement projects. As a result, we plan to propose the implementation of a mandatory Special Use Fee of $75 per semester to be instituted in the 2015-2016 academic year. In order to meet the requirements for introducing a new Special Use Fee, we must demonstrate that all students have been afforded ample opportunity to be informed, voice their opinions, and participate in the decision to endorse the proposed fee. The process will ensure that fee details are disseminated, vetted, discussed, and voted on while school is in session. In order for this new fee to be implemented and the immediate benefits realized, a majority of our students must indicate their willingness to support the fee via a campus-wide vote. This will occur this spring semester in conjunction with the general election of our SGA president and other student representatives.

Given the potential improvements this fee will provide, I would ask for your support of the process as we move forward. We will offer multiple opportunities to discuss this issue in open dialogue, and – as always – I welcome your input and feedback.
Thank you in advance for your consideration. I very much appreciate your helping us ensure that current and future students of Eastern Kentucky University will enjoy the best academic and student life experiences possible. And remember — you can follow these on-going improvements on a daily basis on Twitter @EKUBUILDS.

And finally —

**Colonels Comply Initiative Promotes Strong Ethical Culture**

As higher education becomes increasingly complex, we must recommit as individuals and as an institution to maintaining a strong ethical culture. Universal compliance with laws, rules, regulations, policies, and procedures is critical for the future of our institution.

All members of the University community share in the responsibility of compliance. Therefore, we must hold ourselves to the highest ethical standards and aspire to act in accordance with the values of integrity and openness. Our conduct significantly contributes to public trust in our institution and to our reputation for quality and excellence.

To undergird EKU’s established policy process, the EKU Board of Regents approved the Colonels Comply program during its June 2014 meeting. Colonels Comply has been implemented this fall to support and enhance compliance with our current policies and procedures as well as with federal and state laws and regulations.

The Colonels Comply program will further EKU’s mission and strategic plan by proactively promoting an institutional culture of compliance among students, faculty, staff, and administration through effectively identifying, prioritizing and managing potential violations of law, regulation, and University policy and procedure, and effectively establishing a control environment that reflects the legal and regulatory scheme in which the University is obligated to operate.

The intention of Colonels Comply is to empower all of us to work collaboratively to advance our values by fostering a culture of compliance. This environment is best achieved when constructed upon a strong ethical foundation that supports adherence to the law and institutional policies and procedures while propelling us into our promising future.

One of the key elements of the program is the Ethics and Compliance Hotline. This tool, coupled with compliance risk assessments surveys, educational seminars and other compliance tools, will be forthcoming during this academic year.

To assist the University in this effort, I have asked Dr. Judy Spain, professor in the Department of Management, Marketing and International Business, to serve as Chief Ethics and Compliance Officer. Dr. Spain, along with Beth Ballard, Director of Internal Audit, and Matt Roan, Special Assistant to the President, will form the Compliance Executive Steering Committee. Additional committees, such as the Compliance Oversight Committee and the Compliance Working Group
Committee, will maintain a broad range of University representation and inclusiveness, as we all share in this endeavor.

By working together and supporting one another, our actions can exemplify excellence, and we can pursue integrity in all that we do. Continuing updates on Colonels Comply will be available at colonelscomply.eku.edu.

Thank you again for your service and best of luck with this exciting new academic year before us.
**Mission Statement**

Eastern Kentucky University’s Colonels Comply is dedicated to furthering EKU’s mission and strategic plan by proactively partnering faculty, staff, students, and administration to promote an institutional culture of compliance by effectively identifying, prioritizing, and managing potential violations of law, regulation, and University policy and procedure and by effectively establishing an environment that reflects the legal, ethical and regulatory scheme in which the University is both expected and obligated to operate.

**Guiding Principles**

1. Characterize Colonels Comply as a priority of Eastern Kentucky University Board of Regents and President.
2. Colonels Comply will be implemented and monitored, will be provided adequate administrative autonomy, and will be provided adequate resources to address compliance matters.
3. The committees formed to implement Colonels Comply will be vested with sufficient authority to implement, assess, and monitor the program.
4. Perform an assessment to determine the University’s compliance risk profile so that compliance resources, efforts and staff can be devoted to the most significant compliance risks (and which avoids the University using a disproportionate amount of time monitoring low compliance risk areas).
5. Develop or purchase technological tools or resources that can assist the University with gathering data, monitoring compliance efforts, and measuring the effectiveness of policies and procedures.
6. Tailor the compliance education and training program to meet the specific needs of University constituencies.
7. Communicate a clear and consistent message concerning the University’s compliance expectations from the University President and Board of Regents to University constituencies.
8. Actively encourage compliance through positive reinforcement by providing proactive assistance through Colonels Comply committees; stress that compliance will lessen and not increase employee workload.
9. Develop compliance policies, procedures, and codes that are clear, concise, and accessible to all University constituencies; include how the University will execute, communicate, implement, and monitor the compliance measures; incorporate the concept of compliance into applicable job descriptions; and hold persons accountable for compliance.

**Operating Guidelines**

- **Consider:**
  - Awareness; Ask the questions.
- **Commit:**
  - Find the resources; Get the answers.
- **Comply:**
  - Empowered to do the right thing.
Structure

A. Governing Authority
The Board of Regents (BoR) is vested with the final jurisdiction over Eastern Kentucky University, as enumerated in KRS 164.321. The BoR Audit and Compliance Committee is vested with authority for ensuring that an ongoing comprehensive compliance program is implemented.

The President is appointed by the BoR and is responsible for the management and operation of Eastern Kentucky University. The President is responsible for ensuring that Colonels Comply is fully implemented.

B. Compliance Executive Steering Committee

Membership
The Compliance Executive Steering Committee is comprised of following ex-officio members consisting of the Special Assistant to the President, Director of Internal Audit, and Chief Ethics and Compliance Officer.

Meetings
The Compliance Executive Steering Committee shall meet at least four times each year.

Role and Responsibilities
- Report to the Board of Regents Audit and Compliance Committee on the Colonels Comply program.
- Serve as an advisory committee for Colonels Comply.
- Provide guidance to the Compliance Oversight Committee
- Review reports and statistical data generated by committee reports, third party external reporting process, or other sources as applicable to identify possible trends of non-compliance.

C. Compliance Oversight Committee

Membership
The Compliance Oversight Committee is chaired by the Vice President for Finance and Administration. The Compliance Oversight Committee is comprised of the following ex-officio individuals:
- Special Assistant to the President (non-voting)
- Director of Internal Audit (non-voting)
- Chief Ethics and Compliance Officer (non-voting)
- Senior Vice President Academic Affairs and Provost
- Executive Vice President for Student Success and University Counsel
- Vice President for Finance and Administration
- Executive Director, Office of Equity and Inclusion
- Faculty Senate Chair
Meetings
The Compliance Oversight Committee shall meet at least four times each year.

