

Faculty Senate Agenda  
**September 14, 2009**  
**3:30 p.m.**

**Call to order**

**Approval of Minutes**

May 4, 2009 Minutes  
May 4, 2009 Organizational Minutes

**President's Report: Senator Whitlock**

**New Business:**

- Election for Academic Quality Committee (5 vacancies)
- One volunteer needed to serve on the following (one year appointment):  
University Residency Appeals Committee (last year's rep: Pat Litzelfelner)
- Report from Council on Academic Affairs  
(CAA agenda is included in the Senate packet. There are 53 items for approval.)  
(See [separate PDF file](#) for the curriculum forms.)

**Report Overview & Questions:**

Executive Committee Chair: Senator Ware  
Faculty Regent: Senator Frisbie  
COSFL Representative: Senator McKenney  
Provost: Senator Vice  
Student Government Association: Afsi Siahkoohi  
Standing Committees:  
Budget Committee: Senator Johnson, Chair  
Rules Committee: TBA, Chair  
Rights and Responsibilities Committee: TBA, Chair  
Committee on Committees: TBA, Chair  
Elections Committee: TBA, Chair  
Welfare Committee: Senator Ciocca, Chair

**Adjournment**

## FACULTY SENATE MINUTES

May 4, 2009

The Faculty Senate of Eastern Kentucky University met on Monday, May 4, 2009, in the South Room of the Keen Johnson Building. Senator Ware called the ninth meeting of the academic year to order at approximately 3:30 p.m.

The following members were absent:

A. Back, B. Bentley<sup>^</sup>, M. Bhandari, L. Bosley\*, T. Butler\*, D. Deaton, S. Godbey<sup>^</sup>, T. Hartch\*, K. Kean\*, J. Koontz\*, R. Mott<sup>^</sup>, B. Phillips, R. Sales\*, C. Smith\*,

\*indicates prior notification of absence

<sup>^</sup> ALT Mary Whitaker attending for B. Bentley

<sup>^</sup> ALT Darrin Smith attending for S. Godbey

<sup>^</sup> ALT Marshall Myers attending for R. Mott

Visitors to the Senate: Faridah Awang, Management, Marketing & Admin. Comm.; Sue Ellen Ballard, Music; Onda Bennett, University Programs; Corey Bray, Athletics; Jim Conneely, Student Affairs; Tina Davis, Registrar; Richard Day, Curriculum & Instruction; Linda Frost, Honors Program; Julie Hensley, English & Theatre; Mona Isaacs, Information Technology; Gladys Johnson, Cooperative Education; Randy Kennedy, Bratzke Center; Kristina Krampe, Special Education; Gary Kuhnenn, Provost Office; Sarah Levy, CPE; Amy Marshall, Occupational Therapy; Michael Martin, Curriculum/Instruction; Jerry Palmer, Psychology; Abbey Poffenberger, Foreign Languages & Humanities; Sherry Robinson, Provost Office; Jenna Sample, Bratzke Center; Janna Vice, Provost Office; Carolin Walz, English; Zhe Zhang, Management, Marketing & Admin. Comm.

### **APPROVAL OF MINUTES:**

The April 6, 2009 minutes were approved as written.

### **PRESIDENT'S REPORT: Senator Whitlock**

Senator Whitlock announced that at the Scholars Assembly two weeks ago, Congressman Chandler presented a \$951,500 check to ECU to be used for academic equipment purchase. The funds distributed are part of the federal earmark process.

Friday evening Senator Whitlock and his wife, Joanne, attended the graduation ceremony at Corbin for 50 students.

Senator Whitlock thanked everyone who participated in the presidential evaluation. It is his hope that feedback from the report will prove helpful as the campus community works together to move the institution forward.

Fall convocation is scheduled for Monday, August 17th at 8:30 a.m. in Brock Auditorium in the Coates Building.

The announcement by the Governor last week regarding the potential budget shortfall for 2009-2010 may be the harbinger of the worst case scenario for which Eastern has been preparing. Senator Whitlock stated that he is pleased with the hard work and cooperation between the Strategic Planning Council and the Financial Planning Council and feels that relationship will grow stronger over time.

Senator Whitlock will be travelling to China on May 21st. At the end of the month, he's been invited to speak at an international conference of University presidents on Globalization and the Stewardship of Place.

Senator Whitlock thanked everyone for their support throughout the past year and expressed his gratitude for the remarkable faculty and staff at Eastern.

**UNFINISHED BUSINESS:**

Course Registration Policy. Senator Wilson moved approval of course registration policy 4.1.12, seconded by Senator Schmelzer.

Senator Lowry moved to amend the policy and introduced a replacement document with the proposed language, seconded by Senator Resor. The majority of the senate were not in favor of the amendment, and the amendment failed for lack of support.

The motion, as originally presented, carried with a vote of 37-15.

**NEW BUSINESS:**

Paperless Payroll Initiative. Senator Ware reminded everyone of the paperless payroll initiative.

Report on Cooperative Education. Gladys Johnson was in attendance to provide information on the Cooperative Education program and to encourage more faculty participation in the program. Contact Gladys.Johnson@eku.edu for more information.

Report on QEP Progress. Senator Noblitt gave a brief update on the QEP Progress.

One initiative to promote the QEP is the QE coaches which consists of 20 volunteer faculty members who serve as a resource to educate faculty on how to incorporate critical and creative

thinking in the classroom. In addition, a number of student events have been hosted in order to promote QEP, including a program called QEP Student Ambassadors.

In draft stage is a critical thinking certification program for faculty. For more information on this program or for further information about QEP, contact Kate Williams, QEP Director.

The QEP is currently working with departments and colleges to make sure that all syllabi have a student learning objective related to critical and creative thinking.

On the assessment end, freshmen to seniors will be undergoing CAT testing to see if there is an increase in the amount of critical and creative thinking in those students that have participated in the QEP programs.

Report on New Scheduling Software. Mona Isaacs was in attendance to give a brief report on the new scheduling software. The current goal is to do the Fall 2010 schedule with the new software.

Policy on Schedule of Facilities & Outdoor Space. Senator Johnson moved approval of the Policy on Schedule of Facilities & Outdoor Space, seconded by Senator Taylor. Motion carried.

Rules Committee Motion on New Standing Committee. Senator McKenney moved approval of creating a new standing committee known as *Committee on Academic Quality*, seconded by Senator Reed. The majority were in favor and the motion carried.

Report from Council on Academic Affairs. - Dr. Janna Vice

**Catalog Text Proposals**

1. Upper-Division-Hours Requirement for Baccalaureate Degree - Revise the number of upper-division hours required for a Baccalaureate Degree from 43 to 42 hours based on the recommendation of the Ad-Hoc Committee.

**Curriculum Proposals**

2. New Program - Associate of General Studies - The Associate in General Studies degree provides students, especially adult learners, the opportunity to pursue a flexible degree program to meet their unique interests, career goals, and academic needs, and serves as a pathway to a four-year degree
3. New Certificate - Autism Spectrum Disorders Certificate - Recently-approved certificate is being proposed as a Professional-Level Certificate, which will need CPE approval.
4. Program Suspension - B.B.A. Corporate Communications and Technology - Suspend program due to decreasing number of majors in the CCT program area and increasing pressure for accountability and efficient use of resources. The program is now an option in the B.B.A. General Business degree.

