

FACULTY SENATE MINUTES

February 3, 2020

3:30 p.m.

The Faculty Senate of Eastern Kentucky University met on Monday, February 3, 2020, in the South Ballroom in the Keen Johnson Building. Chair Ciocca called the fifth meeting of the academic year to order at approximately 3:30 p.m.

The following members were absent: C. Budano*, B. Clark*, B. Dyer*, C. Hagan*^, P. Kraska*, A. Noland*, M. Powell*^, A. Schilling*^, S. Scott*, E. Sokolowski

* *Indicates prior notification of absence*

^ SUB Mike McDermott attended for C. Hagan

^ SUB Cynthia Frazer attended for M. Powell

^ ALT Linda Bozeman attended for A. Schilling

APPROVAL OF MINUTES:

Senator Crosby moved approval of the December 2, 2019 minutes, seconded by Senator McGlown. **Motion carried.** (YES = 48 votes NO = 0 votes ABSTAIN = 0 votes) (See also: [Individual Votes](#))

REPORT FROM THE PRESIDENT: Senator McFaddin

The beginning of this new semester and new decade finds me leading in a new way as the Interim President of ECU. This appointment humbles me, and it is my pleasure to begin the semester working with and for you and our students.

In a recent communication to campus, it was noted that the major focus of the administration will be on the following priorities:

- **Strategic Enrollment:** Student recruitment and retention are vital to our success. Educating our students is our guidepost as an institution of higher learning. It is also our primary source of revenue as state support continues to erode.
- **Financial Stewardship:** We must continue to discover efficiencies that focus on increasing net revenue in all areas of the institution to ensure greater access and affordability for all students.
- **Student Experience:** Our students deserve to have a unique *Eastern Experience* that is transformational and differentiates ECU from other colleges and universities.
- **Institutional Operations and Culture:** We must embrace an inclusive culture of service to each other, our students, and our community through empowerment, engagement, and efficiency.

Special attention must be called to the first area of focus, strategic enrollment. As academic excellence is the springboard for many university priorities, strategic enrollment management is the glue that supports the rest of the proposed goals. With more qualified students, it clears the path for better financial strength, robust student experience, and enhanced efforts to empower people from all walks of life. We must have a laser focus on the recruitment and retention of students. This is accomplished by sharing responsibility among the entire campus. Everyone at ECU, in some way, influences the student experience.

Last week, approximately sixty folks attended an all-day enrollment summit on campus. It was very enlightening, and many points of importance have been identified and are currently under refinement. More will be shared at our next meeting.

The governor's budget address was last week. For the first time in more than a decade, the executive budget proposal is, in a word, optimistic. We are supportive of the central tenants of the plan. However, we also understand there is still a long road ahead as lawmakers begin the budgetary process.

The annual CPE campus scorecard board meeting was held earlier in January. ECU has reached or surpassed the goals set by the CPE in many areas including, student retention, degrees awarded, four, five- and six-year graduation rates, and more.

Recent highlights include the following:

ARC grant

A nearly half-million-dollar investment in eastern Kentucky will bring hands-on experience with Eastern Kentucky University's highly touted aviation program directly to students in ECU's service region. The purchase of two dozen virtual reality flight simulators, to be placed throughout the Appalachian region, is being made possible with a nearly \$360,000 grant from the Appalachian Regional Commission. A matching grant from the University of more than \$98,000 brings the total amount of the project to \$453,000.

High school, community college, and regional campus instructors and support staff will train on how to use the virtual simulation reality (VR) technology in a train-the-trainer/teach-the-teacher model. This training provides students with the opportunity to repeat lessons until mastered. It will translate seamlessly into real, hands-on aircraft training and exposure for high school students who may be interested in a career in aviation, aviation maintenance, or other STEM career paths.

EKU online degrees best for vets and nurses

U.S. News & World Report has once again ranked Eastern Kentucky University's online degree programs among the best in the nation. ECU is 39th on the list of Best Online Programs for Veterans. The school also made the top 50 list of Best Online Programs in Nursing for the fifth consecutive year, performing better than any other Kentucky school. ECU's online bachelor's programs and graduate degrees in education moved up in the rankings, landing in the top 100.

Scholarship opportunity for Veterans

Five Eastern Kentucky University student veterans recently received the Edith Nourse Rogers Science Technology Engineering Math (STEM) Scholarship. The scholarship is a provision of the Forever GI Bill that gives additional benefits to students training in high-demand STEM fields.

