

# Faculty Senate Agenda

March 6, 2006  
3:30 p.m.

## **Call to order**

## **Approval of Minutes**

February 6, 2006 Minutes

## **President's Report Overview & Questions: Senator Glasser**

## **Unfinished Business:**

- Amendment motions to the University Ad Hoc Committee Recommendations for Promotion & Tenure (Reed, Dieckmann, & new motion from Schlomann)
- Motions on Senate Membership

## **New Business:**

- Report from Council on Academic Affairs
  1. *Letter on a) clarification of final examination policy and b) revision of the student course repeat policy - Informational Item Only*
  2. *New Mathematics Teaching Minor*
  3. *Suspend Certificate Program in School Psychology*
- On Campus Solicitation Policy - Informational Item Only

## **Report Overview & Questions:**

Executive Committee Chair: Senator Siegel

Faculty Regent: Senator Schlomann

COSFL Representative: Senator Ware (no written report available)

Provost: Senator Chapman (report mailed separately)

Student Government Association: Kyle Moon

Standing Committees:

Budget Committee: Senator Eakin, Chair (no written report available)

Rules Committee: Senator Johnson, Chair

Rights and Responsibilities Committee: Senator Robles, Chair

Elections Committee: Senator Randles, Chair (no written report available)

Committee on Committees: Senator Vance, Chair (no written report available)

Welfare Committee: Senator Collins, Chair

## **Reports from Ad Hoc Committees:**

Centennial: Senator Hensley, Chair (report mailed separately)

Futures: TBN (no written report available)

Membership: Senator May, Chair (no written report available)

## **For the Good of the Order:**

Alternative Strategies for Class Schedule Patterns

## **Adjournment**

**FACULTY SENATE MINUTES**  
**February 6, 2006**

The Faculty Senate of Eastern Kentucky University met on Monday, February 6, 2006, in the South Room of the Keen Johnson Building. Senator Siegel called the sixth meeting of the academic year to order at approximately 3:30 p.m.

The following members were absent:

P. Black\*, S. Black, D. Carter\*^, D. Clay, L. Collins\*, L. DeBolt\*, M. Gerken\*, E. Hunter\*^, N. McKenney\*, C. Neumann\*, S. Neumann\*, V. Sanchez\*, and G. Schuster\*

\*Indicates prior notification to the Senate Secretary

^Mustapha Jourdini attended in place of D. Carter

^Joyce Allen attended in place of E. Hunter

Visitors to the Senate: Sue Cain, Enrollment Management; Kathy Clipson, Academic Integrity; Jim Conneely, Student Affairs; Kyle Moon, SGA; Judy Spain, MBA; Bill St. Pierre, Continuing Education & Outreach; Aaron Thompson, Academic Affairs; Virginia Underwood, Chief of Staff; and Charles Whitaker, English & Theatre

**APPROVAL OF MINUTES:**

The December 5, 2005 minutes and the January 18, 2006 minutes were approved as written.

**PRESIDENT'S REPORT: Senator Glasser**

Senator Glasser took the opportunity to express her appreciation to everyone for their hard work and commitment to moving ECU forward.

In the coming weeks, the Kentucky General Assembly will be proposing their recommendations for the 2006-08 state budget. The Executive Budget proposed including funds to proceed with the joint ECU-UK dairy complex at Meadowbrook Farm. However, funds were not proposed for the new Science Building. In the next two weeks, Senator Glasser will be testifying in Frankfort on two different occasions to urge the Legislature to provide strong financial support for ECU's operation budget through state appropriations and to provide funding for the new Science Building.

The SACS review process is proceeding. In December, the QEP steering committee arrived at broad methods to meet the learning outcomes identified in the theme and related focus statements. A five-part infrastructure has been proposed to guide program development between 2007 and 2011.

At the January 30 Board meeting, the Board approved the University's Strategic Plan for 2006-10. The Plan is available for review online at [www.oie.eku.edu/spc](http://www.oie.eku.edu/spc).

Senator Glasser shared several important campus developments and information items:

- Final headcount for Fall 2005 was 16,219, slightly above the official headcount for Fall 2004. Spring 2006 enrollment is running 3 percent ahead of our Spring enrollment a year ago. New freshman applications are up approximately 25 percent compared to those for Fall 2005 at the same time last year.
- Our student retention rate increased this past year from 64.5 percent to 66 percent.
- The CPE has determined that ECU has met six of the eight Kentucky Plan goals, which are related to African-American student enrollment, retention and graduation, as well as employment of African-Americans in faculty, managerial and other professional positions. This qualifies ECU for automatic eligibility status for the submission of new degree programs for calendar year 2006.
- According to the 2005 National Survey of Student Engagement, our first-year students rated ECU significantly higher than our counterpart public universities in Kentucky on level of academic challenge and enriching educational experiences. Seniors rated ECU significantly higher than the other universities on active and collaborative learning and student-faculty interaction. Both first-year students and seniors scored ECU significantly higher than other master's level institutions and all other NSSE institutions on the student-faculty interactions benchmarks.
- Plans are moving forward on the development of a joint doctoral degree in educational leadership with Western Kentucky University.
- In athletics, the NCAA certification process is moving along. The self-study was transmitted earlier this month, and the site team will be on our campus April 23-25.
- The new ECU Athletics Hall of Fame will induct a Founders group and inaugural class the first weekend in November.