Role and Responsibilities
The Compliance Oversight Committee responsibilities include:

- Review and give final approval of the Colonels Comply Program and recommend policies and procedures, and any amendments thereto, related to institutional compliance.
- Review and evaluate risk assessment surveys prepared by the Compliance Working Group and approve compliance monitoring plans.
- Serve as an oversight Committee for the Colonels Comply Program. The Committee has decision-making responsibility and authority to establish, staff, and implement compliance initiatives across the entire University.
- Determine the strategic agenda for the Colonels Comply Program on a yearly basis.
- Furnish adequate resources for and support of the Colonels Comply Program.
- Enforce consistent application of compliance standards.
- Review the annual compliance report presented by the Compliance Working Group to confirm effective compliance oversight.
- Provide guidance to the Compliance Working Group on the operation of the compliance program to mitigate and assess non-compliance with applicable laws, regulations, policies and procedures.
- Oversee the University’s compliance activities and programs and ensure they are reasonably designed, implemented, enforced, and generally effective in identifying and minimizing risk of violations of university policies, procedures, regulations, or laws.
- Monitor that when a new University policy has been adopted, the responsible party reports to the Committee as to how the requirements of the policy have been publicized; how necessary training been provided; whether ongoing training is needed; and other similar information to ensure that the University community is exposed to the new policy and its requirements.

D. Compliance Working Group
Membership
The Compliance Working Group is chaired by the Chief Ethics and Compliance Officer. The Compliance Working Group consists of the following ex-officio members as well as other members appointed by the Compliance Oversight Committee as so needed:

- Chief Ethics and Compliance Officer (non-voting)
- Associate Vice President and Dean of Students
- Associate Vice President, Information Technology
- Dean of the Graduate School and Associate Vice President for Research
• Dean of University Programs/Title IX Coordinator
• Chair of Chairs Association
• Director, Athletics
• Director, Human Resources
• Executive Director, Accounting & Financial Services
• Executive Director, Enrollment Management
• Executive Director, Public Safety
• Director, Risk Management and Insurance

Meetings
The Compliance Working Group shall meet at least six times each year.

Role and Responsibilities
The Working Group’s responsibilities include:
• Review the results of institutional compliance risk assessments to identify emerging risk areas and high risk activities within the institution and recommend to the Compliance Oversight Committee those high risks which require executive oversight.
• Provide recommendations to the Compliance Oversight Committee in the development of policies and procedures related to include compliance awareness, training, and monitoring to identify, avoid, and/or minimize non-compliance with applicable laws, regulations, University policies and procedures.
• Recommend quality effective training programs for areas identified as high compliance risks.

E. Compliance Partners
Membership
Compliance Partners are the responsible parties for compliance with applicable laws, regulations and University policies and procedures.

Meetings
Compliance Partners may be asked to attend the Compliance Working Group and/or Compliance Oversight Committee on an as-needed basis.

Role and Responsibilities
• Assist, act as a resource, and support the Compliance Oversight Committee and Compliance Working Group in fulfilling oversight responsibilities.
• Compliance Partners are the keystone to the structure for implementing Colonels Comply.
• Responsible for day-to-day compliance activities.
• Responsible for completing risk assessment survey.
• Responsible for developing and executing quality effective training programs for compliance risks.
• Responsible for monitoring continued compliance within their designated area.
Clinical Faculty

Clinical Faculty positions are faculty appointments that are appropriate for situations (a) where provision of direct on site clinical/laboratory supervision necessitates additional clinical faculty to maintain legally regulated and accreditation mandated faculty-student staffing ratios; (b) where other appointments are not available, or (c) where unique expertise or credentials are needed in a clinical or laboratory setting.

Clinical Faculty and Senior Clinical Faculty shall have appropriate qualifications that satisfy the University's credentialing standards (Policy 4.6.1P) as well as the standards of accreditation or approval from national accrediting agencies or state or national boards; shall hold appropriate licensure, certification, and experience; shall have faculty status; and shall not be subject to Policy 4.6.4P, Promotion and Tenure. Their appointment shall consist primarily of teaching responsibilities but may, as needed, include service, or other assigned responsibilities as part of the workload assignment.

In the College of Health Science, the workload for clinical faculty is not less than the equivalent of 24-32 clinical clock hours per week (four days per week) with a fifth day for grading and conferring with clinical students, course faculty, or other department faculty. Clinical faculty may be assigned when needed to supplement clinical course teaching in the classroom; however, the combined clinical, laboratory, clinical course teaching, or other assigned responsibilities should be equivalent to a workload of at least 24-32 clinical clock hours per week.

In the College of Education, Clinical Educators are University faculty and P-12 school-based educators who assess and support the development of candidates' knowledge, skills, and dispositions throughout the candidates’ programs. Clinical Educators serve the College in a variety of capacities with a range of responsibilities including maintaining partnerships with P-12 schools, coordinating placements for candidates, providing guided experiences within field-based assignments in the clinical courses, completing direct observation and evaluation of candidates in the field, and providing direct clinical instruction. Clinical Educators shall have appropriate qualifications that satisfy the University's credentialing standards (Policy 4.6.1P) as well as the standards of accreditation or approval from national accrediting agencies or state or national boards; shall hold appropriate current licensure, certification, and experience. Workload for a clinical educator is calculated on a candidate to educator ratio reflective of state regulations and accreditation guidelines and equal to no more than a traditional 15 hour teaching load.

The workload for clinical faculty in other fields shall be the equivalent of a 15 hour teaching load.

Clinical Faculty appointments are on a year-by-year fixed nine-month basis. Such appointments are approved only when there is a demonstrated need and available funding. Clinical Faculty may be no more than 25 percent of the total full-time faculty in a college and, when feasible or indicated, clinical faculty positions should be converted to tenurable positions. The incumbent Clinical Faculty member may apply for that tenure-track appointment competitively, but Clinical Faculty or Senior Clinical Faculty cannot be grandfathered into a tenure-track position.

Clinical Faculty may be appointed as Senior Clinical Faculty after 1) completion of five years of appointment as Clinical Faculty at EKU, 2) demonstration of excellence in teaching and other assigned duties, as described above, and 3) attainment of other criteria as determined by the Department.

Pursuant to KRS 164.321, 6(a), for the purposes of electing the faculty regent for the EKU Board of regents, it shall be understood that Clinical Faculty and Senior Clinical Faculty hold a rank equivalent to instructors and are, therefore, eligible to vote in the election for faculty regent. Clinical Faculty may only serve as a faculty regent to the extent allowed by statute.
Clinical faculty are health care professionals with appropriate degrees/qualifications that satisfy SACS standards and who hold appropriate professional licensure/certification/registration. The primary responsibilities of non-tenure track faculty members appointed in this series are to provide direct on-site clinical supervision to students engaged in clinical practice settings and laboratories. Clinical faculty cannot be tenured and cannot be grandfathered into a tenure track position; however, clinical faculty may apply competitively for any tenure track position that is opened. Clinical faculty cannot teach less than 24 to 32 clinical clock hours per week during each fall and spring semester. The fifth day is used for grading and for conferencing with clinical students and other course faculty.

