

Faculty Senate Agenda

December 6, 2010

3:30 p.m.

Call to order

Approval of Minutes

November 1, 2010 Minutes

President's Report: Senator Whitlock

New Business:

- Report on Statewide Diversity – Sandra Moore (Informational only)
- Campus-Free Tobacco Policy – Leanna Bowles (Informational only)
- Report from Council on Academic Affairs
(CAA agenda is included in the Senate packet.)
(See separate PDF file for the curriculum forms. – 25 pages)

Report Overview & Questions:

Executive Committee Chair: Senator Taylor

Faculty Regent: Senator Frisbie

COSFL Representative: Senator McKenney

Provost: Senator Vice

Student Government Association: Caleb Armbrust

Financial Planning Council: Senator Taylor

Strategic Planning Council: Senator Noblitt

Standing Committees:

Academic Quality Committee: Senators Shordike or Schmelzer, Co-Chairs

Budget Committee: Senator Johnson, Chair

Committee on Committees: Senator Butler, Chair

Elections Committee: Senator Nelson, Chair

New Senators Orientation Committee: Senator Rainey, Chair

Rights and Responsibilities Committee: Senators J. Palmer or McKenney,
Co-Chairs

Rules Committee: Senator McKenney, Chair

Welfare Committee: Senator Eser, Chair

Adjournment

FACULTY SENATE MINUTES

November 1, 2010

The Faculty Senate of Eastern Kentucky University met on Monday, November 1, 2010, in the South Ballroom in the Keen Johnson Building. Senator Taylor called the second meeting of the academic year to order at approximately 3:30 p.m.

The following members were absent: F. Awang, A. Back, R. Biggin*, L. Bosley*, Z. Eser*, M. Gerken*, M. Hesse, D. Howell*, K. Krampe*, R. Lorden*, N. McKenney*, S. Merlin*, C. Palmer*, J. Palmer, G. Potter*, G. Purdue*, C. Smith*, C. Walz

***indicates prior notification of absence**

^ ALT Doris Pierce attended for D. Howell

^ ALT Mary Whitaker attended for C. Palmer

Visitors to the Senate: Caleb Armbrust, Student Government; John Fields, MCS; Carol Gabbard, Education; Sandra Moore, Provost Office; Sherry Robinson, Provost Office

APPROVAL OF MINUTES:

The September 20 minutes were approved as written.

REPORT FROM THE PRESIDENT: Senator Whitlock

Since the last Senate meeting, Senator Whitlock has traveled to Daegu Haany University in Korea and Rikkyo University in Japan. Rikkyo University and EKU have drafted an agreement which will provide an opportunity for EKU students to study in Japan.

Senator Whitlock's association with the ACK/ KEEP Board may provide some exciting service learning opportunities for EKU students in the future.

At the joint Appropriations and Revenue Committee meetings of the House and Senate last week, the Revenue Cabinet and the Budget Director reported that state revenues for the first quarter of the current fiscal year were slightly better than the current budget was predicated upon. So that's good news.

The Council on Postsecondary Education is currently reviewing funding models and funding processes for the 2012-14 biennium and is also in the process of developing a new strategic plan. In addition, CPE will soon be implementing a new statewide diversity plan. Another subject which will be revisited soon is whether or not comprehensive universities will be approved to offer more advanced practice doctorates. At this point, the statute has only been amended to include the Doctor of Nursing Practice.

The next CPE meeting will be held on Eastern's campus this week on Thursday and Friday.

Military Times EDGE magazine recently ranked Eastern number one among the nation's top 100 institutions for its commitment to helping veterans further their education.

On a personal note, Senator Whitlock thanked everyone for the support, sympathy and prayers extended to him and his family over the last week.

UNFINISHED BUSINESS:

Faculty Development Fund Guidelines. Senator Johnson moved, seconded by Senator Wray, to approve the proposed faculty development fund guidelines. Motion carried.

NEW BUSINESS:

EKU Middle College. Carol Gabbard and John Fields were in attendance to share information on an upcoming proposal for the development of an EKU Middle College. Essentially a middle college is a unique, collaborative program between the school district and a college that allows juniors and seniors in high school to obtain a high quality, high school education while concurrently receiving direct and invaluable access to college courses. The proposal is based on a working model at Austin Peay State University in Clarksville, Tennessee. The proposal will come before the Senate for a vote in the next month or two. Any questions and/or comments should be directed to Carol.Gabbard@eku.edu.

Report from Council on Academic Affairs - Senator Vice**New Concentrations**

1. Associate of General Studies Concentration in English
2. Associate of General Studies Concentration in Geographic Information Systems
3. Associate of General Studies Concentration in Geography
4. Associate of General Studies Concentration in Geology
5. Associate of General Studies Concentration in Office Systems and Technologies
6. Associate of General Studies Concentration in Pre-Business

Program Revisions – Reducing Hours Required to Graduate

7. Environmental Health Science B.S.
Reduce the hours required to complete the program to 120 hours.
8. Animal Studies B.S.
Substitute PHI 381 Animal Ethics for PHI 390 Special Topics in the program
9. Applied Engineering and Technology Management M.S. - Construction Management Option
Reconfigure the program to allow options and add Construction Management as an Option
10. Broadcasting and Electronic Media B.A.
Exclude Block VII (SBS). For Film Techniques & Technology Option Block VII (AH) is also excluded. Increase free electives by 3 hours for the Broadcasting & Electronic Media major and by an additional 3 hours for the Film Techniques & Technology Option. Both COM 200 and BEM 350 or 351 are required in the major. Eliminate the statement "Professional Skills Seminar" from College Requirements
11. Health Education B.S.
Remove HEA 203 Respiratory and Circulatory Emergencies from the Program.
12. Master of Science in Nursing
Move Fall (part-time) application deadline from March 15 to February 15.
13. Master of Science in Physical Education
Make PHE 821 a required course in Exercise & Wellness Option; revise hours in Exercise & Sport Science Foundations; revise required hours from 12 to 12-15 in the Options.
14. Minor in Broadcast News
Revise course requirements and course credit hours.
15. Minor in Mathematics Teaching
Change minimum grade requirements for the Math Teaching minor to be in accord with those of the major.
16. Minor in Religion
Require all students with a minor in Religion to take 1) REL 301 2) at least 3 hours of "Abrahamic" religions (at least one of the following: REL 305; 306, 315, or 335 and 3) at least 3 hours of "non-Abrahamic" religions (at least one of the following: REL 340, 345, 350, or 355).