**Program Revisions**

5. Master of Business Administration - Drop ACC 750 from the Master of Business Administration Program

6. Construction Management (B.S.) - Change major requirements by removing FSE 361 and adding FSE 379; Change supporting course requirements by deleting three upper-division hours of selected Business electives and adding three upper- or lower-division hours of the same electives.
7. Health Education (B.S.) - Revise number of hours required to graduate: 120 for Community Health option, 120 for Wellness Option, 126 for School Health Option; add new course required by accrediting bodies; add requirement of "C" or better in major and support courses; change overall GPA required from 2.0 to 2.25 in Community Health and Wellness Options
8. Minor in School Health, P-12 (Teaching) - Add HEA 320 and EHS 280 to required courses
9. Physical Education (B.S.) - Revise PHE 415 requirement for PE Fitness and Wellness Option to REC 102 or REC 290.
10. Recreation and Park Administration (M.S.) - Revise admissions requirements to reflect new Miller Analogy Test Scores
11. English (B.A.) - Change program requirements - add requirement for three hour Theatre course to the following emphases in English major: Literature, Creative Writing, and Technical Writing; add Theatre capstone course to the Catalog; Remove six credits of foreign language requirements from the following options in the English major: Literature, Creative Writing, and Technical Writing; Change the current exclusion of Block VIII classes to require only Option 2 of that Block; Remove all non-foreign language Supporting Course requirements for the English Literature emphasis; Create a new block of required diversity courses in the following Emphases in the English major: Literature, Creative Writing, Technical Writing
12. Paralegal Program - Add language to departmental requirements
13. Psychology (B.S.) - Add PSY 319 Industrial/Organization Psychology for B.S. Degree
14. Elementary Education (P-5) Teaching (B.S.) - Add ELE 445W and EDF 319W to the Program
15. Middle Grade Education (5-9) Teaching (B.S.) - Add EMG 445W and EDF 319W to the Program Core and Professional Education Requirements
16. Deaf and Hard of Hearing (P-12) with Elementary Education (P-5) Teaching (B.S.) - Add ELE 445W and EDF 319W to the Program Core and Professional Education Requirements
17. Deaf and Hard of Hearing (P-12) with Middle Grade Education (5-9) Teaching (B.S.) - Add ELE 445W and EDF 319W to the Program Core and Professional Education Requirements
18. Special Education/Teaching (B.S.) Learning and Behavior Disorders - Add ELE 445W, EDF 319W, EMG 445W to the Program Core and Education Requirements.

**Information Items**

19. Draft for Approval of New Doctorate Program
20. Early Intervention Roster Enrollment Report
21. Counseling Ed.D. (New Program) - Proposal is participating in approval process for new Doctorate programs.
22. Review of Graduation Regalia Approval Process - CAA moved to not approve any additional regalia requests for this academic year. A Work Group is reviewing the process, criteria and enforcement of students wearing stoles and sashes as academic regalia. The Work Group is chaired by Dr. Michael Foster.

Senator Ware stated that without objection from the Senate, the CAA items would be voted on in groups rather than individually.

Senator Robles moved approval of item 1, seconded by Senator May. Motion carried.

Senator Taylor moved approval of item 2, seconded by Senator Shordike. The majority were in favor and the motion carried.

Senator Flanagan moved approval of item 3, seconded by Senator Ciocca. Motion carried.

Senator Robles moved approval of item 4, seconded by Senator Petronio. Motion carried.

Senator Collins moved approval of items 5-18, seconded by Senator Schmelzer. Motion carried.

Items 19-22 were presented as informational items and will come before the Senate at a later date for action. Several questions arose on item #20 (Early Intervention Roster Enrollment Report) and Senator Ware encouraged the Senators to send feedback directly to Dr. Vice.

## **GENERAL & STANDING COMMITTEE REPORTS**

### **EXECUTIVE COMMITTEE REPORT:** Senator Ware

Senator Ware shared the following in her written report to the Senate.

The evaluation for President Whitlock has been completed and, upon receipt of the compiled data, the Executive Committee will submit its summary report to the Board at its next scheduled meeting.

The 30-day commenting period on the non-tenure evaluation policy was extended and five additional comments were received. The policy has made it through all the cycles and is now ready to forward to the President.

The following non-academic policies are up on the policies website for a 30-day review period: 1) Bulletin Board and Postings Places Policy and 2) Registered Student Organization Banking Policy.

The Policy on Policies' drafting team is in the review process. This policy will probably come before the Senate sometime next fall for review.

Two non-academic issues being considered for possible policy adoption are: 1) Inclement Weather Pay Policy; and 2) Policy to Regulate Children in the Work Place. Two non-academic policies in the early reviewal stages are: 1) Alcohol Policy and 2) Identity Theft Policy.

By way of update on the KCTCS tenure issue, a number of the KCTCS campuses have approved a no-confidence vote of their Board and president. It should be noted that the ECU Board of Regents passed a resolution in support of tenure at ECU at its meeting in April.

The CAA approved the 42 hour upper division requirement as recommended. Exceptions will still be approved on a case-by-case basis.

**REPORT FROM FACULTY REGENT: Senator Frisbie**

At the last meeting, the Board approved the promotion and tenure recommendations submitted by the President, approved Joe Molinaro (Department of Art and Design) as ECU's newest Foundation Professor, and approved the naming of two ECU facilities. The athletic training facility in the Moberly Building will be named in honor of Dr. Bobby Barton, long-time trainer. The new academic building in Manchester will be named in honor of Senator Robert Stivers, who has been instrumental in making construction of that facility possible.

The Board approved 46 curriculum-related items, including the *ECU Now!* Program (combined Dual Credit and Jump Start programs), a modification to the stopping out policy, a new policy governing recording of double majors, and moved the effective date for the 120th graduation to Summer 2009 (from Fall 2009).

The Board heard a report by James Street on the University's master plan, which was recently completed with the help of the Perkins and Will planning firm. The master plan will guide development of, and changes to, campus over the next 30-40 years. One of the most intriguing features of the plan is its creation of a central pedestrian pathway which will run north-south through campus, including crossing over the Bypass on a pedestrian overpass.

The Board approved three rate recommendations which are central to the budget which is being developed for 2009-2010. Tuition will increase next year an average of 4%. The approach to graduate tuition will be different next year. First, the charge will be by the credit exclusively. Second, "targeted tuition" rates will no longer be offered for some out-of-state graduate students. Third, the non-resident tuition rate (per credit hour) will decrease. So, the cost for enrolling in ECU graduate programs will go down for many non-resident students who are not on an assistantship. Residence hall rates will remain unchanged next year. Meal plans will go up approximately 5%. This increase was negotiated with Aramark.

Executive VP Moberly and Joann Ewalt gave an update on the activities of their respective councils (Financial Planning for Mr. Moberly, Strategic Planning for Dr. Ewalt). While this is the first run through of this new planning and budgeting structure, and while formation of the SPC lagged behind formation of the FPC, these two groups are both up and running now. Both council chairs reported an effective working relationship between the two groups.

The Board approved budget guidelines under which the FPC, with input from the SPC, will build the 2009-2010 university budget recommendations. Some of the key aspects of the budget guidelines include planning for an additional 3% reduction in state appropriations (EKU absorbed a 2% mid-year reduction in appropriations this year, and absorbed an additional 2% budget reduction when measures were put into place to deal with a possible 4% reduction. That second 2% is now available for use next year); reducing investment income estimates by 50% (to \$500,000) to reflect the depressed financial market; holding salaries at 2008-09 levels; maintaining employment benefits at current levels; allocating additional money (\$2.4 M ) to cover utility cost increases, energy management debt service, facilities service contracts, and property insurance increases; and increasing financial aid by \$1.7 M. Within these parameters, the FPC (with input "bubbling up" from academic and other units) and the financial side of the administration are working on fleshing out a detailed budget, which will be presented to the Board at its June meeting.

The Board passed a resolution affirming the importance of the tenure system to Eastern. The obvious facet of the tenure system is its mission to protect academic freedom (including freedom of speech and freedom of choice in scholarly pursuits). The president perceptively pointed out the additional importance of tenure to the functioning of a meaningful system of shared governance. While the Board's action is symbolic, the symbolism is significant.

The presidential evaluation is progressing smoothly. Dr. Steven Portch was on campus all day on April 28th, meeting with focus groups comprised of faculty, staff, students, and community leaders. Dr. Portch also will conduct some telephone interviews of state leaders and others. The faculty survey instrument closed on April 29th after having been reopened for a second week. Data from the survey will be reported to the Senate Executive Committee during the week of May 4th. Dr. Portch will discuss his preliminary findings and recommendations with the Board in a telephone conference during the Board's June meeting.