Rationale: The University has a role that involves three functions: teaching, service, and scholarship. In Health Sciences and potentially other Colleges, a clinical component is a mandatory part of the educational experience for students who are in programs that prepare them for licensure and certification. The practice disciplines are enhanced by having clinically competent faculty who provide direct supervision in locations where students have clinical experiences. Colleges such as Health Sciences need adequate numbers of faculty to provide direct student supervision in legally regulated faculty student ratios that meet patient safety and accreditation standards. Appointment of these clinical faculty positions in high demand clinical programs provides consistent and assured clinical coverage. The addition of clinically competent professionals well versed in a department’s curriculum, who are highly qualified to meet responsibilities in providing direct clinical supervision to students, contributes to quality student learning experiences.

Terms: Clinical faculty shall be appointed on a year-by-year basis that may be renewed annually for up to three consecutive years. Senior clinical faculty appointments have the same responsibilities as clinical faculty and may be appointed to this rank after serving the third consecutive year as clinical faculty or having previously demonstrated equivalent teaching experience. Senior clinical faculty may be appointed annually for terms up to five years. A faculty member may be reappointed in the senior clinical line for additional terms beyond the five years as needed by the department. All reappointments of clinical faculty and senior clinical faculty are contingent on the individual’s clinical teaching evaluation and the program’s need for clinical coverage as based on enrollment data and clinical specialist needs. Areas of activity for appointment and performance review include effective clinical teaching, practice-relevant activities, and maintenance of clinical currency and appropriate licensure and certification.

To establish and/or extend a position or additional terms in the clinical series, the chairperson of the initiating educational unit shall (1) demonstrate need for such a position based on enrollment numbers and needed coverage in a specialty area (2) indicate the amount of funding needed for the position and recommended term of appointment and (3) obtain approvals of the Dean, and the Associate Provost and/or Provost.

Additional Terms

1. Clinical faculty will receive compensation comparable to that of tenure-track faculty teaching similar courses and will receive comparable health insurance, life insurance, and retirement contributions.

2. Notice of non-reappointment or of intention not to recommend reappointment will comply with AAUP standards as follows: (a) Not later than March 1 of the first academic year of service, if the appointment expires at the end of that year or, if a one-year appointment terminates during the academic year, at least three months in advance of its termination; (b) not later than December 15 of the second academic year of service if the appointment expires at the end of that year or if an initial two-year appointment terminates during an academic year, at least six months in advance of its termination; and (c) at least twelve months before the expiration of an appointment after two or more years at Eastern Kentucky University.

3. Departments with clinical faculty must provide the tools necessary for these professionals to perform their assigned duties including appropriate office space, supplies, support services, and equipment. Clinical faculty may apply for a full-time tenure-track position and could negotiate for early tenure by applying some of the time spent as a lecturer or senior lecturer. However, this is not guaranteed and must be considered on a case-by-case basis by the department and college.
4.6.11P
Volume 4, Academic Affairs
Chapter 6, Faculty Appointment and Evaluation
Section 11, Clinical Faculty

- Clinical Faculty
- Departments
- College- and University-level Administrators

Procedures

1. The creation of a new Clinical Faculty position must be approved by the Dean and The Provost. If the creation of a new Clinical Faculty position exceeds 25% of full-time faculty in the College, the Dean must provide a justification of need.

2. The Terms for Appointment for a Clinical or Senior Clinical Faculty shall state the workload responsibilities of not less than the equivalent of 24-32 clock hours of clinical teaching (four days per week, with the fifth day being for grading and conferring with clinical students and other faculty).

3. Clinical Faculty and Senior Clinical Faculty shall be provided the tools necessary for these professionals to perform their assigned duties including appropriate office space, supplies, support services, and equipment. Appropriate office space for clinical faculty who are off campus in clinical agencies for the majority of their clinical teaching assignment can include shared space.

4. On a date determined by the Provost Office, the Dean shall annually provide a request for Clinical Faculty positions in the college for the following academic year, including any recommendations of incumbents for reappointment. Reappointment decisions should be based on the following priorities:
   1) Department need
   2) Funding for position
   3) Faculty qualifications

Results from previous evaluations at EKU may also be used in reappointing incumbents.

All reappointments of Clinical Faculty and Senior Clinical Faculty are contingent on the individual’s clinical teaching evaluation and the program’s need for clinical coverage as based on enrollment data and clinical specialty needs. Areas of activity for appointment and performance review include effective clinical teaching, practice-relevant activities, and maintenance of clinical currency and appropriate licensure and certification.

Responsibilities

**College Dean**
- The Dean is responsible for:
  - ensuring that funding is available for Clinical Faculty positions prior to approving a position
  - ensuring that no more than 25% of full-time faculty in a college are Clinical Faculty
  - ensuring that the Terms of Appointment state the workload responsibilities of not less than 24-32 clock hours of clinical teaching per week (four days per week with a fifth day for grading or conferring with clinical students or with other faculty)
  - submitting to the Provost annually a request for Clinical Faculty positions including any recommendations for reappointments

**Department Chair**
- The Chair is responsible for:
  - documenting the need for a Clinical Faculty position
  - ensuring Clinical Faculty and Senior Clinical Faculty have the appropriate qualifications
  - determining the workload, based on the needs of the Department, for each Clinical Faculty position
  - submitting to the Dean annually a request for Clinical Faculty positions including any recommendations for reappointment

Effective Date

The effective date of this policy, as revised, is the date of adoption by the Board of Regents. Clinical faculty hired prior to August 2012 and who will not be reappointed at the end of 2014-15 academic year will be given
a terminal appointment for 2015-16. Beginning in 2015-16, all clinical faculty will be notified no later than May 15 of non-reappointment for the following academic year.

Interpreting Authority

Provost and Vice President of Academic Affairs

Relevant Links

Policy 4.6.3P, Faculty Appointments
Policy 4.6.6P, Evaluation of Full-Time Non Tenure-Track Faculty

Policy Adoption Review and Approval

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<tr>
<td>December 5, 2005</td>
<td>Faculty Senate</td>
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Evaluation of Full-Time
Faculty Not Eligible for Tenure

Policy Statement

Full-time faculty not eligible for tenure shall be evaluated based on their assigned duties as indicated on their Terms of Appointment. During the first three years of a continuous full-time faculty appointment at EKU, non tenure-track faculty shall be evaluated annually using criteria established for this purpose. Subsequent evaluations of the appointment shall be on a periodic basis but at least every three years. Faculty moving from one continuous appointment type (i.e., visiting, lecturer, clinical, ASL specialist) to another continuous appointment type shall be subject to annual review during the first three years of the new appointment type. Evaluation shall occur in a year the faculty member is applying for Senior Lecturer, Senior Clinical, ASL Specialist II, or ASL Specialist I.