17. Minor in School Health P-12 Teaching
Revise total hours for the Minor from 29 to 30 hours.
18. Master of Public Health Certificate in Industrial Hygiene
Add General and Admission requirements to the Catalog.
19. Master of Public Health Environmental Health Science Option
Edit language in General Information section, Add prerequisite to Admission Requirements, revise courses within Electives.
20. Occupational Science B.S.
Add an admission requirement, revise and clarify progression and retention in the OS Program. Change the progression requirements (GPA, repeat of prerequisite courses, and hours of course work) to progress into Cycle 1 (Junior year) of the Occupational Science curriculum. Deadlines will be set for admission to the Occupational Science Program.

Action Items

The Council approved the following items in the September and October CAA meetings:

21. Comprehensive Baccalaureate Degree Requirements Revision
Add language to the Baccalaureate Degree Requirements to allow use of courses more than 8 years old toward non-General Studies majors and supporting course requirements within specific programs.
22. Course Registration, Regulation 4.1.12R, Revision
Revise Course Registration Policy to include Early Registration for Student Veterans
23. Proposal to Accept IELTS (International English Language Testing System) as an alternative to TOEFL (Test of English as a Foreign Language)
24. Protocol for Approval of Certificate Programs

Information Items

The Council reviewed the following item as information in the October CAA meeting:

25. Memoranda of Agreement between Eastern Kentucky University and National Safety Management Society

Senator Vice moved approval of items 1-6, seconded by Senator Matthews. Motion carried.

Senator Vice moved approval of items 7-20, seconded by Senator Schmelzer. Motion carried.

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

Senator Vice moved approval of item 22, seconded by Senator Ruppel. Motion carried.

Senator Vice moved approval of item 23, seconded by Senator Bhandari. Motion carried.

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

Senator Vice reported that item 25 was shared as information only.

REPORT FROM SENATE CHAIR: Senator Taylor

The committee charges for the academic year were included in the Senate packet. One additional charge has been added to the Academic Quality Committee. That committee will also investigate how faculty members' syllabi can be posted on the web so

students can have a better understanding of what is expected in a given course taught by a given instructor before students register for the course.

During the last meeting of the Board of Regents, Athletic Director Mark Sandy gave an impressive report detailing the contributions of the Athletic Department in relationship to EKU's mission. It might be a good idea at some point to have him give that presentation to the Faculty Senate.

In the meantime, Senator Taylor shared some financial data for EKU athletics, Murray State University athletics and Western Kentucky University athletics from 2005-2008. Data provided is from the USA Today NCAA College Athletics Finance Data Base.

From that data what is quite noticeable is that under Revenue – EKU's Guarantees Received revenue has decreased during the past four years by \$80,000 dollars; whereas, that same revenue area increased at Murray State University, and WKU. Under Expenses the Guarantees paid by EKU Athletics has increased more than \$76,000 dollars. It is also noticeable that "Coaching salaries, benefits, and bonuses paid by the university and related entities," and "Support staff/administrative salaries benefits and bonuses paid by the university and related entities" have increased. However the most noticeable standout in this data is the percentage of revenue provided to the Athletic Department from Direct Institutional Support and Student Fees.

Percent of Athletic Department Revenue from

<u>Direct Institutional Support & Student Fees</u>	<u>2007</u>	<u>2008</u>
Eastern Kentucky University	83%	82%
Murray State University	58%	60%
Western Kentucky University	62%	55%

REPORT FROM FACULTY REGENT: Senator Frisbie

The Board met on September 24 for a regular quarterly meeting. Several informational items of interest were presented. One was the construction overview presented by James Street. Work continues on the two largest projects on campus: the Performing Arts Center (B & T Phase II) which is scheduled for completion in May 2011 and the New Science Building which should be completed by September 2011. The Noel Studio for Academic Creativity has been completed and is in use. Walters Hall is also back in use this fall after an \$11M make-over.

The Student Life, Athletics, and Discipline Committee heard an interesting presentation from Athletics Director Mark Sandy. The Committee had asked that Mr. Sandy speak with it about the role of athletics at Eastern, with specific reference to Eastern's three areas of emphasis (student success, regional stewardship, and QEP). EKU athletes graduate at a higher rate (68%) than the EKU population as a whole, and than athletes at several other Kentucky universities. EKU athletes have a combined cumulative GPA of 3.089. With regard to regional stewardship, athletes performed over 1250 hours of community service last year. EKU's athletics programs contribute significantly to the

diversity of the student body: athletes comprise 18% of EKU's minority student population. The athletics budget is \$10.5M annually. The programs generate \$1.7M annually in ticket and other revenue, and generate another \$1.7M annually from student tuition and fees (paid by student athletes who are on partial or no scholarships). As EKU has faced declining state appropriations, Athletics has cut personnel costs by freezing four assistant coach positions, eliminating two administrative positions, and downgrading another administrative position.

Much of the meeting was devoted to financial matters. The Board received the audit report for 2009-2010 which was performed by Crowe Horwath. They offered some suggestions for changes in practices, many of which are already being addressed.

VP Newsom presented a financial update. The 2009-2010 fiscal year was finished within budget. This included an over expenditure in the financial aid line of \$3.4M, as had been anticipated. Early indications for 2010-11 are that an over expenditure will occur again as previous commitments to students are honored, but to a lesser amount than last year. As work continues to bring the financial aid expenditures in line with the budget, it is important on the academic side to consider if the appropriate amount is being budgeted for financial aid.

For 2010-11, the EKU budget is approximately \$200M. Tuition and fees provide 58% of our revenue; state appropriations have fallen to 36% of our revenue. On the expenditure side, salaries and wages (49%) and benefits (16%) account for 65% of the budget. Maintenance and operations account for almost all the rest (34%), with 1% going to capital. The contingency fund is currently \$3.25M and there is almost \$1M reserved in the state reduction fund. (This is the money set aside for a possible 4% giveback a year and a half ago.)

The EKU Board will next convene for a regular quarterly meeting in January 2011.

REPORT FROM PROVOST: Senator Vice

On Thursday and Friday this week, the CPE staff and Council members, along with Kentucky presidents, chief academic officers, and other institutional representatives will visit EKU.

Many thanks to the faculty, the University Advising Office, and everyone who participated in the Early Alert process. On Monday, September 27, the Early Alert survey was sent to all undergraduate faculty teaching at Richmond's campus. Faculty had until Sunday, October 3, to complete the survey. Thirty-eight departments, all colleges, and 40 percent of faculty submitted an alert. A total of 2,537 alerts were submitted for 1,731 students (863 alerts for attendance, 1,674 for academic concerns). These students were informed by e-mail on Monday, October 4, that one or more faculty members had submitted an alert of the student's progress. Students were asked to contact their instructors and to call the University Advising Office.