Senator Glasser shared with the senators a list of recent faculty accomplishments.

### **UNFINISHED BUSINESS:**

Academic Integrity Proposal. The majority of the Senate were in agreement to approve the Academic Integrity Proposal and the motion carried. The Rights & Responsibilities Committee agreed to put the proposal into faculty handbook format and bring back to the Senate.

### Amendment Motions to the Promotion and Tenure Report.

**Amendment 1:** (moved by Senator Reed and seconded by Senator McKenney at December 5th meeting)

Add the following sentence to Part IV, item 9:

When the chair's recommendation opposes the granting of promotion or tenure, supporting documentation should show that faculty members whose performance is judged to be unsatisfactory did receive fair and timely notice of the possibility of this judgment and opportunities to clarify any role ambiguities or relevant circumstances.

Senator Konkel moved to delay the vote on Amendment 1 to the March, 2006 meeting, seconded by Senator Kristofik.

**Amendment 2:** (Senator Dieckmann moved, seconded by Senator Kristofik, to approve this amendment at the December 5th meeting)

Strike Part I, Section A, #5 in favor of the current policy of having department, college and university committees review all tenure and promotion recommendations, whether positive or negative).

With a vote of 26-26, Senator Siegel broke the tie in favor of the motion, and the motion carried.

**Amendment 3:** (Senator Dieckmann moved, seconded by Senator Kristofik, to approve this amendment at the December 5th meeting)

Change Part 1, Section C #8 to: The university shall prohibit faculty from applying for promotion in rank prior to being considered for tenure. Tenure will not be granted without concomitant promotion.

Senator Schломann moved, seconded by Senator Fister, to split amendment 3 into two separate motions (listed below). The majority of the Senate were in favor and the motion carried.

**Amendment 3-1:** The University shall prohibit faculty from applying for promotion in rank prior to being considered for tenure.

**Amendment 3-2:** Tenure will not be granted without concomitant promotion.

Senator Dieckmann accepted a friendly amendment to change Amendment 3-1 to the following:

**Amendment 3-1:** The University shall prohibit faculty from applying for promotion ~~in rank~~ to Associate Professor prior to being considered for tenure.

Senator Konkel moved, seconded by Senator Ciocca, to postpone the vote on the two motions to the March meeting. The motion carried.

## **NEW BUSINESS:**

Report from Council on Academic Affairs. Senator Chapman moved approval of the following items, seconded by Senator Hesse. The motion carried.

1. Broadcasting & Electronic Media (BA) - proposing new BEM option: Film Techniques & Technology
2. Industrial Technology (BS) Area Major - adding two options: 1) Industrial Distribution and 2) Manufacturing
3. Corporate Communication & Technology (BBA) - delete two options: 1) Technology Applications and Design Option and 2) Managerial Communication & Training Option
4. Medical Coding Certificate - Reactivate the previously suspended Health Information Coding Certificate and rename it Medical Coding Certificate

Motions on Senate Membership. Senator May moved, seconded by Senator Marchant, to approve the two motions on Senate membership. Senator Siegel ruled the motion substantive and postponed the vote to the March meeting.

## **GENERAL & STANDING COMMITTEE REPORTS**

### **EXECUTIVE COMMITTEE REPORT: Senator Siegel**

The Executive Committee met on January 23.

Senator Siegel gave a brief update on the upcoming administrative review of the President. The Executive Committee instructed the Chair to contact The Oliver Group to determine if they are willing to assist with the faculty survey. The Chair will also meet with ECU Institutional Research to solicit their help getting preliminary information together. Once the faculty surveys are completed, the Oliver Group will send the raw data to the Executive Committee. The Committee will evaluate the data and prepare a summary to present to the President and the Board Chair. Both the faculty administrative review and Pension review should be completed before the end of March, per the Board's request.

Senator Flanagan announced that a Smoking Ban survey is currently being distributed to all Arlington members.

Senator Konkel graciously agreed to serve as the Senate's liaison on the QEP Committee.

The Executive Committee were in agreement that Senator Siegel should continue discussions on the use and possible renovation of the Faculty Dining Room with Vice President Conneely.

The next coffee chat with President Glasser is February 23 from 8-9 in the Faculty Club Lounge.

### **REPORT FROM FACULTY REGENT: Senator Schlomann**

The Institutional Advancement and Honors Committee met on January 13. J. Foster, Interim Vice President for University Advancement, gave a report highlighting the accomplishments of advancement work at the University during the last five years. The Committee discussed recommendations to make to the Board about the Board's involvement in the Capital Campaign and took action on recommendations for honorary degrees.