The Board will next convene for a regular quarterly meeting on June 8th, in conjunction with the dedication ceremony for EKU's new Robert Stiver's Building, on the Manchester Regional Campus.

**REPORT FROM COSFL: Nancy McKenney**

Senator McKenney reported that the term for the faculty representative on the Council on Postsecondary Education will end June 30th of this year and seven faculty from various state universities have been nominated for consideration for that position. Three faculty from EKU are among those nominated: Jerry Cook, Sara Zigler, and Nancy McKenney. The search committee for this position consists of all of the faculty regents of the state universities. They will decide the three finalists, and those names will be forwarded to the Governor who will make the final determination.



**REPORT FROM THE PROVOST: Senator Piercey**

Academic Affairs portion of the budget cut for fiscal year 2010 totals \$750,000. To cover the majority of that cut, Academic Affairs first reduced discretionary and designated funds as much as possible, and then collaborated with the academic units and non-academic units to allocate remaining needed funds strategically among the direct reports. The end result was that less than a half percent of the remaining budget cut for Academic Affairs had to be taken from the direct reporting units.

Senate Bill I has mandated that institutions of higher education work with K-12 and P-12 to ensure so-called curricular alignment. The CPE is leading that initiative. Core-academic content standards for reading and mathematics must also be developed.

There is a preliminary re-organization for Enrollment Management based on the input from the president and the group that was retained to help hire a new leader. Senator Piercey shared the latest version of the recommendations and also a short chart that shows the re-organization.

Senator Piercey thanked E.J. Keeley's office for administering the advising assessment and for providing that service to all academic units. The results are not available yet, but a number of departments participated in an effort to find out how effective the advising process is and how to make it better.

**STUDENT GOVERNMENT ASSOCIATION: Vice President DaJuane Harris for President Afsi Siahkoohi**

Mr. Harris stated that the Student Government Association wants to continue to foster the relationship between Student Senate and Faculty Senate.

Budget Committee. Senator Johnson reported that the committee was invited to present concerns to the Strategic Planning Council on Wednesday, April 29th. The report was accepted with appreciation from the Strategic Planning Council. Anyone with budgetary concerns should share those with Senator Taylor, who serves on the Strategic Planning Committee as the Senate Vice-Chair.

Rules Committee. Senator McKenney reported that the Rules Committee met eight times during the year to research and develop the proposal that led to the motion that passed today.

Rights and Responsibilities Committee. Senator Noblitt reported that the Rights and Responsibilities Committee reviewed the "policy on policies" document this past year.

Welfare Committee. Senator Foote reported that the Welfare Committee developed the following resolution:

On April 20, 2009, the Faculty Senate Welfare Committee voted unanimously to support President Whitlock's statement to "maintain and hopefully improve our benefits package" as long as no raise is made in the charges to benefits for faculty and staff.

The committee will support this stand in the University Benefits Committee meetings as they are held when figuring benefits for calendar year 2010.

Strategic Planning Council. Senator Taylor reported that the Strategic Planning Council has met and will continue to meet throughout the summer.

University Financial Planning Council. Senator Ware announced that the Council will be meeting this week.

#### **ADJOURNMENT**

Senator Piercey moved to adjourn at approximately 6 p.m.

## FACULTY SENATE ORGANIZATIONAL MINUTES

May 4, 2009

The Faculty Senate of Eastern Kentucky University met on Monday, May 4, 2009, in the South Room of the Keen Johnson Building. Senator Ware called the organizational meeting for the 2009-10 academic year to order at approximately 6:10 p.m.

The following members were absent:

T. Adams, A. Back, B. Bentley\*^, M. Bhandari, W. Borowski, L. Bosley\*, T. Butler, D. Whitlock\*, M. Gerken, S. Godbey\*, K. Halcomb, S. Harrel\*, K. Jones\*, I. Kumoji, A. Matthews, D. May, R. Mott\*^, L. Nelson\*, M. Nguyen, C. Park, B. Phillips, S. Pressley, G. Purdue, J. Rainey, C. Rhee, R. Richardson, L. Rincker, F. Ruppel, R. Sales\*, C. Smith\*, J. Wells

\*Indicates prior notification to the Senate Secretary

^ ALT Mary Whitaker attended for B. Bentley

^ ALT Marshall Myers attended for R. Mott

### NEW BUSINESS:

**Senate Chair Election.** Senator Ware was nominated for Senate Chair at the April meeting. Senator Ware was unanimously elected to continue to serve as chair.

**Senate Vice Chair Election.** Senator Taylor was nominated for Senate Vice Chair at the April meeting. Senator Taylor was unanimously elected to continue to serve as vice-chair.

**Elections Committee** (3 vacancies). The following were nominated: 1) Senator Freed; 2) Senator Day; and 3) Senator Awang. All three were approved by acclamation.

**Budget Committee** (4 vacancies). The following were nominated: 1) Senator Johnson; 2) Senator Hesse; 3) Senator Wray; and 4) Senator Petronio. Senator Collins moved to accept by acclamation, seconded by Senator Redmond. Motion carried.

**Committee on Committees** (2 vacancies). Senators Zhang and Howell were nominated. Senator Staddon moved to approve by acclamation, seconded by Senator Johnson. Motion carried.

**Executive Committee** (4 vacancies). The following were nominated: 1) Senator Wray; 2) Senator Shordike; 3) Senator Staddon; 4) Senator Johnson; and 5) Senator Noblitt. The following four were elected by ballot: Senators Wray, Staddon, Johnson and Noblitt.

**Rights & Responsibilities Committee** (5 vacancies). The following were nominated: 1) Senator J. Palmer; 2) Senator McAdams; 3) Senator Walz; 4) Senator Hensley; and 5) Senator C. Palmer. Senator Taylor moved to accept by acclamation, seconded by Senator Foote. Motion carried.

**Rules Committee** (3 vacancies). The following were nominated: 1) Senator Chapman; 2) Senator Hensley; and 3) Senator Foote. Senator Taylor moved to approve by acclamation, seconded by Senator Ciocca. Motion carried.

**Welfare Committee** (1 vacancy). The following were nominated: 1) Senator Johnson; 2) Senator Schmelzer. Senator Johnson was elected by ballot vote.

**New Senator Orientation** (5 vacancies). The following were nominated: 1) Senator Wilson; 2) Senator Taylor; 3) Senator Rainey; 4) Senator Randles; and 5) Senator McKenney. Senator Collins moved to accept by acclamation, seconded by Senator Ciocca. Motion carried.

**COSFL** (1 rep & 2 alts). The following were nominated: 1) Senator McKenney; 2) Senator Mott; and 3) Senator Rainey. Senator McKenney was elected to serve at the COSFL representative by ballot vote. Senators Mott and Rainey will serve as alternates.

**ADJOURNMENT:**

The meeting adjourned at approximately 6:40 p.m.



## EASTERN KENTUCKY UNIVERSITY

*Serving Kentuckians Since 1906*

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for Academic and Faculty Affairs

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TO: Members of the Faculty Senate

FROM: Janna P. Vice, Chair  
The Council on Academic Affairs

DATE: August 31, 2009

SUBJECT: CAA Agenda for Faculty Senate

As a result of the Council on Academic Affairs' meetings on May 21, and August 20, 2009, the following items are presented for the Faculty Senate's agenda on September 14, 2009.