At the conclusion of *EKU Now!*'s first academic year, 50 *EKU Now!* students entered EKU this fall with scholarships (39 Presidential Scholarships, 7 Regents Scholarships, and 4 Founders Scholarships). Of the 50 scholarship recipients, 37 students received the special designation of Whitlock Scholars —an added incentive for high school seniors who complete the *EKU Now!* program. Whitlock Scholars have earned a minimum of 9 credit hours, achieved a composite ACT score of 24 or higher, and maintained at least a 3.0 GPA both in high school and at EKU. All EKU grades must be a "C" or higher with no repeated courses.

The Whitlock Scholars are mentored as a cohort group, meeting with President Whitlock periodically and attending EKU academic, cultural, and athletics events. Mary Raider is the EKU staff liaison who will coordinate the Whitlock Scholars' activities.

What is the *Eastern Experience*? This question is important as EKU responds to numerous statewide initiatives —Senate Bill I (college readiness); House Bill 160 (seamless transfer); CPE's Program Review, new Strategic Plan, Diversity Policy, and tuition setting. This is a great opportunity to "re-imagine" the educational experience provided to EKU students.

Faculty Senators are invited to lunch on Wednesday after each Faculty Senate meeting to continue discussion from the Senate or open new topics. This month's luncheon will be Wednesday, November 3, 11:45 a.m. - 1:00 p.m. in front of the Faculty Dining Room, Powell Building. Please sign in with either cashier.

STUDENT GOVERNMENT ASSOCIATION: Caleb Armbrust

A number of issues are being considered in the Student Senate and as resolutions become available, they will be shared with the Faculty Senate.

Faculty senators are encouraged to attend the Student Senate meetings on Tuesday nights at 5pm.

The list of student representatives who will be serving on University committees has now been finalized. Please inform Mr. Armbrust if there are any University committees that still need student representation.

FINANCIAL PLANNING COUNCIL: Senator Taylor

Several tuition models are being reviewed. At some point there will be public forums allowing for student, faculty, and staff feedback.

STRATEGIC PLANNING COUNCIL: Senator Noblitt

The strategic plan was distributed for comments and the Council met as a whole to discuss the feedback received.

Currently the Council is divided into two groups. One group is working on key performance indicators and the other is working on the distribution of the strategic plan and implementation of college and department plans.

Academic Quality Committee: Senator Shordike stated that given the long list of charges for this year, the committee will be sending a letter to the senators requesting their help in determining which charges are most important for the committee to pursue.

Budget Committee. Senator Johnson reported that the committee met on Friday, October 22nd at 3:30pm and will continue to meet the remainder of the semester on every other Friday at that time. The charges were reviewed as well as information from the University Planning Council concerning budget analysis and review process, tuition models, course drops for the fall of 2010 and spring 2011, and online course offerings.

Finally, the committee dealt with guidelines for the Faculty Development Funds. The committee felt that the guidelines should be general rather than specific due to the diversity of different colleges, departments, and programs. After some discussion the committee decided the FDFs should have a measurable impact upon a faculty member's teaching, service, or research and that each faculty member should reflect how these funds would accomplish this. The committee further decided that any computer related (based) equipment should substantially improve current computing capabilities and not just duplicate what laptop computers do. In addition, the committee decided there should be a record of how these funds are spent and a form was developed to request use of the faculty development funds.

Committee on Committees. Senator Butler announced that Brooke Bentley has agreed to continue to represent the Senate on the University Residency Appeals Committee.

New Senator Orientation. Senator Rainey reported that the new senator orientation meeting was held on September 22. Packets were sent to those who were unable to attend. Any new senator who did not receive a packet should contact Senator Rainey.

Rights & Responsibilities Committee. Senator J. Palmer shared the following in his written report to the Senate.

The committee reviewed their charges and following is a status update:

- The committee met with the faculty members of the P & T drafting team and also scheduled a meeting with the full drafting team in November to discuss proposed changes and additions to the policy.
- The committee examined and vetted the proposed P & T policy. The Senate Rules Committee also participated in the vetting process.

- The committee plans to construct a table to compare differences between the current P & T policy and the proposed policy after meeting with the drafting team.
- A number of court cases have been collected which are relevant to the proposed P & T changes.
- The committee has reviewed the AAUP policy on the use of collegiality as a criterion for P & T.
- Senator J. Palmer agreed to serve as a liaison with the ECU Learning Community studying ethics and will help draft a code of ethics for ECU faculty.

Rules Committee. Senator McKenney shared the following in her written report to the Senate.

The Rules Committee met on Monday, October 25 to discuss their charges.

Those members present decided to postpone reviewing the Faculty Regent election process until the Spring semester. It was noted that the Senate Elections Committee will also be reviewing this issue.

The committee has also agreed to assist the Rights & Responsibilities Committee in making a careful study of the substantial revisions which are being proposed in the university's Promotion and Tenure Policy.

ADJOURNMENT

Senator Vice moved to adjourn at approximately 5:15 p.m.

DIVERSITY PLANNING ADVISORY COUNCIL

PRIMARY GOAL(S): Provide council to the Associate Provost for Diversity Planning

OBJECTIVE(S): Development and provide oversight of the Eastern Kentucky University Diversity Plan

Review on-going University programs and policies for diversity initiatives

Assess the University's progress toward achieving the goals of the Diversity Plan

Review funding for diversity initiatives

PARTICIPANTS:

Sandra Moore, Chair (Associate Provost for Diversity Planning)

Faridah Awang (B&T)

Gary Barksdale (Human Resources)

Roger Cleveland (Ed)

Melinda Compton (Provost Office)

Mark Cross (Public Relations)

George Gallien (Multicultural Student Affairs)

Charles Hickox (CEO)

James M. Keller (A&S)

Bethany Miller (Institutional Research)

Tom Otieno (A&S)

Jerry Pogatshnik (Graduate School)

Henry Poston (HS)

Mark Sandy (Athletics)

Norm Spain (J&S)

John Taylor (B&T)

Virginia Underwood (Chief of Staff)

Socorro Zaragoza (A&S)

Sarah Ziegler (University Programs)

Caleb Armburst, Student Body President

Mustapha Jourdini, Graduate Student

Kentucky Public Postsecondary Education Diversity Policy And Framework for Institution Diversity Plan Development

Adopted by CPE: September 12, 2010

Adopted by CEO: August 23, 2010

Introduction:

The Council on Postsecondary Education (CPE) affirms diversity as a core strategy in its strategic planning process. Diversity should change the institution, not just students, and reflect an institutional willingness to examine its programs, policies, practices, and procedures and how they impact various populations. As indicated in expert testimony by John Matlock, Gerald Gurin, and Katrina Wade-Golden in support of *Gratz, et al. v. Bollinger, et al.*, No. 97-75321 (E.D. Mich.) and *Grutter, et al. v. Bollinger, et al.*, No. 97-75928 (E.D. Mich.), “institutions of higher education have an obligation, first and foremost, to create the best possible educational environment for the young adults whose lives are likely to be significantly changed during their years on campus.” One goal embraced by most colleges and universities is to prepare students for active participation in the increasingly diverse democratic society.