A schedule for evaluating full-time faculty not on tenure track shall be recommended by the Department and approved by the College. Colleges may establish a college-wide evaluation schedule.

Reappointment recommendations are made annually for each full-time faculty member not on tenure track and shall be based on need, funding, and performance.

Entities Affected by the Policy

- Full-Time Faculty Not Eligible for Tenure
- Departments
- Colleges

Procedures

**Evaluation**
1. No later than January 15, the Department Chair shall submit to the Dean a list of full-time non tenure-track faculty who will be evaluated for that academic year.
2. The Chair shall notify faculty who are scheduled for evaluation, shall direct them to appropriate evaluation forms, and shall provide them with a due date for their materials.
3. Faculty scheduled for evaluation shall submit evaluation materials as required by the Department on the date determined by the Department, but no later than March 1.
4. The Department Chair shall provide a written evaluation to the faculty member no later than April 1. The Chair may delegate the writing of the evaluation report to the designated evaluation committee of the Department.
5. A copy of the evaluation shall be sent to the Dean and shall be placed in the faculty member’s file.

**Reappointment**
1. No later than March 1, the Department Chair shall make a recommendation on reappointment of faculty in full-time continuous appointments. The recommendation shall be recorded on the appropriate form and forwarded to the Dean.

2. No later than April 1, the Dean shall make a recommendation on reappointment of faculty in full-time continuous appointments. The recommendation shall be recorded on the appropriate form and forwarded to the Provost.

3. No later than May 1, the Provost shall make a decision on reappointment of faculty in full-time continuous appointments. The decision shall be recorded on the appropriate form and sent to the College Dean. The Dean shall notify the faculty of the reappointment decision.

Definitions

Continuous Appointment  
A continuous appointment shall be defined as appointments that occur in contiguous academic years.

Full-Time Non-Tenure Track Faculty  
Faculty who are employed full-time in one of four types of appointments: lecturer, clinical, visiting, or ASL specialist.

Responsibilities

Dean  
The Dean shall
- Review and approve departments’ processes for evaluating full-time non tenure-track faculty
- Provide annual reappointment recommendations to the Provost
- Provide annual appointment letters/terms of appointment to faculty being reappointed

Department Chair  
The Department Chair shall
- Provide full-time non-tenure track faculty with evaluation criteria at the time of initial hire
- Ensure the department has a process for evaluating full-time non tenure-track faculty on a planned and periodic basis
- Submit annually a list of full-time non tenure-track faculty scheduled for evaluation
- Provide annual reappointment recommendations to the Dean

For full-time non tenure-track faculty who are scheduled to be evaluated during the academic year, the Department Chair shall
- Notify them that they are scheduled for evaluation
- Direct them to the appropriate forms
- Provide them with the due date for their materials

Full-Time Non Tenure-Track Faculty  
The full-time non tenure-track faculty member shall
- Submit a self-evaluation and supporting materials by the due date when required by the department

Provost  
The Provost shall
- Provide annual reappointment decisions

Interpreting Authority

Senior Vice President for Academics and Provosts

Relevant Links
Policy 4.6.3P

Policy Adoption Review and Approval
Student Absence from Class

Regular class attendance or online participation is expected of all students. Each instructor must adhere to the attendance policy established by the department committee on academic practices and approved by the college dean.

Students are responsible for satisfying all academic objectives as defined by the instructor. Absences count from the first class meeting. In general, excusable reasons for absence from class may include illness; serious emergencies; special curricular requirements (e.g., field trips and professional conferences); military obligation; inclement weather conditions; religious holidays; court-imposed legal obligations; approved accommodations by the Office of Services for Individuals with Disabilities; and participation in official university-sponsored activities. Absences from class for bereavement must be excused if involving a mother/father (to include step mother or father); a brother/sister (to include half brother or sister); a spouse; a sponsored dependent; a child (to include step child); a grandparent or grandchild; in-laws of the same kind; other persons with whom the student has a “locus parentis” relationship. Other reasons also may be approved. Students should be prepared to provide appropriate verification of any absence. In the case of excused absences, student should be provided an opportunity to make up class work missed as is feasible.

To the extent possible, students should notify the instructor in advance of an absence. Students are encouraged to complete scheduled assignments prior to the absence when possible. If students cannot give advance notice of an absence, they should notify the instructor as soon as possible of the reason for the absence with appropriate documentation.

Students who are to be absent for participation in activities sponsored by the University (e.g., a class, University athletics program, Student Government Association or sponsored organization) and approved by the Dean of the college in which the activity occurs (or the Provost if the activity sponsoring organization is outside of an academic college) shall show their instructors the official notice of such approval; the Athletics Office shall provide notice for absences due to University athletic activities. Such notice does not constitute an excuse from meeting course requirements, but rather, it is an explanation of the fact that the activity has been approved as legitimate use of the school day. In the case of such absence, the student should be provided an opportunity to make up class work missed as is feasible. Sponsored Organizations include Student Government Association and Sponsored Student Organizations but do not include Voluntarily-Affiliated Student Organizations or Non-Affiliated Student Organizations.

Faculty members or University sponsors scheduling activities which will necessitate students being absent from classes shall:

A. Complete Part I of the University Activity Involving Student Absence from Classes form to secure approval of the activity by the department chair and the college dean, or the Provost, as necessary.

B. After the completion of the approved activity, complete Part II of the University Activity Involving Student Absence from Classes form. Distribute the completed and signed form to their students, ensuring all students listed participated in the approved activity. Students may use this form as documentation for absences in other classes.

Students who are unable to resolve an absence issue with the instructor may appeal to the Department Chair. The Department Chair’s decision is final.
Entities Affected by the Regulation

- Students
- Faculty
- Departments
- Colleges
- Provost
- University Sponsored Organizations

Definitions

**In Loco Parentis**
The student has the day-to-day responsibilities for the care and financial support of a child or persons who had such responsibility for the student when the student was a child. A biological or legal relationship is not necessary.

**Non-Affiliated Student Organization**
These RSOs have no access to University support and benefit. These RSOs have chosen not to affiliate with the University and are NOT agents of the University. These RSOs will essentially be treated as any other groups external to the University.

**Registered Student Organization (RSO)**
A student organization operating upon the University’s campus that has met the minimum requirements to be recognized as one of the three types of student organizations set forth in this policy.