The Finance and Planning Committee also met on January 13. A very positive audit report was reviewed and a financial update for the current year was presented by D. Newsom, Vice Present of Financial Affairs. Action was taken to recommend a site for the new science building.

The Board had a retreat on January 16. John Moore, from Penson Associates, met with the Board for development purposes and to discuss the process for the President's evaluation. He will tentatively be returning to campus in late February to conduct interviews for the evaluation.

Senator Schlomann noted that it should be understood that the Board is responsible for doing the President's evaluation; the Senate is not directly involved in that process. The Board will be taking the information compiled from the Senate survey and will consider that in their total evaluation.

On January 18th, the Board went to Frankfort to participate in Centennial activities honoring ECU and WKU.

On January 24, the Internal Affairs Committee met. Criteria for the mandatory meal plan for freshmen were discussed and an assessment of Aramark was requested in preparation for discussion about the renewal of its contract. A report was given about status of the University's emergency preparedness plan. Action was taken to recommend that J. Allgier be granted staff emeritus status.

The full Board met on January 30 for its regular quarterly meeting. Motions---lecturer, clinical faculty, electronic syllabus--requested by the Faculty Senate were approved.

**REPORT FROM COSFL: Senator Ware**

COSFL met in December and the big item of discussion was the December 7th Council on Postsecondary Education meeting regarding tuition policies.

There is a joint AAUP/COSFL meeting on April 22 with a \$7.50 box lunch being served. The speaker will be Commissioner Deborah Clayton of the Kentucky Department of Commercialization and Innovation.

COSFL is considering having a faculty advocate in Frankfort. Please share your thoughts on this issue with Senator Ware.

COSFL is still reviewing the issue of KTRS and the retirement system.

**REPORT FROM THE PROVOST: Senator J. Chapman**

Senator J. Chapman stated that there are three important issues which should be focused on: 1) Strategic plan, 2) SACS, and 3) the hiring and retaining of good people.

The Strategic Plan has been approved by the Board. However, the difficult task now begins-- putting in place an action agenda to achieve the objectives. Within the next month, a team will be assembled to develop strategies within Academic Affairs to set specific objectives for all of the units. A means of assessment will also be developed.

Progress continues on the preparation of the report for the SACS visit. The report is due to the President for her review by July 1. A significant component of this process is the Quality Enhancement Plan. On February 6 and 7 there will be meetings from 11:30 a.m. - 1 p.m. in the Faculty Lounge in Keen Johnson to discuss the development of proposals. This is an opportunity for faculty to propose programs that they think will effectively improve student learning on campus.

The search committees to fill around 70 faculty positions are proceeding with their work. The selection of new faculty is key to our future growth and to the continuation of the contributions that ECU has made over its 100 years.

There are also four major administrative searches underway in Academic Affairs: Director for ITDS, Dean of Libraries, Dean of Education, and the Registrar.

**REPORT FROM STUDENT GOVERNMENT: Kyle Moon**

This year's "Rally for Higher Education" will be on March 8. Students will be bused to the Capitol to meet with their representatives and then attend the rally in the rotunda.

"Listen Up Legislators" is scheduled for March 1<sup>st</sup>. Computers and phones will be set up to provide students with an opportunity to contact their representatives. SGA has contacted all department chairs and asked that they encourage their faculty to either assign or offer as extra credit to students the task of writing a letter to their representatives encouraging them to fund higher education.

SGA is trying to schedule a meeting with the city on improving campus and community relations. As a result of this meeting, SGA hopes to establish a program that will allow students to ride along with the Richmond police in order to understand problems from their prospective.

The Student Activities Council has arranged to bring MTV's campus invasion tour to ECU in April.

Budget Committee. Senator Eakin stated that the committee continues to work on the class pattern survey. Information should be forthcoming on that soon. Senator Eakin stated that the March "For the Good of the Order" topic will be "Alternative Strategies for Class Schedule Patterns".

Rules Committee. Senator Johnson reported that the Rules Committee will be meeting soon to continue work on the Faculty Senate section of the Faculty Handbook.

Rights & Responsibilities Committee. Senator Robles reported that the committee discussed the issue of faculty selling complementary textbooks received from publishers. There was Senate discussion on the issue about 17 years ago (give or take 2 years). The committee is researching the issue by visiting with other faculty, looking at benchmarks' policies, and talking with University Counsel regarding the issue.

The Academic Integrity Policy will be discussed at the Senate meeting February 6.

There has been ongoing discussion regarding the P&T proposal that is on the Senate Floor.

Committee on Committees. Senator Vance reported that the committee is working on the information for self-nominations for vacancies on next year's University committees.

Elections Committee. Senator Randles reported that the committee is attempting to improve the elections process for electing the Chair and Co-chair of the Faculty Senate as well as the representatives to the various Standing Committees of the Faculty Senate.

Faculty Welfare Committee. Senator Johnson reported that the committee met with the University Benefits Committee on January 26<sup>th</sup>, 2006.