As discussed in the *Grutter* opinion, student body diversity “helps to break down racial stereotypes”¹ and “diminishing the force of such stereotypes is both a crucial part of [a university’s] mission, and one that it cannot accomplish with only token numbers of minority students.”² The Court further noted that “‘ensuring that public institutions are open and available to all segments of American society, including people of all races and ethnicities, represents a paramount government objective.’ . . . And, ‘[n]owhere is the importance of such openness more acute than in the context of higher education.’ . . . Effective participation by members of all racial and ethnic groups in the civic life of our Nation is essential if the dream of one Nation, indivisible, is to be realized.”³

For almost three decades the state of Kentucky operated under the provisions of a federal finding that required remedial attention to de jure segregation in its public colleges and universities. In December 2008, the United States Department of Education Office for Civil Rights released Kentucky from the remedial planning process. Following the action by the federal government, the CPE directed its Committee on Equal Opportunities (CEO), in collaboration with the public institutions to assure that the significant progress campuses have made in this regard is preserved and enhanced throughout public postsecondary education.

Diversity Policy:

It is the policy of the CPE that to truly prepare students for life and work in an increasingly diverse society the public postsecondary institutions within the Commonwealth shall embrace diversity within constitutional and legal parameters, seek to reflect that diversity in their student body and workforce, and commit to eliminate achievement gaps among all students. This policy is the expression of a vital governmental interest, but does not compel or advocate racial balancing or the establishment of quotas.

¹ *Grutter*, 539 U.S. at 330.

² *Id.* at 330.

³ *Id.* at 332 (quoting Brief of the United States as *Amicus Curiae* 13) (citations omitted).

Diversity Definition:

Diversity, as a concept, describes an inclusive community of people with varied human characteristics, ideas, and world views related, but not limited, to race, ethnicity, sexual orientation, gender, religion, color, creed, national origin, age, disabilities, socio-economic status, life experiences, geographical region, or ancestry. Diversity in concept expects the creation by institutions of a safe, supportive, and nurturing environment that honors and respects those differences. The policy “focusing on a diverse student body and workforce” advocates the inclusion of students and employees from historically underserved populations, both historical and ongoing.

Vision and Guiding Principles:

The vision of the CPE is for all public postsecondary institutions to implement strategies, programs, and services that fulfill the educational objectives set forth in HB 1, and address the needs of and support the success of diverse populations, particularly those most affected by institutional and systemic inequity and exclusion. The following principles shape the priorities and will guide decisions for the Commonwealth’s vision of diversity.

- Recognize diversity as a vital component in the state’s educational and economic development.
- Affirm the long-standing commitment that Kentucky’s African American students are represented at the public colleges and universities.
- Challenge stereotypes and promote awareness and inclusion.
- Support community engagement, civic responsibility, and service that advance diverse and underserved populations/groups.
- Nurture, train, and produce students with the ability to interact effectively with people of different cultures, i.e., cross-cultural competence.⁴
- Prepare for Kentucky’s businesses a workforce that is diverse, culturally competent, and highly educated to compete in a global economy.

Institutional Diversity Planning:

To implement this policy, the CPE requires that each public institution submit to CPE for approval, no later than March 15, 2011, a campus-based diversity plan which shall set forth specific strategies that promote diversity and measurable goals that reflect institutional demographics in comparison to population. Nothing in this policy shall be construed as a requirement that institutions attain and/or maintain specific percentages of minority group enrollment. The campus-based diversity plans will, at a minimum, address four areas: (1) student body diversity that reflects the diversity of the Commonwealth or the institution’s service area, (2) achievement gaps, (3) workforce diversity, and (4) campus climate. The plans will be developed using a framework which includes guiding principles, commitments, and action statements that will assist institutions as they develop or refine their own diversity plans. Institutional plans shall be narrowly tailored so as to further those areas of interest set forth above. Each campus-based plan shall:

- Assure consistency with systemwide and institutional diversity policies and practices.

⁴ K. Bikson & S.A. Law, Rand Report on Global Preparedness and Human Resources: College and Corporate Perspective, (1994).

- Describe diversity and equal opportunity for students, faculty, administrators, and staff in action plans that address the campus environment.
- Implement a system of institutional accountability by using metrics that are specific and measurable.
- Recognize that equal opportunity is essential to all members of the campus communities.
- Preserve broad access to high quality postsecondary education opportunities.

Examples of best practices used by Kentucky institutions and that are available from other institutions are provided as an appendix.

Strategy Development:

Subject to legal requirements, campus diversity should reflect the world into which its students graduate and, at a minimum, the communities that each institution serves. To that end, cross-cultural competence is among the most important attributes for ensuring effective performance in a global marketplace. Kentucky’s businesses need a diverse, culturally competent, and highly educated workforce to compete in a global economy.

For the section titled “Student Body Diversity,” each campus will ascertain the diverse makeup of the Commonwealth or the institution service area. Institution service areas are defined by the map at <http://www.cpe.ky.gov/NR/rdonlyres/CF332EBE-ECB2-485C-8FEC-BF8AB6E65975/0/RegionalStewardshipAppendixMap.pdf>. That data shall then be compared to similar information specific to each campus’ student enrollment. The combined data shall then be used to guide each campus in developing strategies in the campus diversity plan, to assure that, over a reasonable period of time and within established constitutional parameters, the student body reflects the diversity of the community served. The data gathered shall not be used to impermissibly influence admission policies or practices.