**Sponsored Dependent**
An individual who shares primary residence with the EKU student and has lived with the EKU student at least twelve months prior to the bereavement absence, is at least the age of majority, is not a relative and is not employed by the EKU student.

**Sponsored Student Organization**
These RSOs are closely linked to the University and as a result would have the greatest level of University support and benefits in exchange for significant accountability to the University in areas such as legal compliance, fiscal responsibility and adherence to established community standards.

**Voluntarily-Affiliated Student Organization**
These RSOs have a basic level of access to University support and benefits in exchange for basic accountability to the University. These RSOs have chosen to affiliate with the University but are NOT agents of the University.

Relevant Links

[University Activity Involving Student Absences from Class form](#)

Interpreting Authority

Provost and Vice President of Academic Affairs

Regulation Adoption Review and Approval

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Page 2 of 3

Draft May 15, 2014
May 15, 2014  Council on Academic Affairs  Approved
January 24, 2014  Executive Assistant to the Provost  Editorial Revision
April 24, 2012  Executive Assistant to the Provost  Editorial Revision
Unknown*  Unknown*
November 6, 1967**  Faculty Senate  Adopted
May 11, 1964  EKU Faculty  Adopted
October 9, 1961  EKU Faculty  Adopted
November 4, 1940  EKU Faculty  Adopted
October 3, 1938  EKU Faculty  Adopted
October 3, 1932  EKU Faculty  Adopted
October 5, 1931  EKU Faculty  Adopted
November 9, 1925  EKU Faculty  Adopted

**Regulation Issued**

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<td>EKU Faculty</td>
<td>Adopted</td>
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*Revision delegated to departments ability to regulate class attendance.

**First time regulation on official activities necessitating absence from class also appears.
SUPPORT OF RESOLUTION FOR SELF-NOMINATIONS FOR FOUNDATION PROFESSOR

As a member of the Society of Foundation Professors and Chair of the Selection Committee this year, I will answer your question as best I can.

The proposal to allow self-nomination emerged from the Foundation Professor Selection Committee last year, which voted unanimously last spring to return to the original policy allowing self-nomination. The full Society of Foundation Professors did not meet for a business meeting until August of this year, when the change to return to self-nomination was approved unanimously.

Many of the members of the Society of Foundation Professors were not even aware of the self-nomination ban and how it came to be. In fact, no one of the 18 Foundation Professors present at the August 20 meeting had any recollection of when the policy was changed to disallow self-nominations, and we wondered if it could even have been a clerical error. We pursued the question with Sherry, who replied only with the existing policy. So we cannot answer Deborah’s question about how the policy to prohibit self-nomination came to be. I suspect (only my personal hunch) that it was enacted in an attempt to streamline the process at a time when too many applicants were overwhelming the Selection Committee with boxes of material. In recent years, the number of applicants has declined significantly – and we all know of many colleagues who are worthy but simply do not apply.

Since the selection process is tedious and protracted, the situation is urgent because we want to begin putting out calls now. President Benson is enthusiastically behind the concept of honoring senior, achieving faculty. To demonstrate his support for faculty, he agreed to allow the Selection Committee to name two Foundation Professors last spring, and to continue naming two per year into the future. With one exception, this is the first time since 2000 that multiple recipients have been named. Naming two faculty rather than one shows his belief that EKU has strong faculty who deserve recognition, exactly the point held by current Foundation Professors.

The Foundation Professors want to follow up on the President’s gesture of support for faculty by opening up the nomination process through self-nomination. We feel deserving faculty have not applied in the past because only one could be selected, and because it is embarrassing to ask a colleague to write a strong nomination letter (the nomination letters are the first screening), especially if it is a repeat application. The Selection Committee has found many more deserving candidates than we were allowed to honor. Many of these deserving people simply stopped applying after a couple unsuccessful attempts. The Society of Foundation Professors wants to bring in more deserving faculty, and we see self-nomination as one way to begin the building process that began last year when President Benson agreed to name two faculty. And lastly, as Charlie mentioned, the detail in the nomination letters probably comes from the applicant anyway.

I hope you will endorse this attempt to open up the application process. Nomination by others will still be accepted, but we feel deserving applicants who might not want to bother a colleague will now apply.

If you approve taking this to the Senate, please feel free to share this email with the full Senate if it can answer any questions that arise.

Paula Kopacz
Chair, Foundation Professor Selection Committee
TO: Members of the Faculty Senate  
FROM: Janna P. Vice, Chair  
The Council on Academic Affairs  
DATE: September 5, 2014  
SUBJECT: CAA Agenda for Faculty Senate

As a result of the Council on Academic Affairs’ meetings on May 5, 2014, and August 21, 2014, the following items are presented for the Faculty Senate’s agenda on September 8, 2014.

Curriculum Proposals

Prior Action/Notification Program Revisions

College of Education
1. Department of Special Education
   a. Early Childhood Special Education (IECE)  
      Revise the Early Childhood Special Education program to allow for a common planned program for IECE certification and incorporate changes for new Clinical model.
   b. Education of the Deaf and Hard of Hearing  
      Change applied learning courses to reflect new clinical courses, add EDF 413 and EMS 300 from the Professional Education Core
   c. Special Education/Teaching  
      Change the applied learning courses to clinical courses and add the new curriculum course and the core assessment course

College of Health Sciences
2. Department of Family and Consumer Sciences
   a. Child and Family Studies
      1) To add the course CDF 327s to the admission requirements and drop the ACT score requirements from the Child Development and Interdisciplinary Early Childhood Education concentrations.
      2) To drop the following courses from the Child and Family Studies core requirements: CDF 437, CDF 538, NFA 317.
      3) To add CDF 437 and CDF 538 to Child Development and Family Studies concentrations.
      4) To add the following to Child Development and Family Studies supporting courses: NFA 201 or NFA 317.
5) To drop the Special Education minor for the Interdisciplinary Early Childhood Education concentration and add the following courses to the Interdisciplinary Early Childhood Education concentration major requirements: SED 341 or 590, SED 352, 436, 518, 530, CDS 360 and 525. Drop CDF 399 from the Interdisciplinary Early Childhood Education concentration.

6) To add SED 104 (element 6) as a required supporting course and add ELE 519 and CDF 437 as additional choices for 9 remaining hours of supporting coursework in Interdisciplinary Early Childhood

7) To add CED 100, 200, 300, 400, 450, and 499 clinical work to Professional Education Requirements and delete Applied Learning Field Experience as required

Program Revisions

College of Business and Technology
3. Department of Accounting, Finance & Information Systems
   a. Computer Information Systems BBA
      Add CIS 420 as an elective for Network Management option.

College of Education
4. Department of Educational Leadership and Policy Studies
   a. Certification for Supervisor of Instruction
      To revise program to reflect new licensure standards.
   b. Certification for Director of Pupil Personnel Services
      To revise program to reflect new licensure standards.
   c. Specialist in Educational Administration and Supervision
      To move SSE 870 from an elective class to a core course.