The Benefits Committee is presently working on Health Insurance Benefits for the year 2006-2007. At this present time the national average for rising health care costs is approximately 12% to 15%. Anthem has notified ECU that the health plan should experience a 10% increase in claims and administrative fees for next year. Currently the university is paying 66.3% of the total cost of the health plan while employee premiums cover the remaining (33.6%) of the required premiums. However, the Benefits Committee goal is to take appropriate action to minimize the impact of increasing cost while maintaining current plan design.

On January 26<sup>th</sup> the Benefits Committee met and voted to ask three health insurance vendors; Anthem, Humana, and FiServ, to present their proposals for administering ECU's health insurance benefits for next year. On February 9<sup>th</sup> the Benefits Committee will meet from 11:00 AM to 3:00 PM to hear the proposals. The Benefits Committee is also looking at ways to create savings for the university and its employees in the prescription drug area through pharmacy

discounts as well.

Ad Hoc Senate Centennial Committee. Senator Hensley reported that the Ad Hoc Centennial Committee has scheduled two upcoming events.

The first event, a Faculty Emeritus Tea, will take place in Walnut Hall of the Keen Johnson Building on Monday, March 20, 2006. The Faculty Senate, represented by the ad hoc committee, will host two afternoon sittings (1 PM and 3 PM) with a ceremonial Tea Service to honor retired and emeritus faculty.

The second event, slated for Friday, April 28, 2006, will be the official Rededication of the Keen Johnson Building with the completely renovated Faculty Lounge. Senator Siegel stated that all faculty are encouraged to wear their academic regalia on that day.

**FOR THE GOOD OF THE ORDER:**

The topic of discussion was "Strategies for Improving the Senate Election Process".

Senator Dieckmann suggested an online election to be held in early fall after the New Senator orientation in order to give new senators time to learn more about each of the Senate committees.

Senator Johnson spoke against online elections because it does not allow Senators an opportunity to get nominated for other committees if they are not elected to their committee of choice.

Senator May suggested having the online voting process available to the Senate in a lab situation so it could all be handled at a designated time. Senator Yoder suggested the library as a possibility where 50 computers are available for use.

Senator Randles suggested having the chair and vice-chair vote at the May meeting and holding the other committee elections in early fall. Perhaps the process could be started at the Senate get-together prior to the first Senate meeting. Additional nominations could be made at the first Senate meeting, before the actual vote is taken. However, the paper ballots would be sufficient.

Senator Dieckmann suggested that first year Senators should not be considered for membership on the Rules Committee.

**ADJOURNMENT:**

Senator Chapman moved to adjourn at approximately 5:30 p.m.

To: Faculty Senate  
From: Joanne K. Glasser  
Re: March Faculty Senate Report  
Date: March 1, 2006

As we are beginning the month of March, I want to encourage each of you to take time to enjoy some well deserved rest and relaxation over spring break. I am always amazed at how quickly the spring semester passes. Also, I want to remind you that March 1 is the official kick-off of the "Healthy You! At ECU" annual wellness program. I hope you will choose to participate in this initiative and take advantage of the many programs and events available during the month of March, including the Health Fair to be held on March 6 from 9 a.m. to 2 p.m. in the Powell Building. For more information on the Health Fair and the wellness program, please watch your mail for a brochure, visit ECU Today, or contact Adrienne Bauer in Human Resources. Additionally, I want to remind you that following a recent utilization review of the University's Fitness & Wellness Center, and in conjunction with the launch of our employee wellness program, the center has now been opened to all current benefits-eligible faculty and staff on a paid annual membership basis. For more information, please contact Billy Martin, Director of Campus Recreation.

The month of February was filled with activities to advance the Capital Campaign and keep abreast of developments at the CPE and in the General Assembly. The following are my updates for this report:

### **Capital Campaign**

- The schedule of campaign events and visits continues to go well. We have completed two successful series of events and visits in Florida, as well as a very positive series of events in Texas. These events and visits serve as a springboard for our campaign activities in several key regions of the country. Follow-up contact with event attendees is already underway.
- Preparation for Alumni Weekend 2006 is going very well. Of particular interest, the Faculty Senate's Centennial Committee, in cooperation with the University's Centennial Committee and University Advancement, is finalizing plans for the rededication of the Keen Johnson Building on the afternoon of April 28th as a part of the Alumni Weekend activities. More on this very special event will be coming soon.
- In the fall, we launched a new giving initiative called the Circle of Opportunity, which encourages alumni and friends to give at the one thousand dollar level and up. The targeted appeal was very successful in the fall and a much broader appeal will be going out in the next few weeks. A special event recognizing all Circle of Opportunity members is scheduled for the Friday of Homecoming, October 13th.
- This spring, we are also launching a new initiative to encourage our graduating seniors to give back to their soon-to-be Alma Mater. This student lead initiative will be getting underway in the next few weeks, with a special recognition event for our graduating seniors to be held the Friday evening before the May Commencement.