For the section titled “Workforce Diversity,” an institution may utilize the affirmative action plan developed per Title VI of the Civil Rights Act of 1964, 42 U. S. C. A., Title VII of the Civil Rights Act of 1964, 42 U. S. C. A., or Executive Order 11246 (Part I: nondiscrimination in government) [superseded by EO 11748, 1968] to address this area. The employment section of this policy is intended to accomplish the compelling governmental interest in the educational benefits that accrue from having both a diverse faculty and diverse student body, including improved learning environments, greater cross-racial understanding, and the breakdown of racial and ethnic stereotypes.⁵

Performance Metrics and Assessment:

Using data analysis and gap analysis, institutional performance in each strategic area will be measured to establish the status of each institution toward achieving the objectives of the diversity policy and campus diversity plan. Nothing in this policy shall be construed as a requirement that institutions attain and/or maintain specific percentages of minority group enrollment or employment. Instead, each institution will be assessed according to its implementation of specific strategies designed to achieve, within established constitutional parameters, diverse populations among students, faculty, and staff. The following areas, at a minimum, are to be addressed in each campus based plan.

I. Student Body Diversity

⁵ 113 Nev. 90, 97, 930 P.2d 730, 735 (1997).

- a. Undergraduate student enrollment
 - b. Graduate student enrollment
- II. Student Success
- a. Student retention
 - b. Graduation rates
 - c. Degrees conferred
 - d. Credentials conferred
- III. Workforce Diversity
- a. Faculty
 - b. Staff
 - c. Executive/Administrative/Managerial
- IV. Campus Climate (written report submitted by institutions)
- a. Campus Environment Team
 - b. Comprehensive assessment of strategies and best practices implemented in support of the institutional and KCTCS diversity plans
 - c. Employment retention and promotion

Adoption of Institutional Diversity Plans:

Institutions will develop and submit campus diversity plans to the Council on Postsecondary Education for review and approval.

Council staff will use a consensus review process to evaluate proposed campus plans prior to review and action by CPE. Consensus review includes acknowledgement of receipt of the plan, preliminary review to assess how well a plan addresses the areas outlined in the diversity policy, identification of revisions (if required), submission of plans to institution board for approval, and approval by CEO/CPE.

Upon receipt of a plan proposal that has been approved by the institution's board, the institutional plan will be included in the CEO/CPE agenda at the next regular scheduled meeting for action.

Institutional Status (annual assessments):

Assessments related to compliance with KRS 164.020 (19) will be implemented through Administrative Regulation 13 KAR2:060. The Administrative Regulation (13 KAR 2:060) will be revised following adoption of the statewide diversity policy. Compliance with the institutional diversity plan is not a substitute or in lieu of obligations under the statute (KRS 164.020 (19)).

Reaffirmation of the long-standing commitment that Kentucky African American students are fully represented at the public colleges and universities:

Due to Kentucky's past history of operating a de jure segregated system of higher education, vigilance is required to ensure that recent gains in enrollment, retention, and graduation for resident African American students continue and will be monitored and the status reported by CPE as a component in each institution's plan evaluation. The continuing commitment to resident African Americans complements the broader diversity goals.

Policy Oversight:

Pursuant to the direction of the Council, the Committee on Equal Opportunities shall provide oversight of the diversity policy.

Follow-up and Revisions:

Strategies that support the Kentucky Public Postsecondary Education Diversity Policy and Framework for Institution Diversity Plan Development are established for a period of five years and will be reviewed during the fifth year. The duration of a campus-based diversity plan may be greater but not less than the five-year duration of the state policy. The evaluations, along with any institutional self-studies, will provide the context and foundation for revisions to the diversity policy and campus-based plans.



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TO: Members of the Faculty Senate

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

DATE: November 19, 2010

SUBJECT: CAA Agenda for Faculty Senate

As a result of the Council on Academic Affairs' meeting on November 18, the following items are presented for the Faculty Senate's agenda on December 6, 2010.

Curriculum Proposals

	<u>Page</u>
New Program	
1. Deaf Studies B.A.	1
Program Revisions – Reducing Hours Required to Graduate	
2. Comparative Humanities B.A. <i>Delete HUM 490 from Area III requirements, change six elective hours to nine elective hours in Area III, and drop the number of free electives from the Comparative Humanities requirement from 43 to 35 hours thereby reducing the total required hours from 128 to 120 hours.</i>	11
3. Marketing B.B.A. Marketing Option <i>Revise the number of total hours required to obtain Marketing BBA Degree, Marketing Option from 128-130 hours to 120-130 hours by decreasing Electives by 8 credit hours. Eliminate the statement "Professional Skills Seminar" from College Requirement. Add MKT 460 as a Major Requirement of the Marketing Option and decrease 15 hours of approved marketing electives to 12. Eliminate an extra ";" listed in the PGM Option.</i>	13



Program Revisions

	<u>Page</u>
4. Accounting Certificate <i>Revise total required hours for the certificate and revise course requirements in the program.</i>	15
5. Horticulture B.S. <i>Change Major core requirements from AGR 349 (Cooperative study) to OHO 349 (Cooperative study); alphabetize Core Requirements, Floriculture/Greenhouse Option and Turfgrass Management Option; correct text by eliminating an “or” in the Supporting Course Requirements. Eliminate “Professional Skills Seminar” from College Requirements.</i>	17
6. Women and Gender Studies Minor <i>Add WGS 445 as an elective counting toward the completion of the Minor</i>	19
7. Women and Gender Studies Certificate <i>Add WGS 445 as an elective counting toward the completion of the Certificate</i>	21

Information Items

The Council approved the following item in the November CAA meeting:

8. Requirements for Readmission, Revision	23
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The Council reviewed the following items as information in the November CAA meeting:

9. Declaring a Program of Study, Proposed Revisions	24
10. Proposed Change to Registration and Advising Process Change	25
11. Middle College <i>Presented to the Council on Academic Affairs by Dr. Carol Gabbard and Mr. Randy Peffer, Chief Academic Officer of Madison County Schools</i>	



Rates are for discussion of model only.