Wilder named educator of the year

Retired Eastern Kentucky University Professor, Dr. Melinda Wilder, has been recognized by the North American Association for Environmental Education (NAAEE) as the 2019 Higher Education Educator of the Year. Congratulations to Dr. Wilder.

Matt Roan selected as Director of Athletics

Eastern Kentucky University has named Matt Roan as Director of Athletics after a more than two-month search process. Roan returns to ECU after three-plus years as Director of Athletics at Nicholls State University in Thibodaux, Louisiana.

All A Classic

Last week and weekend, ECU hosted the All A classic basketball tournament. We had record-breaking attendance as thousands of high school students, parents, and fans got a glimpse into the Eastern experience while enjoying a top-notch sporting event.

GUEST SPEAKERS:

[Ombud Minute](#). In 2019, Ombud Beck worked on campus 118 days and interacted with 128 visitors. (*Seven of those interactions were with students, who were referred to appropriate channels for their issues.*)

Two situations arose that could have benefitted from mediation. Both instances involved interpersonal conflict. For mediation to be most beneficial sooner is better than later. However, mediation is not available if a formal process has begun. The moral of the story is to seek mediation as soon as a problem arises. On the occasions when mediation has been engaged, it has always been successful; that is, colleagues found productive ways to restore working relationships.

The issues raised during the year fall into a couple of categories: 1) matters of policy and 2) counsel sought on questions of transparency, fairness and equity, cultural competency and interpersonal conflict. Policy matters arose every month, from both faculty and staff.

The larger policy-related matter was about the policy process itself. New administrative policies appeared last year, on at least two occasions, without benefit of Faculty Senate review. Both instances had substantive implications for faculty. An administrative policy that changes one's status within the institution is probably more than administrative.

In 2019 Ombud Beck was awarded the Certified Organizational Ombudsman Practitioner credential from the International Ombudsman Association. Commencing this month Ms. Beck will sit on the Certification Board, the body that oversees the standards and qualifications for the IOA.

Goals for 2020 include conducting outreach activities three times per semester, providing at least three presentations per semester to Faculty Senate, offering conflict resolution and management workshops, and increasing visitor contacts.

NEW BUSINESS:

[Policy 8.3.10 – Campaigning Activity of Employees](#). Policy 8.3.10 was presented for first read and action. Senator Cizmar asked for a friendly amendment (*see below*) to the policy which was moved for approval by Senator Gossage and seconded by Senator Fitch. **Motion to amend carried.** (YES = 45 votes NO = 3 vote s ABSTAIN = 1 vote) (*See also: [Individual Votes](#)*)

Further define the definition of “Campaigning Activity” to include the text in red below:

Activities related to promoting or opposing any partisan political activity, political party, or candidate for public office (local, state, or national), including oneself. It does not include promoting **political activities, parties, or candidates for elected office via the unbiased offering of academic credit for political internship or co-op credit opportunities, or promoting** or opposing political activities or candidates for elected office within the University (e.g., Student Government representatives, election of faculty or staff members to the Board of Regents, Faculty Senate, Staff Council, and similar internal elections).

Senator Fitch moved to approve Policy 8.3.10, as amended, seconded by Senator Crosby. **Motion carried.** (YES = 43 votes NO = 4 vote s ABSTAIN = 1 vote) (*See also: [Individual Votes](#)*)

[Policies for First Read](#). The following policies were introduced for first read and will be presented for action at the March 2 meeting.

- [Repeal of Policy 4.1.5](#) – Pre-Final Examination Week (*See also: [Policy 4.1.5](#) and [Student Senate Resolution](#)*)
- [Policy 4.3.17 – Academic Program Discontinuance Due to Financial Stringency](#) (New)
- [Policy 4.6.16 – Dismissal of Tenured Faculty](#) (*See also: [Clean Draft](#)*)

[Report from Council on Academic Affairs](#). Vice Provost Robinson presented the following materials.

Program Reinstatements

COLLEGE OF HEALTH SCIENCES

Applied Human Sciences

1. Family and Consumer Sciences Education (Teaching) B.S.

Reinstate the Family and Consumer Sciences Education Teaching program that was suspended in March 2018.

Baccalaureate and Graduate Nursing

2. Associate of Science in Nursing A.S.N.

Reinstate the Associate Degree Nursing Program.

Program Revisions

COLLEGE OF BUSINESS AND TECHNOLOGY

Management, Marketing, and International Business

3. Certificate in Marketing Research & Analytics

Add MKT 401 as an alternative for MKT 456. MKT 401 Digital Marketing will provide students the option of taking this digital analytic course which is highly relevant for today's digital world.