### Curriculum Proposals

#### **Program Revisions from 128 to 120 hours:**

	<u>Page</u>
1. Sociology B.A.	1
2. Economics B.A.	3
3. Geology B.S.	6
4. Paralegal Program	8
5. Philosophy B.A.	10
6. Psychology B.S.	12
7. Medical Practice Management B.S.	14
8. Nursing Post-RN (RN-BSN)	16
9. Clinical Laboratory Science B.S.	18
10. Sport Management B.S.	20
11. Apparel Design and Merchandising B.S.	22
12. General Dietetics B.S. – <i>decrease overall program hours to 120-121.</i>	24
13. Physical Education B.S. – <i>decrease the overall program hours to 120-126.</i>	25
14. Athletic Training B.S. – <i>add new course, drop HEA 450 from support and drop all free electives to bring overall program hours down to 120.</i>	27
15. Nursing Pre-RN B.S.N. – <i>decrease overall program requirements from 128 to 120-121</i>	29
16. Computer Information Systems B.B.A.	31

*Add PSY 200 or 200W or SOC 131 for Supporting Courses and change CCT 300 to CCT 300W in the Business Core of the BBA in Accounting.  
Drop CIS 250 and CIS 436 from the CIS electives, add CIS 240 as a supporting course, and adjust non-business free electives and change total required program hours from 128 to 120.*

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17. Geography B.A. – <i>Reduce hours required to graduate from 128 to 120 and remove CSC 104 from supporting course requirements.</i>	33
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**New Program:**

School Safety Endorsement	35
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**Program Suspensions:**

1. MAT Elementary Option	39
2. Medical Assisting Technology A.A.S.	42
3. Medical Practice Management B.S.	44
4. Medical Coding Certificate	46

**Program Revisions:**

1. African/African American Studies – <i>addition of the writing intensive course AFA 201W</i>	47
2. Chemistry Minor – <i>revise courses in program to reflect recent changes of course numberings in the lab courses.</i>	49
3. Chemistry B.A. - <i>revise courses in program to reflect recent changes of course numberings in the lab courses.</i>	51
4. Forensic Science B.S. - <i>revise courses in program to reflect recent changes of course numberings in the lab courses.</i>	53
5. Elementary Education (P-5) Teaching B.S. – <i>add ELE 446S and ELE 492S</i>	55
6. Special Education/Teaching B.S. Learning and Behavior Disorders – <i>add ELE 446S and 492S to the Program Core and Education requirements</i>	57
7. Deaf and Hard of Hearing (P-12) with Elementary Education (P-5) Teaching B.S. – <i>Add ELE 446S and 492S to the Program Core and Education requirements.</i>	59
8. Elementary Education Teaching B.S. – <i>revise the program to ensure that all candidates are provided instruction in all content areas they will be expected to teach in grades P-5 and add a special education course to enhance their skills in working with students with disabilities. Eliminate the following options (AKA emphasis areas): arts and humanities, English and Communications, foreign language, kindergarten, mathematics, science, social science. Supporting Courses are enhanced and a specified multidisciplinary content is identified.</i>	61
9. Accounting B.B.A. – <i>Add PSY 200 or 200W or SOC 131 for Supporting Courses and change CCT 300 to CCT 300W in the Business Core.</i>	65
10. Finance B.B.A. - <i>Add PSY 200 or 200W or SOC 131 for Supporting Courses and change CCT 300 to CCT 300W in the Business Core.</i>	67
11. Insurance B.B.A. - <i>Add PSY 200 or 200W or SOC 131 for Supporting Courses and change CCT 300 to CCT 300W in the Business Core.</i>	69
12. General Business B.B.A. - <i>Add PSY 200 or 200W or SOC 131 for Supporting Courses and change CCT 300 to CCT 300W in the Business Core.</i>	71
13. Management B.B.A. - <i>Add PSY 200 or 200W or SOC 131 for Supporting Courses and change CCT 300 to CCT 300W in the Business Core.</i>	73

14. Marketing B.B.A. - <i>Add PSY 200 or 200W or SOC 131 for Supporting Courses and</i>	<u>Page</u> 75
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	<i>change CCT 300 to CCT 300W in the Business Core.</i>	
15.	Insurance B.B.A. and B.S. – <i>add PSY 200 or 200W or SOC 131 for BBA Supporting courses; change CCT 300 to CCT 300W in BBA Core and BS Insurance Core and change “C-“ to “C” in Enrollment in Upper-Division EKU Business Courses.</i>	77
16.	Insurance B.S. – <i>Change CCT 300 to CCT 300W in the Business Core of the BS in Insurance.</i>	80
17.	Computer Information Systems Minor – <i>add CIS 240 as part of the minor requirements.</i>	82
18.	Minor in Business – <i>Change CCT 300 to CCT 300W in the required courses.</i>	84
19.	Minor in Managerial Communication - <i>change CCT 300 to CCT 300W in the required 0 courses.</i>	86
20.	Minor in Office Administration - <i>change CCT 300 to CCT 300W in the required courses.</i>	88
21.	Industrial Technology B.S. – <i>Change “C-“ to “C” and change CCT 300 to CCT 300W in Supporting Course Requirements of the Industrial Distribution Option and in the statement “Industrial Technology majors may apply INT 310 in lieu of CCT 300 toward the minor in Business” to “Industrial Technology majors may apply INT 310 in lieu of CCT 300W toward the Minor in Business.”</i>	90
22.	Teacher Education Programs – <i>make SED 401S an option in all teaching programs.</i>	93
23.	Fire and Safety Engineering B.S. – <i>remove FSE 300 and add FSE 300W in program Requirements</i>	95
24.	Broadcasting and Electronic Media B.A. – <i>change supporting course requirements in PUB B.A. to include PUB 320 or JOU 320 and PUB 412 or JOU 412 and drop COM 320 A-I. Modify the Broadcasting and Electronic Media Core courses by adding “or COM 200W.”</i>	97
25.	Communication Studies B.A. – <i>modify the Major Requirement courses by adding “or CMS 205W.”</i>	99
26.	Minor in Dispute Resolution – <i>modify the Requirements by adding “or CMS 205W.”</i>	101
27.	Minor in Communication Studies – <i>modify the Requirements by adding “or CMS 205W.”</i>	103
28.	Journalism B.A. – <i>modify the Major Requirements courses by adding “or COM 200W.”</i>	105
29.	Public Relations B.A. – <i>modify the Major Requirements courses by adding “or COM 200W.”</i>	107
30.	Minor in Journalism – <i>modify the Requirements by adding “or COM 200W.”</i>	109
31.	Minor in Public Relations – <i>modify the Requirements by adding “or COM 200W”</i>	111



**Executive Committee Report**  
**Submitted by Mixon Ware, Chair**  
**September 14, 2009**

Faculty Senate Committee on Academic Quality – At the convocation on August 17, 2009, the faculty-at-large voted to approve the motion to establish a new committee of the Faculty Senate, a "Committee on Academic Quality." The motion was passed by the Faculty Senate at its meeting on May 4th, 2009. It will be presented to the Board of Regents at its meeting on September 19, 2009. When established, Provost Vice has asked that a member of that committee attend regular meetings of the CAA.

Administrative Evaluation – The Executive Committee completed its survey of the faculty and administrative evaluation in accordance with its charge. The report was submitted to the Board of Regents in June.

Format of Senate Meetings – The Committee discussed the format of senate meetings and considered how we might streamline reports in a timely manner. We welcome the communication and updates we have been receiving from constituencies across campus, but in the interest of time one suggestion is that informational reports should be submitted in writing and distributed in the e-mail packet prior to senate meetings. Individuals can be present at the meetings to address questions on the reports and provide additional information if requested. Senate committee chairs will continue to submit a written report for committee activities and the chair can then address questions at the meeting rather than giving a verbal report. Provost Vice has taken steps to expedite the CAA report as well. Included in the Senate Agenda and packet this month is the CAA agenda, with all documentation included as a separate document. This will provide senators with needed information but alleviate printing the entire packet of information. Items of interest or for questioning can be pulled out and addressed as needed. Dr. Vice will also separate informational items from items requiring a senate vote.