Full Time					Increase																								
	2011-12	2012-13	2013-14	2014-15	2011-12	2012-13	2013-14	2014-15																					
Compact Tuition (2014 First-Time Freshman)																													
Resident	\$ -	\$ -	\$ -	\$ 4,190.00					6.08%																				
Non Resident	\$ -	\$ -	\$ -	\$ 9,200.00																									
Compact Tuition (2013 First-Time Freshman)																													
Resident	\$ -	\$ -	\$ 3,950.00	\$ 3,950.00			6.04%																						
Non Resident	\$ -	\$ -	\$ 9,085.00	\$ 9,085.00																									
Compact Tuition (2012 First-Time Freshman)																													
Resident	\$ -	\$ 3,725.00	\$ 3,725.00	\$ 3,725.00		6.06%																							
Non Resident	\$ -	\$ 9,080.00	\$ 9,080.00	\$ 9,080.00																									
Compact Tuition (2011 First-Time Freshman)																													
Resident	\$ 3,512.00	\$ 3,512.00	\$ 3,512.00	\$ 3,512.00	6.04%																								
Non Resident	\$ 9,075.00	\$ 9,075.00	\$ 9,075.00	\$ 9,075.00																									
Standard Tuition @ 12 hours																													
Resident	\$ 3,312.00	\$ 3,512.00	\$ 3,725.00	\$ 3,950.00	\$ 4,190.00	6.04%	6.06%	6.04%	6.08%																				
Targeted	\$ 5,244.00	\$ 6,000.00	\$ 6,800.00	\$ 7,600.00	\$ 8,200.00	14.42%	13.33%	11.76%	7.89%																				
Non Resident	\$ 9,072.00	\$ 9,075.00	\$ 9,080.00	\$ 9,085.00	\$ 9,200.00	0.03%	0.06%	0.06%	1.27%																				
Standard Tuition @ Per Credit Hour																													
Resident	\$ 276.00	\$ 319.27	\$ 338.64	\$ 359.09	\$ 380.91	15.68%	6.06%	6.04%	6.08%																				
Targeted	\$ 437.00	\$ 545.45	\$ 618.18	\$ 690.91	\$ 745.45	24.82%	13.33%	11.76%	7.89%																				
Non Resident	\$ 756.00	\$ 825.00	\$ 825.45	\$ 825.91	\$ 836.36	9.13%	0.06%	0.06%	1.27%																				
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 15%;">Targeted</td> <td style="width: 10%;">1.58</td> <td style="width: 10%;">1.71</td> <td style="width: 10%;">1.83</td> <td style="width: 10%;">1.92</td> <td style="width: 10%;">1.96</td> <td colspan="4"></td> </tr> <tr> <td>Non Resident</td> <td>2.74</td> <td>2.58</td> <td>2.44</td> <td>2.30</td> <td>2.20</td> <td colspan="4"></td> </tr> </table>										Targeted	1.58	1.71	1.83	1.92	1.96					Non Resident	2.74	2.58	2.44	2.30	2.20				
Targeted	1.58	1.71	1.83	1.92	1.96																								
Non Resident	2.74	2.58	2.44	2.30	2.20																								

OPTIONS FOR COMPACT:

- Compact rate is reviewed annually. If student does not keep pace with 4 year graduation (30 hours a semester), students will pay the standard tuition rate.
- Compact rate expires 4 years after starting at EKU, if not completed the standard tuition rate will apply.
- Extend compact rate in 2 year block (KCTCS).

ISSUES:

- Ability to transition to two rates.
- Credit hour would be higher than than a 12 hour load (creates a discount to stay at 12 hours).
- Multiple rates in 2-4 year. When fully implemented, there could be 4 rates.
- How to address stop outs?

FACULTY AND STAFF TUITION WAIVER PROGRAM

Current Parameters

The 1997 First Extraordinary Session of the General Assembly resulted in the creation of a faculty and staff tuition waiver program [KRS 164.020(32)] with the express purpose of promoting employee and faculty development. Specific responsibility was granted to the Council on Postsecondary Education to develop and implement a program. Consistent with stated legislative purpose, this policy sets out the parameters of this program, which is intended to enhance the professional development opportunities of the faculty and staff of the public postsecondary institution of state or locally operated secondary area technology centers.

Eligibility: A University full-time benefited employee is eligible to participate in the faculty/staff scholarship program.

- Employees shall complete a Faculty Staff Tuition Waiver form immediately after enrolling into a course(s). To access the Tuition Waiver Form: <http://www.hr.eku.edu/forms/>.
- If two eligible employees transfer the scholarship to their dependent(s), each employee must submit a separate tuition waiver form.
- The employee shall obtain all required signatures in Section V prior to submission of the form to Human Resources.
- Completed forms will be forwarded by HR to Student Financial Aid Scholarship Office or Continuing Education for processing.
- Faculty/Staff may use a tuition waiver for any undergraduate or graduate course(s) for academic credit and for special interest courses that are directly related to employment responsibilities.
- Employees may utilize this benefit at any other public university in Kentucky up to six credit hours per semester for a total of eighteen hours per year.
- A spouse or dependent (24 years of age or less and claimed on employee's tax return) child may use the tuition waiver for ECU credit courses only.
- The tuition waiver applies only to tuition and not to special course fees or other fees required for a course.
- Spouses and dependent children must meet University admission requirements and any specific program requirements.
- The maximum waiver available for each semester is twelve (12) hours, which is considered to be a full-time student. Additional hours, above twelve, may be covered as defined in the current student handbook. This also applies in situations where the waiver is being transferred to two (2) dependents of two (2) ECU employees.
- In situations where one (1) employee is transferring the waiver to a spouse and dependent(s), or multiple dependents, the maximum number of hours that may be transferred per semester, in any combination, is twelve (12).
- Spouses and dependent children who are receiving scholarships from other sources are eligible to participate in this program; however, the combined amount of all tuition waivers/scholarships may not exceed the total amount of tuition and fees. A residual check cannot print from this waiver or a combination of waiver and scholarship nor will there be a refund issued for withdrawing or dropping hours.
- Employees are encouraged to take courses at times other than during normal working hours. In the event a conflict with working hours cannot be avoided, the employee shall make arrangements with his/her supervisor to make up the time or request time without pay.
- Any tax liability incurred through participation in this program is the responsibility of the employee.

Note: Graduate courses are taxable.

For additional information on the tuition waiver program please contact Human Resources. This policy can be found on the policy website <http://www.policies.eku.edu/>.

Draft Revisions to Employee Scholarship Criteria

A University full time benefited employee is eligible to participate in the faculty/staff scholarship program.

Employee Waiver

1. Employees must complete a financial aid application (FASFA) and cannot have an outstanding balance on their account.
2. Requests must be submitted prior to the start of the term for which the tuition waiver is requested. The following timeline should be utilized:
 - a. Fall Semester – Requests should be submitted no later than last week of July.
 - b. Spring Semester – Requests should be submitted no later than the third week of December.
 - c. Entire Summer Session – Requests should be submitted no later than first week of May.

Requests submitted after the last day to add a class in any given semester will not be approved.

3. Employees should maintain a *cumulative* GPA of 2.0 each semester *to maintain eligibility for future tuition waiver requests.*
4. The Employee Scholarship must be utilized for courses for academic credit. The waiver does not apply to non-credit continuing or community education courses, correspondence courses and/or audited courses. With supervisor approval Staff Development Funds may be requested through the Division of Human Resources for special interest workshop/courses directly related to employment responsibilities. Departmental and/or unit operating funds may also be utilized for this purpose.
5. The tuition waiver may not be applied for undergraduate or graduate courses being repeated by an employee.
6. If an employee voluntarily terminates his/her employment during a semester when the tuition waiver is being utilized, tuition will be assessed at a pro-rated amount based on the time of the voluntary termination and will be paid by the employee.