**Frankfort Update:**

In my February report, I shared with you my concern about the Executive Budget and adequate funding for the University to continue to move forward. In the intervening time, I have continued to monitor the state budget process and activities related to the CPE's tuition policy, a policy that sets tuition increase maximums by institution based on the level of CPE recommended state appropriations approved by the Legislature. The following are a few points of interest related to this tuition policy:

- Undergraduate tuition increase parameters for ECU in the policy, which is effective beginning in FY07, are \$332 per year (7.1%) on the low end and \$533 (11.4%) on the high end, with two tiers in between. For comparison, the Board-approved tuition increase for ECU for FY07 was \$800 per year (17%). The difference in gross tuition dollars is a decrease of approximately \$3.5 million (for the 11.4% cap) and \$6.0 million (for the 7.1% cap). The Council staff indicates that the council will not recognize tuition rates previously set by institutional governing boards for future fiscal years.
- The CPE will allow cases to be made for exceptions to the policy guidelines, with the focus for such relating to any differential tuition for professional or other special programs. Rates for on-line and all graduate courses are to be brought to the Council based on market and affordability factors. All universities are required to present their board-approved tuition rates to the Council over the next several weeks for determination of parameter adherence or appeal for an exception. Indications are that the hearing for ECU will be held in early April.
- The CPE is continuing to debate the guidelines and calculations related to performance funding. The Governor's budget calls for only a small allocation to fund this program at this time. I will include any updates regarding this and other CPE funding initiatives as more information becomes available.

Also, as ongoing tuition discussions continue with the CPE, the Student Government Association and the President's Office are sponsoring a student forum focusing on tuition. This forum, scheduled for March 7 at 5 p.m. in the Kennamer Room, will provide an opportunity for students to learn more about the roles tuition and state appropriations have on funding the operation of ECU and to ask questions about tuition and related issues. The panel, to be moderated by Interim Assistant Vice President for Enrollment Management, Dr. E.J. Keeley, will include SGA President, Kyle Moon, Student Representative on the Budget Advisory Council, Amy Jo Smith, Interim Provost & Vice President for Academic Affairs, Dr. James P. Chapman, Vice President for Financial Affairs, Debbie Newsom and me.

I continue to express our concerns regarding state appropriations for ECU and the lack of funding for the new Science Building in the Executive Budget. I testified before the House Budget Review Subcommittee on February 1 and before the Senate Appropriations and Revenue Committee on February 16.

As we continue to monitor the state budget process, the University's internal budget process for 2006-07 is well underway. Even with the uncertainty revolving around any increases in state appropriations and tuition levels, there is much work being done in identifying areas of need in support of the University's academic purpose and in conjunction with the Strategic Plan. A more robust and detailed budget process with a goal of fine tuning the base budget and strengthening the planning process for University operations is being put into place and has been communicated to the Provost and the deans. This complements the focus and work of the Budget Advisory Council, which has been ongoing for the past several months, in prioritizing the funding needs of the University.

I also wish to share with you the following additional campus updates:

- We are beginning the process of closing out the Business and Technology project and are working through punch list items. We should have a certificate of occupancy in the next few days.
- Programming for the new Science Building will be complete in the next two weeks. The project will then be placed on hold until we know how much money will be allocated by the Legislature. While I continue to work with our Legislative contingent to secure funding for this project, it appears that full funding may not materialize in this session. Our design team is evaluating a variety of approaches to phasing should the state's budget not include full funding.
- The electrical project is substantially complete with only the Samuels Track lighting and some miscellaneous change orders remaining. All buildings on campus are currently served by the new system.
- Questions around the transfer of the property for the new Manchester Center remain, and the Finance Cabinet and other parties in Frankfort continue in their attempts to resolve the situation.
- We passed our heat plant stack test with flying colors (30+ times under the limit).
- The proposal outlining the joint education doctorate program being developed by ECU and WKU has been posted on the CPE web for review and comment as is required. Teams from the two universities are continuing to review and revise current courses and the development of new curriculum while the CPE process is underway.

- The money for the design and development of the dairy merger with UK at our Meadowbrook Farm facility was appropriated in the last state budget (\$270,000) to the Council on Higher Education. Planning for this project is underway.
- The Smoke-Free Zone Task Force, established during fall 2005 to develop a proposed University-wide smoke-free zone policy to work in conjunction with the impending transition of all residence halls to non-smoking effective fall 2006, has completed a draft of a proposed policy. The task force will share the draft policy with campus constituents for feedback and comment during the month of March. I wish to express my appreciation to Dr. Ballard for his leadership as Chair of the Task Force and to all members of the Task Force.
- The Eastern Committee on Responsible Environmental Stewardship (ECRES), established last fall to further the University community's effort to become a more environmentally sound community and to promote environmental awareness and stewardship, held a forum on February 23 at the Teaching and Learning Center. The forum provided an opportunity for the committee to discuss its mission, the University community to become acquainted with ECRES, and committee members and forum participants to exchange ideas related to the mission and purpose of the committee.