Technology Issues – Senator Ware met with ITDS Associate Vice President Mona Isaacs to discuss technology issues of concern to faculty. Ms. Isaacs has proposed an informal work group consisting of faculty who are "heavy users" of technology and those who are not as active with Blackboard and other technology. The more specific and detailed we can make our suggestions, the more able ITDS is to respond and assist in problem solving. For example, an issue with the Early Alert System was identified by faculty, specific suggestions for improvement were proposed, and the program was altered to make it easier to use. This type of cooperation is the goal of all, so please invite specific and detailed feedback from your constituents to be shared with ITDS.

"Drudgery" – Our President and Provost are committed to working with us to identify specific tasks and concerns that have been affectionately dubbed "drudgery." In many cases there are simple fixes; the key is identifying problems with specific information and suggestions as to how processes can be streamlined. Senators are asked to request feedback from their constituents and forward this information to the Chair.



**Executive Committee Report  
September 14, 2009**

Parking – Always a concern, parking has become an even greater issue this semester with all of the construction on campus. Senator Johnson serves on the university Parking Committee and he has asked that the committee address problems with availability of parking. In addition, the Faculty Senate Welfare Committee has taken up this issue.

Policies Update – Dr. Sherry Robinson provided the Executive Committee with an update on progress related to updating the Faculty Handbook. The drafting process is underway and information will come before the senate as appropriate. Policies will continue to be available and housed on the policies website.

Faculty First – All faculty are invited for an informal, social gathering on the first Thursday in October, October 1st, from 4:30 until 6:00 at the Paddy Wagon in downtown Richmond. Faculty discounts are being offered and we hope everyone will come out to meet new faculty and say hello to old friends.

REMINDER: October meeting of the Faculty Senate meeting will be held in the Perkins Building.

Respectfully submitted,  
Mixon Ware, Ph.D.

To: Faculty Senate  
From: Malcolm P. Frisbie  
Date: 14 September 2009  
Re: Regent's Report

#### 8 June 2009, Regular Quarterly Meeting of the Board

The Board convened in Manchester, on June 8<sup>th</sup> for the grand opening of EKU's new Stivers Building and its regular quarterly meeting. The grand opening was quite an event – the building was packed, and excitement in pride were evident in the faces and words of participants.

The Board worked on two pieces of unfinished business. The first was to conclude its 2<sup>nd</sup> year review of President Whitlock. The Board heard oral comments from Dr. Steven Portch of the Pappas Group and from Dr. Mixon Ware representing the Faculty Senate Executive Committee. The Senate Executive Committee had reviewed and analyzed responses on questionnaires completed by faculty. Dr. Portch had done the same, and had also reviewed staff and student questionnaire responses; talked with students, staff, faculty, community leaders, and other stakeholders in a series of on-campus focus group interviews; and carried out telephone interviews with selected state officials. Dr. Portch had also reviewed data supplied by EKU and had talked directly with the President.

The Board was delighted that the Senate Executive Committee and the outside consultant both offered very glowing assessments of the President's performance. A couple of comments from Dr. Portch are, perhaps, illuminating. He seemed a bit surprised at high rate of response to the questionnaire by EKU faculty. Of course, we're not surprised! I think, though, that we should pause to reflect that we really are different than faculty at other places. The EKU faculty takes very seriously its responsibilities – not just to students, but to the whole enterprise of the university. The other comment that Dr. Portch made and which caught my ear particularly was that, while the comments from faculty, staff, and students were overwhelmingly positive – in fact, more positive than he had ever experienced before – comments were also substantive. That is, they offered real insight into what is working well and where changes or improvements might be warranted.

On the basis of input from many EKU stakeholder groups, analyses by the Senate Executive Committee and the outside consultant, and its own observations and analysis, the Board offered President Whitlock a two-year extension of his contract. His contract now runs through July 2013. The Board looks forward to working with the President to seize some of the opportunities suggested during the evaluation process. This body owes its heartfelt thanks to Chair Mixon Ware and Vice Chair John Taylor and the rest of the Executive Committee for their hard work on the analysis of the many thoughtful comments offered by faculty.

The other piece of unfinished business tackled by the Board was the finalizing of the University's budget for 2009-2010. The Board approved the budget guidelines at its April meeting. In the June meeting, the Board passed the full, detailed budget. This year the University has a budget of \$288 million, representing an increase of \$14.5 million over last year's approved budget. (Our actual budget has decreased by about \$6 million over three reductions since January 2008.) In 2009-2010, state appropriations will account for 37% of our unrestricted revenues, while tuition and class fees will account for 51%. The budget includes a \$2.9 million reserve to meet an anticipated further reduction of state appropriations that may materialize in mid year. So, times are tight, but EKU is in sound financial health and is working proactively to position itself to meet further economic constrictions.

In other business, the Board approved 39 curriculum items. Among these was the new associate of general studies program. The Board approved policies that set the required number of upper division hours to 42 (from 43), articulate criteria for achieving graduate faculty status, and modify the procedures for carrying out evaluation of first year, tenure track faculty members. The Board approved a new policy governing scheduling of university facilities which will utilize a new software system and coordinate the request/approval process. The proposed policy governing use of university bulletin boards which arose in SGA was also approved. Academic Affairs asked for, and was granted, approval to reallocate \$1,184,585

in one-time funds into a pool to be used to hire temporary faculty. This money is the residual of one-time monies that were allocated to Academic Affairs in 2006. Their use now to hire temporary faculty eases short-term staffing needs, but, it is recognized by Academic Affairs and the Board, that use of these monies in this way creates a structural imbalance in the Academic Affairs budget which will need to be met in some other fashion next year.

Thirteen retiring faculty members (Joy Allameh, English & Theatre; Ross Clark, Biological Sciences; Ron Dean, Government; Bonnie Gray, Philosophy & Religion; David Sefton, History; Guenter Schuster, Biological Sciences; Kerstin Warner, English & Theatre; Frank Williams, Philosophy & Religion; John Thomas, Curriculum & Instruction; Joanne Guilfoil, Curriculum & Instruction; Dena Demaree, Baccalaureate & Graduate Nursing; Anne Blakeney, Occupational Therapy; Joan Jinks, Associate Degree Nursing; Cedaliah Melton, Associate Degree Nursing) were approved for faculty emeritus status.

The Board will welcome three new members to its ranks at its next meeting: Afsi Siahkoohi, SGA President; Nancy Collins, an attorney from Hazard; and David Sloan, an attorney from Fort Mitchell. Alex Combs, outgoing SGA President; April Pergrem; and Orson Oliver have completed their terms on the Board.

Six members of EKU's Board and several members of EKU's upper administration participated in the Governor's Conference on Postsecondary Education Trusteeship on Friday, 11 September in Bowling Green. Several moments from the conference stood out. I listened to former governor and current chair of CPE Paul Patton, Senator Ken Winters, and Representative Carl Rollins talk about the upcoming 2010 legislative session. The General Assembly will be under tremendous pressure caused by a much reduced state revenue stream. While the Governor Beshear has shown that he values P-12 and postsecondary education in Kentucky, it is also clear that the legislature will not be writing blank checks for higher education. They are going to want transparency and accountability in use of state appropriations by institutions of higher learning. So, I think we can expect belt tightening and increased scrutiny over our use of resources. Kati Haycock, President of The Education Trust gave a fascinating address examining access to and student success in higher education. Her take home message was that while the usual suspects such as decreasing state appropriations, poorly prepared students, low income of student families, indeed, are factures that contribute to low rates of student success, they do not explain all of the variance in student success. She examined several institutions that do better than comparable institutions at retaining and graduating students, and made a compelling argument that there are lots of different things that institutions can do to increase student success if they scrutinize appropriate data and attack the problem. It was clear at the conference that CPE will continue to put pressure on institutions to increase retention and graduation rates. We will all need to be innovative and analytical participants in EKU's student success efforts in the months ahead.