Dependent Waiver

1. Dependents must complete a financial aid application (FAFSA) and cannot have an outstanding balance on their account.
2. Requests must be submitted prior to the start of the term for which the tuition waiver is requested. The following timeline should be utilized:
 - a. Fall Semester – Requests should be submitted no later than last week of July.
 - b. Spring Semester – Requests should be submitted no later than the third week of December.
 - c. Entire Summer Session – Requests should be submitted no later than first week of May.

Requests submitted after the last day to add a class in any given semester will not be approved.

3. Dependents should maintain a *cumulative* GPA of 2.5 each semester to *maintain eligibility for future tuition waiver requests.*
4. Dependents must utilize the tuition waiver for courses for academic credit. The waiver does not apply to non-credit continuing or community education courses, correspondence courses and/or audited courses.
5. The tuition waiver may not be applied for undergraduate courses being repeated by a dependent.
6. If an employee voluntarily terminates his/her employment during a semester when the tuition waiver is being utilized by a dependent, tuition will be assessed at a pro-rated amount based on the time of the voluntary termination and will be paid by the employee.

Report for the ECU Faculty Senate Meeting on Dec. 6, 2010

COSFL MEETING

Friday, November 19, 2010

The Coalition of Senate and Faculty Leadership met Friday, Nov. 19, 2010, from 3:00 p.m. to 5:15 p.m. at the Offices of the Council on Postsecondary Education in Frankfort, Ky.

Attendees:

Carol Bredemeyer, NKU (V.P. of Faculty Senate)
Tom McPartland, KSU (Former President of Faculty Senate)
David Randall, UK (Immediate Past Chair, Senate Council)
Beulah Downey, KSU (Faculty Senate Rep.)
Bob Staat, U of L, (Chair of Faculty Senate)
Peg Munke, Murray State (Vice Chair of Senate and COSFL President)
Mixon Ware, ECU (Immediate Past Senate Chair and COSFL Vice President)
Ed Conner, KSU (Faculty Regent)
Todd Davis, KSU (Faculty Senate President)
Nancy McKenney, ECU (Faculty Rep. to the CPE and COSFL Secretary)

Attending via I-TV link:

Mark Wells, KCTCS (Senate Council member)
Molly Kerby, WKU (Vice Chair of Senate and COSFL treasurer)

Report from Faculty Representative to the CPE:

The CPE's Faculty Representative, Nancy McKenney, reported on business of the Council, primarily that transacted at the November 5th meeting held at Eastern Kentucky University. One of the two action items (those requiring a formal vote) was the awarding of grants to 9 projects under the "Improving Educator Quality State Grant Program." The money awarded comes from the federal "No Child Left Behind" program and is supposed to support partnerships between postsecondary institutions and high-need local school districts for the purpose of delivering research-based professional development to P-12 teachers. The total funds awarded were \$1,261,491 (for Jan. 1, 2011–June 30, 2012). Eastern Kentucky University is a partner with the University of Kentucky and Northern Kentucky in one of these projects, Literacy + Numeracy = Exponential Learning. The other action item was the approval of the University of Louisville's proposal for a new post-master's certificate in Family Practice Nurse/Nursing.

Other items of business at the CPE meeting included a report from the Committee on Equal Opportunities, which expressed grave concern about the loss of funding for both the Governor's Minority Student College Preparation program and the SREB (Southern Regional Education Board) Doctoral Scholars Program. The CEO is evidently hoping that the state universities will step up to the plate and provide some of the funding cut by the state from these programs.

The faculty rep. gave a brief update on work on the CPE's Strategic Agenda for 2011-2015 noting that she serves on the main work group and also on the Research and Economic Competitiveness sub-group. In the sub-group she has strongly and successfully advocated that the value of a strong liberal arts education be acknowledged along with the emphasis on promoting degrees in STEM disciplines. She noted that she is pleased that CPE President Bob King has emphasized the danger of focusing too much on quantity and not enough on quality as the Council develops "metrics" for determining if strategic goals are met. The CPE will take final action on the Strategic Agenda at its February 2011 meeting.

Two items in the Faculty Rep.'s report engendered considerable concern and discussion on the part of COSFL members. The first was the fact that the Kentucky Dept. of Education had announced that, because of cuts in its budget, it can no longer support financially the access of K12 libraries to the electronic databases provided by the Kentucky Virtual Library. The KDE had been contributing \$312,000 annually to the school districts for this purpose. CPE and KDE staff have sent letters to all school district superintendents asking them to provide the necessary money to continue support of

KYVL. As of Nov. 19th 114 school superintendents had made commitments to supply funding to KYVL and 6 had said no. This would provide receipts of \$180,895, leaving KYVL short by \$95,788, though it is hoped more superintendents will respond. Libraries who fail to commit funds will have their database access blocked beginning when they break for the holidays.

COSFL members expressed dismay that it is the poorest districts that will be hurt the most by this and noted that our students and potential students rely on these libraries. It was proposed that COSFL write a resolution in support of maintaining funding for KYVL. Nancy McKenney and Bob Staat agreed to draft a resolution, which can then be shared via the COSFL list-serv.

The other item of concern was the update on the CPE's tuition setting process for 2011-2012. The CPE has proposed in discussions with campus chief budget officers that a "limited amount of increased tuition setting flexibility" be given in return for universities' meeting performance goals. Some COSFL members were concerned that institutions with the greatest needs are not getting adequate tuition increases. Peg Pittman Munke proposed that COSFL draft a resolution concerning tuition increases to address this concern. Bob Staat and Mark Wells agreed to work on this.

Both resolutions will need to be ready in time for the CPE's Feb. 3-4 meeting.

Report on AAUP New Leaders Training Workshop:

Nancy McKenney reported briefly on the New Leaders Training workshop conducted by national officers from the American Association of University Professors. The workshop was held Sat., Oct. 30, 2010 in Louisville, and there were attendees from Kentucky (including ECU, Somerset Community College and Berea College) and several surrounding states. The sessions on faculty handbooks and on how to interpret university and college budgets were of particular value. McKenney learned that staff at the national AAUP office will vet and provide feedback about faculty handbooks and will also help faculty who want to analyze the budget of their institution.

Report on AAUP Shared Governance Conference:

Carol Bredemeyer reported that she had attended the AAUP's Shared Governance Conference held in Washington, DC, Nov. 12-14, 2010. It was an excellent conference attended by 250 people from across the country, including reporters from the Chronicle of Higher Education and Inside Higher Education.