College of Health Sciences
5. Department of Baccalaureate and Graduate Nursing
   a. Doctor of Nursing Practice
      Develop a Neuroscience Concentration for the Doctor of Nursing Practice Program.

College of Justice and Safety
6. Department of Safety, Security & Safety Emergency Management
      Replace SSE 824 and SSE 825 with POL 874 and POL 877, respectively.

New Programs

University Programs
7. Asian Studies
   a. Create new minor in Asian Studies

   b. Create new Certificate in Asian Studies

Program Suspensions

College of Justice and Safety
8. Department of Safety, Security & Safety Emergency Management
      Suspension of the Certificate/Option in Labor & Employment while leaving SSE 860 as an elective course.
Action Items

9. Regulation Change – 4.1.6R, Student Absence from the University
   Update Student Absence from the University Regulation Statement 51

10. Bachelor of General Studies Majors
    Allow Bachelor of General Studies majors to declare a minor, concentration, and/or a
departmental or University-level certificate. 55

Discussion Items

11. Office of Admissions
    S2 Admission for certain MAT 090 level applicants/ Proposed S2 Admissions Letter 56
It has been my honor to serve as the EKU Faculty Senate Chair for about four months now. In that time, I have been called upon to represent the faculty in a host of meetings, offer opinions on several issues, and deliver one eulogy.

Like several of you, I have talked with the parents of our freshmen and transfers this summer - a few of whom I knew from my days as a Fayette County school principal. The Executive Committee would like to thank those Senators who volunteered to help with new student orientation - Senators Zhuang, Lamb, Elliott, Howell, Blevins, Spigelman, Hatcher, O’Brien, Reed, and the Hunter brothers. Nice job.

I also delivered my first report to the Regents. It is a dicey business to accurately capture the overall sentiments of the faculty. As you know...faculty don’t always agree with each other. But I did my best. Mostly, I hope we will be able to establish a solid footing for future discussions.

I told the Regents that last year’s Strategic Reallocation Process was well-received across the state - but its cost seems to have been some amount of trust across the campus. We did a difficult thing in 6 weeks - and it apparently exacerbated some long standing uncertainties about leadership that go back as far as President Kustra’s April Fool's Day Massacre (1999). Bad processes stay in memory a long time. One of my goals this year is to pay close attention to our processes and make sure academic concerns remain in the forefront and are vetted through the Senate.

Lots of work is being done in strategic planning. I have argued that great teaching is what Eastern has to sell...and it should be nurtured, promoted, and incentivized at every turn. A university-wide commitment to recruiting and retaining excellent faculty is key to maintaining high quality instruction.

In that regard, I’m pleased to report that we’ve been hard at work crafting and re-crafting policies that promote Faculty Development. I must say that I have been pleased by the nature of the conversations taking place among our institutional leaders.

Some Senators and Chairs Association members had concerns over the combining of Student Services and University Counsel into one position. While combining administrative functions benefits the faculty (in terms of reducing the percentage of the budget dedicated to administration) when the University Counsel is involved, it presents special challenges. A small group of faculty met with Senator Benson to discuss attorney/client privilege in cases where the attorney is also an administrator. Faculty access to legal services, and the handling of contracts are also of interest. My sense is that this will have to be carefully handled but I’m not attorney-enough to comment on how. The newly appointed VP, Dr. Laurie Carter, is fully aware of the issues.

This is an important moment to pay close attention to higher education issues. The federal government is reaching (many say over-reaching) into new areas, and there are legitimate concerns over the technical challenges associated with the metrics of a national rating system the government plans to use, and whether they may actually
provide perverse incentives that could harm underprivileged students and the schools that serve them, like Eastern.

It is shaping up to be a busy year. As always we need faculty input in a number of areas. Faculty serve on a host of committees and at every level within the university. But the Faculty Senate remains the heart of shared governance. It is here that the faculty speak, or do not speak, to the most important issues of the day. I thank you for your service.

I’d like to take the liberty of extending my remarks a bit today to pay some tribute to our long-time Faculty Senate Parliamentarian Bob Miller. Soon after our May meeting, Bob was diagnosed with lung cancer and died within the week. He was 83.

There was something about meeting Bob, as I did through the Faculty Senate. He had a twinkle in his eye, and was always looking for the humor in situations. And if there wasn’t any to be had, Bob was likely to create it. It would be hard to find a more colorful character among the faculty at EKU, than this former pastor, and Religion professor.

Now I always liked Bob, but it never once occurred to me that he might be irreplaceable. ...so far, it’s starting to look that way. We are still seeking his replacement. I would say that Bob was a fixture in the Senate - but that would sell him short. He was a utility; paying attention to the process, and reliably intervening whenever helpful or necessary.

Bob was a teacher who cared deeply for his students - and the Senate. Doug Whitlock credits his clear voice for helping shape “Eastern’s collective conscience.” Any faculty member should be proud to make such a contribution. Bob did it by speaking up, and challenging the institution to become the best version of itself. That’s what I hope we will all do on behalf of the faculty.

Now, I’m not sure if God ever heard Bob preach, or if He sat silently by as Bob pastored his small country flock, but He apparently decided that it would be better for everyone if Bob became a Religion professor. It’s hard to argue with His omniscient wisdom.

A memorial celebration was held in June and the family asked me to speak on his career at EKU. I knew Bob fairly well, but relatively briefly...so my research produced many discoveries which only served to deepen my respect for him. During my preparations I learned that Bob wrote a series of documents known as The Plantation Papers. Faculty members who were here in the mid-1980s remember them fondly. Certain administrators, less so. If you haven’t read them I recommend that you postpone all other recreation and give them a look. (Find the hyperlink inside the eulogy here: http://theprincipal.blogspot.com/2014/06/tribute-to-colleague.html)

A small sample is in order since the issues addressed in 1986 may yet resonate today. Bob envisioned EKU during the Funderburk era as a plantation where the Vice President for Academic Affairs was cast as Colonel Chauncey Hansford Culpepper. Each of the Plantation Papers was a direct response to an official memo, and analogies of credit hours to cotton bales were endless. Col. Culpepper writes,
A close analysis of our nine different cotton patches reveals that some are doing better than others. The patch down by the river, for instance, is actually producing a bale of cotton with 5,339 fieldhands, which makes them understaffed by 1,223. On the other hand, the larger patch just beyond the gravel pit on the high side of the plantation takes 10,666 fieldhands to produce a bale of cotton, and you do not need a course in plantation management to figure out - that what we have here is a patch that is 4,104 overstaffed.