The two Acorn Award winners were announced and presented with their awards at the conference. Both gave unusual and intriguing acceptance speeches. The award winner from two-year institutions (an English professor from Maysville CTC, I believe) made an eloquent defense of the value of tenure in higher education. An unusual point that he made in this regard was that tenure protects not just faculty member, but also students – from professors who might not profess truth or important, but controversial ideas, within a discipline due to concern over offending administrators or students or others. It was an interesting and well crafted statement to make in a room full of trustees, including the KCTC System trustees.

The Board will next convene for a regular quarterly meeting on 19 September 2009, following a groundbreaking ceremony for the Noel Studio in the library.

Please feel free to contact me for further information about any of these items or to discuss topics of concern to you.

Respectfully submitted,  
Malcolm P. Frisbie  
622-1507 / [malcolm.frisbie@eku.edu](mailto:malcolm.frisbie@eku.edu)

## Report to Faculty Senate

Janna P. Vice, Interim Provost

September 14, 2009

In response to President Whitlock's directive to consider "student success" one of the three strategic priorities for ECU, the academic deans have determined that student success will be their major focus for the 2009-2010 academic year.

The appropriateness of this decision was reinforced for me at last week's Governor's Conference on Postsecondary Education Trusteeship: **Raising the Bar: Access, Quality, and Success**. The opening session as well as the majority of the break-out sessions advocated American colleges and universities need to step up to ensure students not only enter college but they persist to graduation. Although you will hear more specifics in the weeks ahead about the Conference's challenges for us, this report lists some student-success initiatives that are currently underway at ECU.

### Discussions among Faculty, Staff, and Students to Define Student Success

As the deans discussed how to focus on student success, they decided to ask the faculty, staff, and students. As a result, your department and faculty may be engaged in a discussion as to how student success is defined at ECU. The questions to be addressed are:

- a. How does the college/department define student success?
- b. What should be the outcomes of student success?
- c. How do we measure student success?
- d. How should we reward student success?

Although the first three questions may seem to pertain primarily to students, I suspect to get at this last question faculty will begin thinking more broadly. For example, how does faculty-student engagement impact student success? How many faculty members work with students and/or assign research projects? When the faculty members are brought into the equation, the landscape for student success might change. I think this is the "holistic" aspect of student success the President was referring to at convocation.

This discussion will correspond well with the focus groups being planned by the Strategic Planning Council.

### Early Alert Reporting System (aka EARS)

This fall, for the first time since the implementation of BANNER, ECU faculty reported the names of students who were not attending their classes. The official update on the number of faculty, departments, and colleges participating will be reported in the *Academic Affairs Update*.

However, accolades and great appreciation goes to Dr. Dirk Schlingmann and the faculty in the Department of Mathematics and Statistics.

I thank each faculty member for each student's name that was checked because ultimately that will be how we retain students—one at a time.

The Offices of Advising and Retention and of the Registrar are also to be commended for their preparation, thoughtful planning, and quick response in making EARS possible.

#### Project Graduate

EKU is participating in a statewide initiative called “Project Graduate” designed to recruit students who dropped out of college after earning 90 or more college credits. The director of EKU's Project Graduate, Lisa Cox, was praised by two recent EKU graduates who shared their stories with CPE recently. They told the Council they had given up on a college degree, but with the help and support of Lisa and EKU, they have now achieved their dreams. A full report of Project Graduate's success will be forthcoming.

#### The Associate of General Studies Degree

EKU received word recently from CPE that our proposed Associate of General Studies Degree has been approved. This degree will provide a credential for hundreds of students, particularly adult learners, who otherwise might not earn a diploma. Since the degree contains our complete General Education program, the degree is transferable to any public four-year institution in Kentucky. Programs wanting to identify a 12-hour concentration for which these students can opt to take may begin sending their proposals through the curriculum pipeline.

#### Math Transition Courses for High School Students

Earlier today I participated in a presentation at Northern Kentucky University entitled “A Comprehensive Plan to Improve College Readiness in Kentucky.” The presentation, which was made to the Subcommittee on Postsecondary Education, was given to convince the Subcommittee this comprehensive plan should receive a portion of the federal stimulus funds in order to launch the initiative statewide.

Part of the presentation focused on the background of the high-school transition course. Last year NKU piloted a prototype for the statewide college-readiness plan. Ten Northern Kentucky high schools participated.

EKU is also piloting college readiness programs with our partnering school districts. The process, which is similar to NKU's, guarantees that high school students who take a math transition course and pass the KYOTE (Kentucky Online Test) will be guaranteed placement into an appropriate college-level course at ECU.

Kentucky's "comprehensive plan" would extend that guaranteed placement to students at any Kentucky public institution to which they are admitted. (Different regions might choose alternative placement exams.)

If we are to successfully meet the mandate of Senate Bill 1 to reduce 2010 remediation rates by 50 percent by 2014, we must build an infrastructure between secondary and post secondary schools to ensure high school graduates are ready for college. ECU is excited about this program; and we are committed to its success.

To develop a transition program for high school students in its Service Region, ECU

- Has entered into a collaborative arrangement with two school districts (Madison County and Berea Independent) to offer transitional algebra courses Fall 2009.
- Is currently in the planning stages with the following school districts: Clay County, Corbin Independent, Estill County, Garrard County, McCreary County, and Pulaski County.
- Has scheduled a meeting with all school districts in ECU's Service Region on November 3 for President Whitlock and the leaders of our program to discuss the regional-stewardship opportunities these transition courses hold for ECU.

Additional information will be available in the *Academic Affairs Update*.

#### Implementation of Degree Works

One of the "best practices" identified at the Governor's Conference was to improve technology to help students map their college careers. ECU is doing precisely that by replacing the cumbersome and limited CARES with a new, intuitive software called Degree Works. Registrar Tina Davis and her staff are taking Degree Works "on the road" to each college to demonstrate the new capabilities students and advisors will have over the CARES. For example, Degree Works is programmed to identify the shortest path to degree.

### Residential Students Responding to Map Works

What influences students to remain at ECU or to transfer to another school? When do students make the decision to transfer or leave? We will soon learn the answers to these questions and more as a result of the pilot of Map Works, which is an on-line Education Benchmarking Inc. (EBI) product designed to identify students who need intervention or assistance. This on-line questionnaire is being completed by students in ECU's resident halls after their first three weeks of classes. The survey will be repeated near mid-term.

### Re-organization of Enrollment Management

Student success at ECU will also be enhanced by the re-organization of Enrollment Management. Ms. Linda Fossen, the new Assistant Vice President and Dean of Enrollment, will now oversee the Admissions Office, the Scholarship/Student Financial Aid Office, and Marketing. A newly formed unit in Enrollment Services will be the Student Outreach and Transition Office (SOTO). This unit will include the Transfer Office and will provide services to special populations such as the adult learners, veterans, Project Graduate, and other student groups facing unique challenges. Enrollment Services will market, recruit, admit, and serve students matriculating into the University.

The Office of Advising and Retention, the Registrar's Office, and the Office of Developmental Education and Academic Testing now report to the Office of the Associate Provost. These offices deal more with the post matriculation of students. They were moved to Academic Affairs to promote better collaboration and integration with the academic colleges.

The "glue" that will ensure the coordination and planning of all functions involving recruiting, retaining, and graduating students is the newly formed Student Success Advisory Council. Members of this Council will include the leadership of Academic Affairs, Student Affairs, and Administrative Affairs. It will also include a faculty representative and two student representatives—both a traditional and a non-traditional student.

We welcome Ms. Fossen to ECU. We are excited about the knowledge, skills, and experience she brings; and we encourage the faculty and staff to get acquainted with her.

### EKU Now!

Through ECU's new dual-credit program, ECU Now!, we are recruiting the best and brightest students in our Service Region to take ECU courses while still in high school. Fall 2009 is the first semester for ECU Now! Data on the students' success will be forthcoming.

**Report from the Faculty Senate Welfare Committee  
 Marco Ciocca, Chair  
 Faculty Senate  
 September 14, 2009 report**

The committee met on August 28, 2009.