Other Discussion Items:

COSFL website:

The state of the COSFL website was raised. It is very out of date and is still part of the ECU website. Molly Kerby (WKU) and Michael Kennedy (UK) have agreed to create a new website. They propose to use money from the COSFL treasury to purchase a webpage domain of our own. This would cost less than \$50 annually. COSFL members voted to approve this proposal. Kerby and Kennedy are asked to report on their progress by Jan. 15, 2011.

Faculty Regent Elections and Related Issues:

Several schools including ECU have had questions or problems related to the election of a faculty regent. Murray has "lecturers" that probably should be able to vote for regent but cannot because that rank is not in the state statute. Other concerns raised include administrators such as assistant and associate deans thinking they should vote for faculty regent, faculty senate chairs who lack tenure, and the proliferation of adjunct faculty (lacking voting rights, etc.).

Collegiality as a Promotion and Tenure Requirement:

Currently most state institutions of higher education in Kentucky do not include "collegiality" as part of their P & T requirements. U of L once had such a requirement, but it did not work and was taken out of their policy. Several COSFL members indicated that trying to evaluate collegiality is problematic at best and unfortunately can easily lead to abuses.

Transfer Work Update:

Peg Pittman Munke reported that faculty from across the state are coming together to fine-tune transfer requirements. No school will be forced to accept courses, but there is a goal of creating pathways and agreeing on competencies for the various majors, such as nursing, elementary education, social work, business, and biology. Munke is sitting in on the Gen. Ed. Transfer Committee and invites COSFL members to let her know of any issues that concern them.

Reports from the Universities:

U of L:

Their former dean of education is in federal prison! They have revised and streamlined their grievance procedures holding the administration more accountable for timelines. They recently hired an ombudsman. A 2% increase for faculty and staff salaries is a top priority as they have had no raises for 3 years. U of L is teaming with a lot of private industry in building and running dorms, and they are saving energy costs via Siehmann's. Nonetheless they are still in the hole by 3 million dollars.

EKU:

An extensive revision of P & T policy is being done. All faculty and staff will receive a one-time supplemental payment of \$500 at the end of 2010. Health insurance is now being provided for domestic partners.

KSU:

An extensive reorganization plan was initiated by their provost and was voted on by the Senate. There will be a new college of agriculture and a new dean for that. The Faculty Senate got most everything they asked for in the reorganization. Their current provost is interim and is retiring. Their president has said there will be no raises for next year. KSU is adopting Banner for 2011.

WKU:

Faculty and staff received a 2% raise last year, largely because faculty picketed after they learned about very high raises for athletic coaches. Western has put out numerous recruiting commercials. They also have worked to "green up" their campus (i.e. to save on energy).

UK:

Their big news is the search for a new president. Three faculty were elected to the search committee. There are currently 53 vacancies for college presidents throughout the country! The university's "governing regulation no. 7" is being rewritten; it addresses such matters as what is an educational unit, who can be tenured, etc. They are also rewriting the regulation that would permit a faculty member to appear before the board individually. (Students had wanted to address the board re the naming of the building after the coal company and were not allowed to do so.). No information yet about raises.

Murray:

Faculty morale is not good although there was a 1% raise last year. The president has asked for ideas for budget cuts. Many positions have not been filled for a long time, and the president wants to sweep the money back from these so that it can be used. Their faculty regent opposes this idea. They have a School of Nursing and will be applying for the new doctor of nursing degree. They recently had a very contentious faculty regent election. Domestic partner benefits are still not in place.

NKU:

Their president wants to give them a raise, but instead they will be getting a one-time payment of \$750. They will be doing a study of areas in which cost savings can be realized. They are looking at revamping the structure of their Senate because the increase from 19 to 35 departments has made their committee structure unwieldy.

Minutes submitted by

Nancy McKenney, Faculty Rep. to the CPE and COSFL Secretary

Progress of the Rights and Responsibilities Committee

Charges:

1. Communicate with members of the promotion and tenure drafting team to understand why the proposed changes and additions to the current promotion and tenure document are necessary.

The Committee has:

- a) met with the faculty members of that drafting team and
 - b) met with the full drafting team.
 - c) proposed changes to the document and proposed ways of better explaining the revisions to ECU faculty
2. Examine and vet the proposed promotion and tenure policy.

The Committee has:
 - c) met and discussed amongst ourselves the proposed policy,
 3. Construct a table to compare specific differences between the old and new policies.
 - e) The tenure drafting team has agreed to do this and provide that information to the Faculty Senate.
 4. Review legal settlements involving promotion and tenure at ECU and in the state of Kentucky.
 - f) The Committee has gathered some court cases relevant to the proposed changes and is actively seeking more.
 5. Review the AAUP policy on the use of collegiality as a criterion for promotion and tenure.
 - g) The Committee has done this.
 6. Select a representative to serve as a liaison with the ECU Learning Community studying ethics and assist in drafting a code of ethics for ECU faculty.
 - h) Done (Jerry Palmer will serve as liaison).
 7. Review the current Policy on Policies for adequacy regarding checks and balances and due process.
 - i) The Committee has yet to begin this.

Committee Members:

Jerry Palmer (co-chair) Nancy McKenney (co-chair), Julie Hensley, Carol Palmer, Carolin Walz

Rules Committee Report

Faculty Senate Meeting

Dec. 6, 2010

The Senate Committee on Rules met Nov. 29, 2010, from 2:00 to 3:30 p.m. in the Library Café. Committee Chair Nancy McKenney updated members on the Nov. 15th joint meeting of the Rights and Responsibilities Committee with the Promotion & Tenure policy revision drafting team. She also reported briefly on the Senate Executive Committee's recent discussion of the proposed P & T revision at their Nov. 22nd meeting. Rules Committee members asked questions and offered suggestions regarding the P & T policy and its ongoing development.

The Committee examined the state statute concerning the election of a faculty regent and also the Senate's own Internal Procedures, which describe how such an election should be carried out at ECU. It was decided that Rules Committee will look at the faculty regent eligibility and election policies of our sister universities in Kentucky in order to determine how our current policy and practice compares with theirs. Each member has taken names of one or two institutions and will attempt to locate their policies and share them with the Committee by the end of this semester. In addition, Jane Rainey will ask a graduate student to locate and provide the full text of several Kentucky Attorney General opinions concerning the election of faculty regents.

Rules Committee members

Nancy McKenney, Chair

Ann Chapman

Margaret Foote

Julie Hensley

Jane Rainey