While I was not personally able to attend the forum due to a conflict with the Legislative Black History Month event at the Capitol Rotunda, I heard very positive feedback. Dr. Robert Wiess provided the introduction and discussion of several areas of the committee's focus: energy use; campus planning; natural areas; environmental education; and simple practices. Additionally, Dr. Steve Konkel provided an excellent power point presentation on the work his graduate students have done in developing and researching initiatives for environmental stewardship, including bike rentals, bike and walking trails in conjunction with the City, recycling programs, and wellness programs. I want to express my appreciation to Dr. Wiess for his leadership as Chair of ECRES and to all of members of the committee.

- I also wish to express my appreciation to our faculty for their commitment and dedication to ECU students both inside and outside the classroom. Faculty engagement in our residence halls continues to steadily increase. In fall 2004, we had 36 faculty/staff interactions in the residence halls. In fall 2005, we have had 84 faculty/staff interactions in the residence halls.

You may wish to note the following dates in March:

- March 2, the Chautauqua Series continues with Tomas Pogge's lecture entitled "How is Global Justice Possible?"
- March 3, the 45th Annual Meeting of the Kentucky Political Science Association, with Congressman Ben Chandler as the Keynote Speaker.
- March 4, Pre-Concert Reception for "Appalachian Variations" with Richard Crosby, followed by POPs for Music Sake, celebrating the ECU Centennial and featuring student ensembles and "Appalachian Variations" by Dr. Richard Crosby.
- On March 9 & 10, 2006, Dr. Gerald Nosich with the Center for Critical Thinking and Professor of Philosophy at Univ. of New Orleans will be on campus for a SACS QEP Workshop entitled "Facilitating Critical & Creative Thinking". I encourage you to participate in this important activity as we continue our journey with the SACS reaccreditation process. For more information, please contact Dr. Onda Bennett.
- Also, on March 9, I will present opening remarks at a program in Frankfort in honor of the late Vic Hellard, an ECU alumnus and longtime director of the Kentucky Legislative Research Commission. The program is entitled "Vic Hellard: Leader, Mentor, and Visionary." Other speakers are Rep. Joe Barrows, House Majority Whip; Lindy Casebier, Executive Director, Office of Arts and Cultural Heritage, and former Kentucky State Senator; and Stan Cave, Chief of Staff, Office of the Governor, and former Kentucky State Representative. Dr. Paul Blanchard is coordinating the program on behalf of the ECU Center for Kentucky History and Politics.

Thank you for your continued dedication to ECU and your service on the Faculty Senate.

Respectfully submitted,

Joanne K. Glasser  
President

## **Senator Reed's Promotion & Tenure Amendment Motion**

### **Substitute motion to be added to Part IV, item 9:**

When the chair's recommendation opposes the granting of promotion or tenure, supporting documentation should demonstrate that the faculty member in question received fair and timely notice of the possibility of this judgment and opportunities to clarify any role ambiguities or relevant circumstances. At a minimum such notice should be given the faculty member in writing as part of the formal evaluation process that covers the time period when any substandard performance was first observed. The written notice will be given no later than the Fourth Year Review Period.

#### **Rationale:**

The phrase, fair and timely notice, characterizes the professional nature of the promotion and tenure process at the university. Because the phrase takes its meaning in the context of each individual situation, the documentation clarifies the specific context and facts that support the chair's recommendation. By contrast, traditional bureaucratic organizations have relied primarily not upon documented facts related to observable performance, but largely if not entirely upon the authoritarian judgments by supervisors or administrators.

Following the principled doctrine of no surprises, this facet of university policy encourages shared collegiality, transparency, and a collaborative, problem-solving orientation among faculty and chairs. Within each department such an orientation and relevant documentation can help to clarify performance expectations in the three primary areas of faculty responsibilities: teaching, scholarship, and service. Further, this orientation and documentation can help chairs and faculty members collaboratively manage emergency situations or special opportunities that may occur.

AMENDMENT 2: (discussed as amendment 3 at 02-06-06 meeting)

To change Part 1, Section C, #8 as follows:

Part I: Main Recommendations

C. Promotion in Faculty Rank

8. The university shall ~~continue to permit~~ prohibit faculty ~~to apply from applying~~ for promotion in rank prior to being considered for tenure. Tenure will not be granted without concomitant promotion.

JUSTIFICATION OF THE AMENDMENT:

Joint granting of tenure and promotion to associate professor are common, best management practices at universities throughout the country. The separation of these two actions provides significant ambiguity and variance of policy throughout the university. Often, the practice at the departmental level is to have two standards for promotion – if a faculty member wishes to apply for promotion to associate professor prior to tenure, then the expectation is that the faculty member significantly exceeds the standards required for tenure. On the other hand, these same departments are willing to grant tenure to a faculty member who does not meet the requirements for promotion to associate professor. This inconsistent application of criteria is a legal landmine. Additionally, if, as is the common practice, promotion to associate professor prior to tenure implies that all requirements for tenure (except for time in service) have been met or exceeded, then the university is, in effect, granting early tenure by granting promotion prior to tenure. A candidate who achieves promotion then is denied for tenure would have just cause to question the action if the criteria are identical. The university should be very leery about making a decision that has implications for lifetime employment after only three years of employment at ECU, and it must be questioned whether three years of employment at ECU provides sufficient knowledge of the long-term success of one's teaching, scholarship and service.