We elected a chair and secretary and prepared for the University Benefits Committee meeting of September 1 (the Senate Welfare committee is part of the University Benefits Committee).

Key points of the September 1 meeting

*New Dental Plans*

- New ECU provided plan and a buy-up plan overview was presented. The standard single plan will be free to all ECU employees, just like the single standard Health plan. Delta Dental is still the carrier and the plans are still fully insured. The benefits have been enhanced with respect the old dental plans while the premiums have been lowered because ECU is providing the single Standard rate.
- Dental Plan Summary and Rates

Delta Dental High	Total Monthly Premium	University Monthly Contribution	Employee Monthly Premium	Faculty (20 Pays)	Semi-Monthly (24 Pays)
Employee Only	\$33.50	\$22.10	\$11.40	\$6.84	\$5.70
Employee + Spouse	\$65.60	\$22.10	\$43.50	\$26.10	\$21.75
Employee + Child(ren)	\$71.31	\$22.10	\$49.21	\$29.53	\$24.61
Employee + Family	\$114.47	\$22.10	\$92.37	\$55.42	\$46.19

Delta Dental Standard	Total Monthly Premium	University Monthly Contribution	Employee Monthly Premium	Faculty (20 Pays)	Semi-Monthly (24 Pays)
Employee Only	\$22.10	\$22.10	FREE	FREE	FREE
Employee + Spouse	\$45.05	\$22.10	\$22.95	\$13.77	\$11.48
Employee + Child(ren)	\$42.51	\$22.10	\$20.41	\$12.25	\$10.21
Employee + Family	\$69.89	\$22.10	\$47.79	\$28.67	\$23.90

*Vision*

- Rate increased by 20%, justified by Anthem's loss ratio. This is at or below the increase of other companies based on a comparison with three other providers.

*Medical Plans*

- Medical premiums will not change.

Respectfully submitted  
 Marco Ciocca, September 14, 2009



# Strategic Planning Council Meeting

## Senate Report

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Friday, April 29<sup>th</sup>, 2009  
3:00 p.m. – 5:00 p.m.  
Coates – Martin Room

Members Present: Combs, Dorie; Conneely, James; Ewalt, Jo Ann; Gardner, Betina; Keeley, E. J.; Moberly, Harry; Newsom, Debbie; Piercey, Rodney; Robles, Marcel; Schlomann, Pam; Siahkoohi, Afsi; Spain, Norman; Taylor, John; Thompson, Aaron; Underwood, Elizabeth; Zabawa, James

Guest: Keith Johnson

### Agenda Items

Welcome – Dr. Ewalt welcomed all members and introduced two new members: Afsi Siahkoohi, SGA President and Betina Gardner, Library Faculty Representative.

#### I Approval of April 3<sup>rd</sup>, 2009 minutes -

The Strategic Planning Council Meeting April 3<sup>rd</sup>, 2009 minutes were amended to include that members may designate substitutes when they cannot attend and those substitutes may vote. Also, the format of the minutes will be changed (originally it was titled “Strategic Planning Council Meeting” to include the word *minutes* for clarification.

Motion was made to approve minutes as amended, seconded, and all members approved.

#### II Discussion of Administrative costs –

SPC Chair Jo Ann Ewalt introduced Keith Johnson, Budget Chair of Faculty Senate. Strategic Planning Council asked Professor Johnson to join the SPC Meeting to begin what will be a series of discussions that SPC will have on issues critical to the university. Dr. Ewalt stated that members of SPC have two primary responsibilities. One is the actual production of the Strategic Plan and the periodic updates of the Plan, and the other is to consider issues that are important to the university that need to be aligned with our strategic interests. It is because of the latter that Professor Johnson was invited to talk to the Council, in particular because Faculty Senate has raised the issue of administrative costs and their impact on strategic issues and initiatives.

Professor Johnson thanked Dr. Ewalt for inviting him as Faculty Senate Budget Chair representative. He stated the following:

Faculty Senate has been researching statistics and other information concerning the University budget, and has met regularly over the past two semesters looking at the budget process and the transparencies that President Whitlock talked about when he spoke about combining the strategic planning and the budgeting processes early this year.

Senate understands the importance of resource allocation to support the strategic plan, student success, quality enhancement, and regional stewardship. The Faculty Senate Budget Committee has gathered as much information as possible regarding how funds are distributed throughout the university to try and get a better idea of how resources are being allocated in order to make recommendations and communicate concerns to the Senate at large, the SPC, and hopefully in the future to the FPC as well regarding any concerns or ideas they might have to suggest.

Professor Johnson thanked the Faculty Senate Budget Committee for this work but stated that in some cases gathering the necessary data has been very difficult, and added that the committee is still not satisfied with everything that they have gathered. The Committee has tried to understand the budget and how it works and how it supports strategic plan, student success, quality enhancement, and regional stewardship. Some data is readily available such as faculty counts, and some were quite difficult if not impossible to try and find and analyze are “buried,” though not intentionally. He thanked Debbie Newsom and other people who tried to help with this endeavor. Data that were available were reflected in the article published in the *Eastern Progress Online* (Issue date: 3/5/09) (see Attachment A).

Professor Johnson led a discussion concerning the Faculty Senate Budget Committee concerns and recommendations. Please refer to Attachment B - Senate Budget Committee concerns and recommendations which discussed (1) the increasing demands on faculty in the context of diminished resources and compensation, (2) a seeming lack of transparency/accessible reporting in all budget units, and (3) the “bigger picture.” The Committee would like for administrative budgets to be more transparent and accountable. They would like to see specific outcomes set and reported on from administrative departments. For accountability for administrative offices specifically, they are concerned about the number of people on staff and what specifically they do. Professor Johnson stated that his committee feels that certain administrative areas have grown considerably and become very top heavy as compared to only a few years ago. Johnson stated that in some cases teaching positions are being used for administrative functions but are still being counted as faculty, and noted that Faculty Senate is concerned that departments are being prevented from replacing positions when administrators retain their faculty lines.

Professor Johnson also discussed a concern about salaries for individuals who step back to faculty from administrative positions. He noted a need to examine whether these salaries have been properly revised to faculty salaries based on existing salary structures

of that particular department and/or program. Finally, trying to look at the bigger picture some questions the Faculty Senate has are: How can we allocate resources appropriately to address all of our missions at Eastern? Are we adequately funding our undergraduate and master's programs with enough funding left over to adequately fund doctoral programs, of which we have one with several others in the pipeline? There is considerable confusion regarding the relative priorities of teaching, scholarship, and service, which could also be driving confusion regarding budget and resource allocation. The faculty would like to have a better understanding of exactly what the mission of ECU is, as the presence of doctoral programs may create a perception that ECU is striving to be a research institution. Professor Johnson asked whether our mission is to be a teaching institution, a research institution, or both, and whether can we truly afford at this time to try and accomplish both.

Dr. Ewalt opened the meeting up for discussion. Professor Johnson stated that most of the administrative data was taken from the ECU Factbook which shows the increase in administrative positions.

Debbie Newsom stated the larger questions from a strategic standpoint are: Where do we want to go as an institution, and where are our resources best used? Where do we want the professional development funding used?

Aaron Thompson restated the importance of Professor Johnson's point earlier about getting faculty salaries up to benchmark standards, and shared his concern regarding salaries of former administrators who move to full-time faculty status.

John Taylor stated that administrators' salaries could appear to be in part a gender issue, and the policy concerning salaries for former administrators moving to faculty needs to be reviewed. Dr. Piercey described the methodology used in Academic Affairs for determining salaries for: (1) new faculty hires based on median salaries at peer institutions, (2) faculty who move to administrative positions, and (3) faculty in administrative positions who return to full-time faculty status. Dr. Piercey stated that the hiring and compensation practice for new faculty and administrators is documented in Academic Affairs.