COLLEGE OF HEALTH SCIENCES

Applied Human Sciences

4. General Dietetics B.S.

Change name of degree to B.S. in Food and Nutrition

Add Concentration of Dietetics and Culinary Nutrition and Food Management.

5. Minor in Nutrition

Change program title to Food and Nutrition. Revise minor by adding NFA 328 Food Preparation and Culinary Arts, NFA 344 Food Purchasing, NFA 420 Food in Health and Wellness, and NFA 447 Food Culture and Systems.

Baccalaureate & Graduate Nursing

6. Nursing B.S.N. – R.N. to B.S.N Pathway

Correct hours listed in core and free electives.

Environmental Health Science/Medical Laboratory Science

7. Environmental Health Science B.S.

Change the name of Environmental Health Science degree to Environmental Health Science and Sustainability

Health Promotion and Administration

8. Health Services Administration B.S.

Remove MGT 300 and MKT 300 from the curriculum;

Remove BIO 307, BIO 308, and HSA 303 from the course requirements for all concentrations;

Add BIO 307, BIO 308, and HSA 303 to the course requirements for the Health Informatics and Information Management concentration;

Adjust the restricted electives of the Health Care Management concentration.

9. Public Health B.S.

Change the name of the Community Health concentration to Health Promotion;

Add statement about selecting a concentration;

Catalog clean up to correct total hours for degree.

*Master of Public Health***10. Master of Public Health (M.P.H.)**

Suspend the Public Health Nutrition Concentration; Suspend the Industrial Hygiene Concentration and combine it with the Environmental Health concentration; Change name of Environmental Health Science Concentration to 'Environmental/Occupational Health & Sustainability'; Remove EHS 730, EHS 855, and EHS 880 as required courses for the 'Environmental/Occupational Health & Sustainability' concentration; Add EHS 840 and EHS 860 as required concentration courses for the 'Environmental/Occupational Health & Sustainability' concentration; Add six hours of electives for the 'Environmental/Occupational Health & Sustainability' concentration. Approved electives include: EHS 710, 730, 841, 855, or 880; Remove MPH 835 from required MPH concentration; Add three hours of electives to the Health Promotion concentration.

*Recreation and Park Administration***11. Recreation and Park Administration B.S. and M.S. Accelerated 3+2**

Update the 3+2 to adhere to the graduate school guidelines, to include all of the Undergraduate concentrations, to match the Master's Degree curriculum and catalog clean up.

12. Recreation and Park Administration M.S.

Move REC 815 to core requirements and move REC 830 to supporting courses. Better Clarification for requirements for students wanting to sit for the National Therapeutic Recreation Certification Exam

COLLEGE OF LETTERS, ARTS, AND SOCIAL SCIENCES Page*History, Philosophy, & Religious Studies***13. Philosophy B.A.**

Revise program requirements to reflect course revisions/adds/drops

*Psychology***14. Animal Studies B.S.**

Revise ACCT and course GPA requirements

15. Minor in Veterans Studies

Revise description; add Cultural Competency and Electives sections

COLLEGE OF EDUCATION*Educational Leadership, Counselor Education, and Communication Disorders***16. Doctor of Education Ed.D.**

Replace previous COU 900-level courses with new COU 800-level courses

17. School Counseling M.A.Ed.

Six Courses from the Ed.D. Concentration in Counselor Education will be offered as electives in School Counseling

COLLEGE OF SCIENCE*Chemistry***18. Chemistry B.S.**

Drop CHE 484, add CHE 502. Adjust electives and elective hours.

19. Chemistry M.S.

Drop CHE 882, add CHE 895

*Computer Science***20. Minor in Informatics**

Add STA 580 and CSC 101 to list of electives for the minor.

Senator Crosby moved approval of item #1 (*program re-instatement*), seconded by Senator McCardle. **Motion carried.** (YES = 45 votes NO = 1 vote ABSTAIN = 3 votes) (See also: [Individual Votes](#))

Senator McGlown moved approval of item #2 (*program re-instatement*), seconded by Senator McKinney. **Motion carried.** (YES = 43 votes NO = 1 vote ABSTAIN = 2 votes) (See also: [Individual Votes](#))

Senator Crosby moved approval of items #3-20 (*program revisions*), seconded by Senator Dooley. **Motion carried.** (YES = 44 votes NO = 0 votes ABSTAIN = 1 vote) (See also: [Individual Votes](#))

REPORT FROM SENATE CHAIR: Senator Ciocca

The Executive Committee met on January 27. After approval of the minutes for the November 18th meeting, the following issues were discussed