“I believe that great institutions need individuals to serve as their conscience,” Whitlock told me. “Bob was a big part of Eastern’s collective conscience. He worked very hard to keep the institution pointed toward its true north and like a sailor tacking sails he encouraged his colleagues and administrators to stay on course.

Whitlock credits Bob with creating “a good atmosphere within the university. It’s difficult for most people to understand what we do. We have to be fed intellectually and we have to laugh.”

The whole process of writing Bob’s eulogy really got me thinking about the role of faculty. Bob was teacher who cared deeply for his students. He was also a courageous and clear voice for our collective conscience. Any faculty member should be proud to make such a contribution. Bob did it by speaking up, and challenging the institution to become the best version of itself.

Go, and do thou likewise.

Respectfully submitted,

Richard Day
Chair, EKU Faculty Senate
8 September 2014
EKU Faculty Senate
Committee Charges: 2014-15

Academic Quality Committee

- Monitor all EKU policies with implications for high quality instruction and student success, including, but not limited to, the Student Absence policy.
- Continue to explore course design and quality of online instruction inside eCampus and outside. Should standalone online classes meet Quality Matters standards?

Budget Committee

- Establish regular (monthly?) meetings with Barry Poynter to monitor and assist in budget planning.
- Continue to explore and make recommendations on issues related to summer school budgeting and share pertinent information with the Welfare Committee.
- Review and monitor the Financial Exigency policy.

Elections and University Nominations Committee

- Stand ready to administer all Faculty Senate elections as necessary.
- Continue to assist the university by recruiting faculty volunteers for university committee service.
- Actively seek a Parliamentarian for the Faculty Senate. Make recommendations for appointment to the Executive Committee.

Rights and Responsibilities Committee

- Review and make recommendations regarding any requests from non-Senate campus groups or individuals requesting to establish a formal relationship with the Senate.
- Continue oversight of all policies affecting faculty rights and responsibilities including, but not limited to, Dismissal of faculty; Post-tenure review, Professional Development, Clinical faculty.

Welfare

- Continue to monitor and inform the Faculty Senate on matters related to compensation including but not limited to IPEP, salary compression, across-the-board salary increases, and merit pay.
- Review issues related to summer school pay, proration of faculty salaries, pressure on faculty to teach summer classes for reduced pay, a rate of pay that has been stagnant for a number of years, and share pertinent information with the Budget Committee.

Information Technology

- Continue the planned technology training for faculty.
- Monitor university plans for the 2015 laptop rollout.
- Continue monitoring Blackboard issues as necessary.
- Continue to investigate the creation of a template for faculty webpages.
• Investigate the current status of support for online instruction throughout the university. Paying particular attention to how faculty intellectual property is compensated by various colleges and department, inside and outside of eCampus, and provide a status report on current practices.

Rules

• Conduct a review of the existing Faculty Senate term limits policy and report any recommendations to the Faculty Senate Executive Committee for possible action.
• Conduct a review of each Faculty Senate committee and report any recommendations to the Faculty Senate Executive Committee for possible action. Is our present structure serving the Senate well?
• Review the Faculty Handbook, Faculty Senate rules and internal practices and report any recommendations to the Faculty Senate Executive Committee for possible action.

Ad Hoc Committees

Legislative Forum

• The President, Provost, and Governmental Relations to continue to be strong supporters of the legislative forums. A topic has not yet been identified for 2014. (2012, Implementation of Senate Bill 1; 2013, What’s new with higher education funding in Kentucky? 2014, something related to SOAR, perhaps? Other?) It is time to build toward the future by expanding senate leadership of the forum.

Athletics

• Explore the relationship between the faculty and the EKU Faculty Athletic Representative, increase faculty awareness of the position and its function, satisfy the NCAA’s desire for an on-going connection between the faculty and the schools’ student athletes, and make recommendations. Discuss the current process for selecting the FAR, and determine if that process properly includes faculty input.
The Board met Monday, June 9, 2014. At President Benson’s request, the Board meetings are hosted by different deans throughout the year. Dr. Sara Zeigler, Dean of University Programs, hosted the meeting in the Noel Studio Greenhouse.

Notes from the Morning Session Business Meetings

Three Board committees conducted their quarterly business meetings the morning of June 9 (the full Board meets in the afternoon). Below are the notes from the business meetings of the Student Life, Discipline and Athletics Committee; the Finance and Planning Committee; and the Executive and Academic Affairs Committee (I attended all the meetings but am a member of none; this means I can participate in discussions but cannot vote). The other two Board committees (Institutional Advancement and Honors; and Internal Affairs) did not meet.

Student Life, Discipline, and Athletics Committee
(Official members: David Tandy, Chair; Sarah Carpenter (absent); Janie Miller; Alan Long)

The committee approved the following action items:

- Committee Minutes (April 14, 2014)
- The committee approved the revision to the Registered Student Organization Classification Policy allowing RSOs to set requirements for membership that are consistent with the RSO purpose and mission (criteria for membership selection will be clearly identified in the RSO constitution and/or by-laws). Prior to this revision, RSO set requirements for membership that were consistent with University policies; this revision allows RSOs to set requirements for membership that are consistent with the RSOs purpose and mission. This policy impacts the Voluntarily-Affiliated Student Organizations (VSOs) and the Non-Affiliated Student Organizations (NSOs).

Finance and Planning Committee (FPC): Business Meeting
(Official members of FPC: Janet Craig, Chair; David Tandy; Holly Wiedemann)

The committee approved the following action items:

- Committee Minutes (April 14, 2014)
- Colonels Comply Initiative, proposed changes to the Board Bylaws, and Audit and Compliance Committee
- 2014-15 Budget for the University
- Proposed Tuition For Model Laboratory School 2014-15
- Proposed Miscellaneous Salary Rates for 2014-15 (change to part-time faculty pay rate per 3-hour course)

Executive and Academic Affairs: Business Meeting
(Official committee members: Craig Turner, Chair of Board; Ernie House; Janet Craig; Nancy Collins; David Tandy)

The following Action Items were presented to and approved by the committee:
Committee Minutes (April 14, 2014)
Personnel Actions
Policy 4.7.3, Faculty Workload
Policy 4.1.11, Awarding Incomplete Grades
Policy 4.4.14, Laboratory Safety
Policy 4.3.14, Military Activation and Course Completion
New Programs, Program Revisions & Suspensions; Academic Requirements

Board Meeting: 1:30 p.m.
(Absent: Holly Wiedemann and Sarah Carpenter)

- Bryan Makinen was sworn in as the newly elected Staff Regent.
- Each time a new member joins the board, an election of officers must occur; a motion was made to keep House as Vice Chair, elect Tandy as Secretary, and have Poynter as Treasurer. The motion passed.
- Dr. Sara Zeigler introduced her staff and presented a video highlighting University Programs.
- The Finance and Planning Committee, The Student Life, Discipline, and Athletics Committee, and the Executive Committee presented their reports to the Board.
- The Board heard reports from Craig Turner, Kyle Nicholas (SGA President), Richard Day, Leah Banks, and President Benson.
- All action items from the morning business meetings were presented to the Board for approval. All action items were unanimously approved as were the April 14, 2014 minutes.
- Chair Turner presented Resolutions of Application to Sarah Carpenter and Steven Fulkerson.
- The Board went into Executive Session for purposes of discussing KRS § 61.810 (b) discussing the potential acquisition of property.
- Following executive session, a motion was made to continue discussions with Grand Campus regarding negotiating a lease of those facilities by EKU. University Housing is an auxiliary service unit which means it is self-sustaining. Payment for the lease would come directly from rental rates.
- Meeting adjourned.