---

**Amendment 3 - Information discussed at 02-06-06 Senate meeting**

(Senator Dieckmann moved, seconded by Senator Kristofik, to approve this amendment at the December 5th meeting)

Change Part 1, Section C #8 to: The university shall prohibit faculty from applying for promotion in rank prior to being considered for tenure. Tenure will not be granted without concomitant promotion.

Senator Schlomann moved, seconded by Senator Fister, to split amendment 3 into two separate motions (listed below). The majority of the Senate were in favor and the motion carried.

**Amendment 3-1:** The University shall prohibit faculty from applying for promotion in rank prior to being considered for tenure.

**Amendment 3-2:** Tenure will not be granted without concomitant promotion.

Senator Dieckmann accepted a friendly amendment to change Amendment 3-1 to the following:

**Amendment 3-1:** The University shall prohibit faculty from applying for promotion ~~in rank~~ **to Associate Professor** prior to being considered for tenure.

Senator Konkel moved, seconded by Senator Ciocca, to postpone the vote on the two motions to the March meeting. The motion carried.

To: Faculty Senate  
From: Senator Pam Schlomann  
Date: February 8, 2006

I would like to bring forward at the March meeting a motion to add the following amendment to the Ad Hoc P & T Committee report:

Under Part I, Section A, add number five, to read as follows:

- a. If all recommendations are positive, the sequence of reviews of all applications for promotion and tenure are as follows: Department committee, Department chair, College Promotion and Tenure Committee, Dean, Provost, President, and Board of Regents.
- b. If a candidate is not recommended for tenure by the Department committee, Department chair, College Promotion and Tenure Committee, or Dean, the application will automatically be reviewed by the University Promotion and Tenure Committee prior to being forwarded to the Provost.
- c. If a candidate is not recommended for promotion by the Department committee, Department chair, College Promotion and Tenure Committee, or Dean, the application shall not be considered further, unless the candidate appeals to the next level. If the candidate does appeal, the sequence of the process shall follow that stated in b.

Justification:

The last Senate meeting there was a tied vote, broken by the Senate chair to delete section 5.

During the debate important issues were noted on both sides of the debate:

1. The importance of protecting the integrity of the academy by ensuring that a) individuals are not inappropriately promoted or tenured and b) peer review is not undermined.
2. The importance of protecting the rights of individuals by ensuring a) they are not capriciously blocked from promotion and tenure and b) the doctrine of no surprises is not violated.

Additional points were noted:

1. Without opportunity to consider positively evaluated applications, evaluating the appropriateness of a negatively evaluated application is difficult.
2. Due to proximity, the department on one hand is most knowledgeable about the candidate, but also may be least objective.

This proposed amendment seeks to balance all of the issues and not to weigh solely on one side or the other. Having both positive and negative recommendations go to a college committee provides an opportunity for additional peer recommendations from those not as closely connected with the applicant and yet who still share some common understandings of the discipline. This provides protection to both the academy and to the individual. It also provides the college committee an opportunity to compare positive and negative recommendations.

Additionally, the proposed amendment addresses one of the concerns which initiated the creation of the Ad Hoc P & T Committee. The work of the University Promotion and Tenure Committee is enormous. Each year they must review applications for tenure and promotion from approximately 75 individuals. Approximately 25% of these have received a negative recommendation from a lower level. In order for this committee to thoroughly review these appeals, reducing their total workload is appropriate. It is not unusual to have an appeal committee only review cases which have had negative outcomes

## Part VII of the Faculty Handbook

### Section VII.B.

#### Current Language

##### 2a. Elected Members

a. Eligibility -- Full-time faculty members as defined in Article II, Section B, all department chairs regardless of teaching load, and full-time faculty holding visiting rank shall be eligible for election to the Senate.

#### Suggested Revision

##### 2a. Elected Members

a. Eligibility -- Full-time faculty members as defined in Article II, Section B, all department chairs regardless of teaching load, and full-time faculty holding visiting rank, **that have been employed as full-time faculty members at Eastern Kentucky for a minimum of two years**, shall be eligible for election to the Senate.

Rationale: Membership in the faculty senate is an important responsibility, requiring both knowledge of the university organization and administrative procedures and the willingness to speak openly about university issues without fear of repercussions. Faculty members who have not been at the university for at least two years often are not knowledgeable of the university organization and administration and are also often reticent to speak openly about university issues because they fear repercussions from others within the university. Requiring faculty to have been at the university in a full-time faculty position for three years will obviate some of these pressures and create more knowledgeable freshman senators who are willing to raise their voice in disagreement to represent their constituents.