- *Policy 8.3.10 – Political Activity of Employees.* - Senator Cizmar stated that the R&R Committee reviewed the policy. The committee's modification were included and approved by the drafting team of the policy.
- *Repeal of Policy 4.1.5 – Pre-Final Examination Week* - The drafting team first worked on a revision to the policy. However, after lengthy discussion it was determined that the policy should be repealed instead and that a statement should be added to cover this in the Syllabus Policy as well as including a statement in the Faculty Handbook. It should be noted that the Student Senate passed a resolution to retain Policy 4.1.5 – Pre-Final Examination Week.
- *Policy 4.3.17 – Academic Program Discontinuance Due to Financial Stringency* - This is a new policy. In 2018 when Policy 4.6.16 – Dismissal of Faculty was reviewed, one of the major concerns raised was how programs were being recommended for discontinuance. To adequately address that concern, the drafting team felt that a new policy should be developed to address academic programs that are discontinued due to financial stringency.
- *Policy 4.6.16 – Dismissal of Faculty* - The title has been changed to “Dismissal of **Tenured** Faculty”.
- *Liberty Mutual's use of EKU Branding for their sales pitch.* - Senator Bishop-Ross stated that she had received an email from a faculty member who shared a photograph of a flyer sent out by Liberty Mutual which uses EKU Branding in their sales pitch. Senator Pogatshnik will check into the matter and report back to Executive Committee.
- *Complaints regarding Registrar's Office slow response time with petitions* - Senator Bishop-Ross stated that she received an email from a faculty member about the Registrar's office slow response time. Senator Pogatshnik noted that the Red Tape Committee also identified this problem. He has asked that a review group be set up, chaired by Sara Zeigler, to look at internal processes of the Registrar's office.
- *General Education Committee* - Two models have been selected to move forward for consideration for redesign--Interdisciplinary and Skills-Based. The work groups will get together soon to develop a framework based on the two models. Then, the groups will be expanded again to include more stakeholders in order to gain additional input from the campus community.

Other updates include an informal meeting with Interim President David McFaddin on January 7. Many items were discussed, but most of the conversation centered on EKU moving forward. President McFaddin will undoubtedly present his vision in the days and months to come.

In addition, I met with Chair of the Board of Regents, Luis Diaz, on January 15. The conversation touched upon the 3p partnerships (public & private partnership) that are the mechanisms used to build the latest infrastructures (Martin Hall and other dorms) and the upcoming presidential search. I was asked to participate as a member of the search committee. There will be more news on this later on.

REPORT FROM REGENT: Senator Marion

The next meeting of the EKU Board of Regents is planned for Friday, February 28th in the newly renovated Powell Building.

During the last Board meeting, all the regents individually sounded their appreciation to Dr. Benson, and Dr. Benson assumed the title President Emeritus effective January 6th.

Regent Makinen updated the board that on December 1, 2019, he had to step away from the staff regent position, given that his wife accepted a position with the ECU College of Business and Technology. Her official hire at ECU conflicted with Bryan serving as a regent on the ECU Board. Bryan will, however, continue to serve as board secretary.

During the December meeting, Dr. McFaddin was unanimously selected as interim president. In addition, Chair Diaz selected me and Dr. Bryan Makinen to Co-Chair the Presidential Search Committee. In working with both Dr. Makinen and University Counsel, we were able to issue a [request for proposals](#) (RFP) for ECU's presidential search firm. The aim of the RFP is to obtain a nationally-recognized search firm to support the nationwide search process and to create a welcoming environment for a diverse and talented pool of applicants. The RFP review team will put forward a recommendation to the Board of Regents for the search firm at the February 28th meeting. The selected firm, among other duties, will be required to host and/or support listening sessions and other opportunities for gaining input from you and other constituent groups.

Chair Diaz has not yet named the Presidential Search Committee; however, Dr. Marco Ciocca, as Faculty Senate Chair, has received and accepted an invitation to join the committee. The Board Chair has expressed an interest to name a full committee at the next board meeting (February 28), if not before. The ongoing staff regent election process will likely impact his decision on who to appoint as he has expressed a strong desire for having significant faculty and staff input on the committee.

Additional highlights from the December meeting included:

- a [financial update](#)
- an update on the [Student Success Performance Metrics](#)
- approval of the Kit Carson Commons Project, which includes a land-lease.

Accompanying the printed Board Agenda, board members were also provided a document called the [University Report 2019](#). The report provides a number of valuable facts that would be helpful to you in articulating our value to Kentucky and our students.