Discussion was held regarding the distribution of faculty professional development funds. Dr. Taylor asked from what source the necessary additional funding for each tenure-track faculty member will come. Ms. Newsom stated that \$500,000 in funding was provided for faculty professional development for FY2008. Marcel Robles expressed concern regarding the lack of communication about the budget and how funds are distributed to the faculty.

Dr. Ewalt stated that we are building our infrastructure as a Council as we go. As the Council decides what parts of the discussion tie directly to either the formal Strategic Plan or to the strategic interests of the University (although not written formally in the plan), the Council may decide it is something that we want to send forward to the Financial Planning Council with comments or recommendations. Dr. Piercey stated that

good places to gather information regarding strategic issues are the Office of Institutional Research, the Budget Office, and the Provost's Office. However, he noted and Dr. Ewalt and others agreed that if we adopt the notion that the Strategic Planning Council is in the business of preparing reports, it does not align with the charge we have from the President.

Harry Moberly thanked Professor Johnson for attending the SPC meeting. Mr. Moberly stated there are several interrelated strategic issues and budget issues under discussion, and the fact that the SPC is holding this discussion about these issues is good. Mr. Moberly stated that he believed that there need to be more opportunities for discussion about the budget process. He also stated that the Financial Planning Council needs to continue discussions with, and provide feedback to, Professor Johnson and the Faculty Senate Budget Committee about the budget process.

Dr. Ewalt reminded the Council that John Taylor is the liaison between the Faculty Senate Budget Committee and the Strategic Planning Council, and that Mixon Ware is the liaison between FPC and Faculty Senate. Dr. Ewalt stated that there are a number of policies and/or decision points that will be ours to discuss and perhaps make a recommendation on, and though we are the body that is charged with understanding how alternative actions may impact our mission and goals, we are probably are not the group that will make a final determination on many of these issues. Dr. Ewalt thanked Professor Johnson for his presentation to the Council.

### III 2007-08 Progress Report – discussion and approval -

The 2007-2008 Progress Report has been prepared by E.J. Keeley and members of the University Assessment Committee, and was presented to SPC for discussion and approval. Dr. Ewalt stated that the Progress Report is an annual report that SPC is required to do and to present to the President and the Board of Regents, and Dr. Keeley moved to approve the report. Dr. Piercey asked Dr. Keeley about which areas were of greatest concern, or where EKV is making the least progress towards the stated goals, to which Dr. Keeley replied Goal Three related to student learning, which had more KPIs not meet their targets (though it is also the largest goal in terms of KPIs as well). Goal Five related to regional stewardship and Goal One related to diversity saw the strongest performance.

Dr. Piercey stated that each department should have one person assigned to enter data into TracDat to ensure consistency. Dr. Keeley stated that in order for EKV to stay in compliance with SACS requirements, each academic department must provide and analyze results each year related to each program's student learning objectives, and each administrative/support unit must provide and analyze results each year related to each unit's planning objectives. Dr. Ewalt called a motion on the floor and SPC members approved the Progress Report for 2007-2008. Dr. Ewalt complimented Dr. Keeley and the University Assessment Committee on the good work on the Progress Report.

### IV Discussion of budget and financial planning issues -

Dr. Ewalt asked Mr. Moberly and Ms. Newsom to provide information regarding the Eastern Kentucky University Budget Guidelines for Fiscal Year 2010. (Please refer to Attachment C Budget Guidelines 2010 Draft-for discussion document). Ms. Newsom discussed the areas of Funding Sources: Anticipated state budget cuts allocation, Tuition and Other Income. Funding priorities are: Fixed Costs, Capital Pools, Financial Aid, and Internal Reallocations/Eliminations. The Board of Regents has to approve the FY2010 budget in June 2009.

Mr. Moberly stated that he believed it wise to prepare for budget cuts and that there will be reallocations in the future. Dr. Piercey noted that supervisors will have to account for any overtime out of the departments' maintenance and operating budgets, and that administrative assistants and all office staff will need prior approval before working overtime. He also noted that flex-time is offered at EKU and has been working very well across campus.

Dorie Combs stated that SPC has to decide what is most important, what matters most, and if are we doing those things most efficiently. Dr. Ewalt stated that it is important that we keep in mind as Dr. Combs suggested that our examining of these issues is not to make decisions for each unit or department, but is simply to help us understand how this aligns with strategic planning.

- V Preliminary discussion on 2011-2015 plan elements: student success, QEP, regional stewardship –

Preliminary discussion of the 2011-2015 planning process will be held over until SPC meets for its day-long sessions this summer. Dr. Ewalt distributed calendars requesting dates/times SPC members are available.

- VI Other business -

- VII Adjourned: 4:56 p.m.

# Strategic Planning Council Summer Retreat

## Values, Vision, Mission

### Values

- Assessment, accountability, transparency, responsibility to the people of the Commonwealth, high standards
- Adaptability, flexibility,
- Respect for others, inclusiveness, fairness
- Ethical principles
- Caring (about quality of instruction, about students); holistic understanding of our students, mentoring
- Engagement
- Social change ... stewardship ... social justice ... environmental stewardship
- Stewardship of place ... commitment to the region

### Vision

- Nationally recognized versus world class education, excellence in serving our region, students
- Emphasis on students, meeting students where they are (physically, intellectually, socially) for success and achievement in a variety of life situations ... rapidly changing , dynamic world ... (we need to do better at this)
- ECU students will adapt and succeed in a dynamic world
- ECU will educate students to .... By thinking C & C...
- Improving lives of communities, transforming lives ... these are two distinct but related ideas ... both needed to change the system ...
- Changing dreams to reality ... transforming lives ....

# Mission

- Get rid of “instruction, scholarship, service” explicitly in the mission statement - - we know we must do them, value them appropriately
- ... dedicated to high quality
- Focus too much on university and us...
- Public university community
- Explicit ... what is our community, place ...
- Student success and regional or community stewardship
- EKV is a teaching and learning community dedicated to student success and stewardship of place
- EKV is a comprehensive public university community dedicated to student success and stewardship of place
- EKV is a comprehensive public university community dedicated to student success while fostering stewardship of place (maybe “place” not good -- limiting –
- .... Fostering regional stewardship ....

## Chairs & Deans Points of Importance

- Plan must impact faculty and students (example: result in increased faculty salaries – something real must come of it)

Things we don't want to change:

- Core values tied to Service region
- Needs of students
- Values of academy that we embrace
- Excellence of programs
- Emphasis on excellence of programs
- Transforming lives
- We need to honor, value, reward, and measure the transformation of our students
- QEP: important only if we can document the impact on students. How is it transferable? The measurement needs and problems here are considerable

**Other Points:**

- **Some mention of potential problems, road blocks, obstacles**
- **Resources: \$, faculty, support**
- **Too little time, competing needs (teaching, research, service)**
- **Already asking faculty to do too much (in response to the question Who's job is it to work on student success issues like retention, graduation?)**

## **Strategic Planning Council Timeline**

- **September:** environmental scan (ongoing); Finalize the WHO and WHAT for focus groups and surveys by end of month.
- **October:** Administer focus groups, surveys
- **November:** Analyze results. What did we learn and how does that help inform Strategic Plan
- **Spring:** write plan (without KPIs). Share draft with ECU community by April. Get feedback
- **Summer:** Incorporate feedback; get buy-in from President, Board
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- **Fall:** Write KPIs, share draft campus-wide. Departments & units will now be writing their own to align with University plan

## **Strategic Planning Council Decision/Action Points**

- **Environmental Scan – led by E.J. He'll need 2 SPC members to work with him**
- **Focus Groups – Karen Russell's scheduling needs: decide dates quickly**
- **Need 2-3 SPC members to help coordinate this effort**
- **Faculty: how to choose? How many FGs?**
- **Students: leaders? SGA-led?**



**Strategic Planning Council Requested Faculty Senate Input  
in Forming Faculty Focus Groups.**