FYI

- Future Board Meetings: October 20, 2014, Hazard, KY (Lilley Cornett Woods)
  January 26, 2015; April 27, 2015; June 22, 2015
- October 24, 2014, 4:00 p.m. is the inauguration of EKU’s Twelfth President – Michael T. Benson
- Bryan Makinen (Staff Regent) and I will be meeting monthly with the Staff Council President and Vice President, Faculty Senate Chair and Vice Chair, and Chair of Chairs Association. The purpose of the meetings is to discuss current issues and trends as well as future initiatives.

As always, if you have any questions or if I can assist you in any way, please let me know. Best regards for a wonderful year!

Dr. Amy Thieme
Faculty Regent
Combs 312
Amy.Thieme@eku.edu
(859) 622-1320
Enrollment Data

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<td><strong>Undergraduate Enrollment</strong></td>
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<td><strong>Graduate Enrollment</strong></td>
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<td><strong>Six-Year Graduation Rate</strong></td>
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Provided by the Office of Institutional Effectiveness

Cultural Competency

In August, Dr. Aaron Thompson and I co-presented to the Subcommittee on Postsecondary Education of the Interim Joint Committee on Education regarding closing the achievement gaps for under-represented, under-prepared, and low-income students. With the support of the CPE, the Kentucky Council of Chief Academic Officers is focusing on cultural competency. The goal is to foster a campus environment that promotes success for all students. Most recent EKU initiatives include:

1) Dr. Wardell Johnson is leading the Freshman African-American Male Initiative again this year.
2) The AFA launched the Academy for Diverse Students this fall, designed to provide diverse students with personal and professional development.
3) The College of Education is launching a Center for Equity and Excellence that will not only serve EKU but will work with K-12 schools in Kentucky and beyond. Dr. Roger Cleveland will serve as director.
4) EKU hosted the state-wide Governor’s Minority Student College Preparations Program on June 25-26, organized by Dr. Jaleh Rezaie in collaboration with the CPE.

Dual Credit Work Group

The Interim Joint Committee on Education has asked the CPE to create a state-wide Dual Credit Work Group to discuss issues related to dual credit and make policy recommendations for the 2015 Regular Session of the General Assembly. As the convener of the Council of Chief Academic Officers, I have been asked to serve on this Work Group. The group will discuss (a) access, (b) cost, (c) quality, and (d) transferability regarding Kentucky’s dual credit programs. Early college, early graduation, dual credit, and dual enrollment are all becoming important initiatives in Kentucky.

Professional Development

EKU takes great pride in the quality of our faculty. "Teaching excellence" can be our distinctive niche. To this end, Academic Affairs has placed a significant emphasis on professional development and continuous improvement of teaching this past year. We had over 200 faculty participate in one or more of Dee Fink’s workshops on designing courses for significant learning. For the first time, our new faculty this fall participated in an excellence-in-teaching workshop during their faculty orientation.

In June, Dr. Dee Fink also led the deans and chairs in a two-day workshop focused on a continuous improvement model. A chairs/associate deans’ workgroup continued the conversation through the summer to identify how EKU can provide more professional opportunities for faculty who want to improve their teaching. The workgroup then led a discussion for the Deans/Chairs Retreat on August 5 as to how EKU could develop our own plan. They adopted a set of principles and goals to give us guidance, which Chairs will be sharing with their departments.
During this academic year, each department will be asked to identify its set of expectations and needs for professional development and establish a professional development plan for the department. Faculty will then be asked to identify their individual goals/plan. A number of departments already have these plans either in place or underway.

The University is committed to identifying additional support for professional development. Here are examples of opportunities this year:

1. **Scholarship-of-Teaching Grant Opportunities** - Faculty are invited to apply for a new grant program to support the Scholarship of Teaching. Grants of up to $2500 will be awarded on a competitive basis to support scholarly activities that focus on the impact of quality teaching on retention, graduation, narrowing of achievement gaps, innovations in developmental education, student success in online courses and pedagogical improvements to existing courses. Successful applicants will present the results of their work as part of Scholarship Week in Spring 2016. Program guidelines and application materials are posted on the Sponsored Programs website at sponsoredprograms.eku.edu/SOTG. All applications are due by 4:30 p.m. on Monday, November 3.

2. **Dr. Saundra McGuire**, retired Assistant Vice Chancellor and Professor of Chemistry at LSU, will be on campus February 19-20 to meet with students and faculty regarding metacognition and learning. The Faculty workshop will be held on February 20.

3. After Dr. McGuire's visit, the **Physics Faculty** will host an open forum, focused on how they are using active learning techniques and metacognition to improve student learning and how these changes have resulted in an increase in the number of Physics majors.

4. **The Teaching and Learning Center** has a robust schedule of faculty sharing how they are improving learning outcomes.

**Assurance of Learning**

I look forward to visiting as many departments as possible on Friday, September 19, as you participate in the Annual Assurance of Learning Day.
**Progress on Student Learning Outcomes**

Overall evaluation of the 2011-15 Strategic Plan shows the following academic programs’ progress on Student Learning Outcomes:

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<th>No. of Programs</th>
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<tr>
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<td>Acceptable</td>
<td>67</td>
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<tr>
<td>Needs Improvement</td>
<td>17</td>
<td>11%</td>
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<tr>
<td>Developing</td>
<td>18</td>
<td>12%</td>
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Departments with questions regarding the evaluation of their programs should contact Stacey Street, Office of Institutional Effectiveness, for further information.

**SACS-COC Timeline for Reaffirmation and QEP Development**

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<th>Year</th>
<th>Event</th>
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| 2014–2016| Conduct a self-audit  
Begin discussions for the new QEP                                      |
| Fall 2016| Submit our self-study for the off-site reviewers                       |
| Spring 2017| Host an on-site review team  
Submit our new QEP                                                       |

**Lunch with Faculty Senators**

Please join me for lunch, Wednesday, September 10, 12-1 p.m., Fresh Food Company, Powell, if your schedule allows. Sign in at either register.

Respectfully,

Janna Vice