Over the last several weeks, the university has welcomed two folks back to the campus in new roles. Matt Roan has been named the Director of the Athletics and Walt Wells has been named ECU's head football coach.

For your reference, I have received feedback strongly encouraging me to keep the board apprised of salary concerns and faculty turnover (losses presumably attributable to noncompetitive salaries). One of the more interesting, but also concerning statistics, challenged me and the board to evaluate or compare faculty salaries by terminal degree and years of service to other educational institutions, including K-12 institutions, in the Madison/Fayette County areas. Furthermore, concerns regarding classroom conditions, building conditions, and more continue to be raised among our colleagues working in older buildings on the campus. Although progress has been made in these two respective areas in the last year, such comments continue to be among the greatest concerns from our colleagues.

REPORT FROM COSFL: Senator Nowak

At the moment, COSFL is pretty much defunct. It was been really difficult to even locate anyone who is a current representative from any of the institutions. EKU is the only institution that provided updated information this year. Western hosts a website for COSFL but it has not been updated in some time. Eastern's information is at least seven years old on the website. Western is open to EKU taking over the website, but we need to find someone who is interested in maintaining it before we make that commitment... If there is any interested faculty who has the necessary skills needed and the interest in developing a COSFL website at EKU, please contact Senator Nowak.

REPORT FROM PROVOST: Senator Pogatshnik

As mentioned in the Senate Chair's report, a complaint was received about the use of EKU's logo in a solicitation that went out. At this point, I am still trying to get additional information and will report back to the Senate Executive Committee at their next meeting.

The other issue that he mentioned in his remarks was the slow response time from the Registrar's office on petitions. A university-wide maroon tape work group has already been looking at some of the administrative roadblocks within the university. So this issue had already been identified independent of this complaint. A review task force has been formed to look at ways of process improvement, as well as other types of ways to improve efficiencies. Dean Zeigler has agreed to chair that committee. Recommendations are anticipated by mid-term.

Below are a few brief updates from Academic Affairs:

- On January 9, approximately 40 faculty attended an all-day general education workshop which focused on the redesign of our general education program. The faculty looked at several possible models for a new General Education Framework. Two that rose to the top were a model that integrates interdisciplinary perspectives into the general education curriculum and the other is focused on documenting and developing essential skills. Current discussions are examining how we might actually integrate both approaches into the final framework.
- The CPE/Gray and Associates two-day program review workshop is scheduled for March 3 and 4. Revenue and course data has been provided and we are trying to finalize cost data and submit that sometime during the next week. While participation in the workshop is limited, we have included key members of the Faculty Senate leadership to take part in the workshop. My thanks to Dr. Ciocca, Dr. Crosby, Dr. Jones, and Dr. Woodruff for agreeing to take part in the workshop.
- February 7 is the closing date for applications for the position of Associate Provost for Academic Programs. The goal is to have up to 3 candidates identified for the position prior to the beginning of March. Additional information will be provided about campus visits, meeting schedules, etc. once the search committee has completed their initial screening of candidates. My thanks to Dean Sara Zeigler for chairing the search and to all the members of the search committee.
- Finally, the EKU community suffered from the loss of Dean Shelia Pressley who passed away after a long illness. Shelia loved EKU and had a commitment to our students that was truly extraordinary. She regularly attended student and athletic events and provided outstanding leadership to our College of Health Sciences. She will be dearly missed. Dr. Colleen Schneck has been asked to serve as Interim Dean of the College.

STANDING COMMITTEES:

Budget Committee. Senator Woodruff announced that the spring meetings will need to be rescheduled because of a scheduling conflict. A new schedule should be posted on the web soon.

Information Technology Committee. Senator Fleischer reported that the committee met with Jeff Whitaker from IT to discuss the data received from last year's IT faculty survey. Mr. Whitaker would like to address Senate in March to review last year's survey data and to explain what updates have been made as a result of the data received and what updates will be made in the future.

Senators should plan to bring suggestions for the 2020 IT faculty survey to the March meeting.

Ad Hoc Committee on Open Textbook Resources. Senator Ciocca announced that the committee met recently, and the chair practiced their grant proposal presentation which will be given to the Board of Regents soon.

Ad Hoc Committee on ECU Forward. Chair Ciocca announced that the informal meetings will continue during the spring semester. The meetings will be at 3:30pm in the Faculty Center in the Crabbe Library on the following dates: February 19, March 18, and April 23. Senators are encouraged to attend any or all of the meetings.

ADJOURNMENT:

Senator Pogatshnik moved to adjourn at approximately 4:45 p.m.