## Section VII.B.

### Current Language

2f. Except for the member elected from the Deans' Unit and the member elected from the Part-time Faculty, whose terms are two years, elected members shall serve for a term of three years; however, if an elected member ceases to be a full-time member in the election unit from which elected, a vacancy shall be declared.

### Suggested Revision

2f. Except for the member elected from the Deans' Unit and the member elected from the Part-time Faculty, whose terms are two years, elected members shall serve for a term of three years. **Elected members shall serve no more than two consecutive terms; eligible members must then forego membership for one term before being eligible for senate election again. If a senator is elected as chair of the senate at the end of their second term, they can then serve a third term before stepping down.** However, if an elected member ceases to be a full-time member in the election unit from which elected, a vacancy shall be declared.

*Rationale:* The proposed term limits serve two functions. First, they provide for a regular change in membership from each department so new ideas and new perspectives can be regularly added to the faculty senate. Secondly, they also encourage faculty members throughout the university to become engaged in the faculty senate and thus have a better understanding and a greater interest in the functions of the senate. As such, term limits will strengthen the faculty senate and provide greater faculty ownership of the senate throughout the university.

## Section VII.B.

### Current Language

#### 2a. Elected Members

a. Eligibility -- Full-time faculty members as defined in Article II, Section B, all department chairs regardless of teaching load, and full-time faculty holding visiting rank shall be eligible for election to the Senate.

### Suggested Revision

#### 2a. Elected Members

a. Eligibility -- **Faculty members who are** full-time faculty members as defined in Article II, Section B, department chairs regardless of teaching load, **or** full-time faculty holding visiting rank **and who have been employed as full-time faculty members at Eastern Kentucky University for a minimum of two years** shall be eligible for election to the Senate.

Rationale: Membership in the faculty senate is an important responsibility, requiring both knowledge of the university organization and administrative procedures and the willingness to speak openly about university issues without fear of repercussions. Faculty members who have not been at the university for at least two years often are not knowledgeable of the university organization and administration and are also often reticent to speak openly about university issues because they fear repercussions from others within the university. Requiring faculty to have been at the university in a full-time faculty position for three years will obviate some of these pressures and create more knowledgeable freshman senators who are willing to raise their voice in disagreement to represent their constituents.

### **FURTHER REVISION**

#### 2. Elected Members

- a. Eligibility - Full time faculty members as defined in Article II, Section B, all department chairs regardless of teaching load, and full time faculty holding visiting rank shall be eligible for election to the Senate.
- b. Election Units - The election units for the selection of the elected membership of the Senate shall be the academic departments of the several colleges of the University having a total full time Teaching/Research Faculty membership of five or more. Additional election units shall consist of (1) the Library Faculty, who are not included in the faculties of a college, and (2) the Deans of the Academic Colleges, Dean of Graduate Studies, and Dean of Libraries (hereafter referred to as the Dean's Unit).
- c. ~~All individuals eligible for election to the Faculty Senate shall be eligible to vote in a Faculty Senate election. An individual~~ **Full-time faculty** shall be eligible to cast a ballot for Senate members only in that election unit in which the individual holds the academic rank of Professor, Associate Professor, Assistant Professor, Instructor, Visiting Professor, Visiting Associate Professor, Visiting Assistant Professor, or Visiting Instructor.
- d.

Rationale: The aforementioned handbook change makes full-time faculty who have only been at the university one or two years ineligible to vote in a faculty senate election by VII.2.c. As such, we feel that striking that language avoids any confusion and also allows full-time faculty with one or two years at the university to vote in faculty senate elections.



## EASTERN KENTUCKY UNIVERSITY

*Serving Kentuckians Since 1906*

Office of Academic Affairs and Research  
Associate Vice President  
University Programs

201 Keen Johnson  
521 Lancaster Avenue  
Richmond, Kentucky 40475-3163  
(859) 622-2076 Fax (859) 622-6518

TO: Members of the Faculty Senate

FROM: Aaron Thompson

DATE: February 20, 2006

RE: Council on Academic Affairs items

During the Council on Academic Affairs meeting which took place on February 16, 2006, two items were brought for discussion that resulted in the clarification of a policy and the revision of a policy. Current policy in the Faculty Handbook includes the following statement under the heading **Final Examinations**:

Final examination schedules are prepared in the Office of the Registrar. Faculty members are expected to adhere to the examination schedule. Any deviation from the printed examination schedule must have the approval of the Provost and Vice President for Academic Affairs.

Due to some confusion and questions that have arisen regarding the time allotted for final examinations, the following statement will be added:

***“Students will have two hours to complete the final exam unless otherwise specified in the course syllabus.”***

The policy of not allowing students to repeat courses in which they have previously earned A's and B's was revised to allow students to repeat these courses. As a result, a portion of a statement and an entire paragraph in the Undergraduate Catalog will be deleted:

**Undergraduate students may repeat any college-level courses ~~in which they earned grades of “C+,” “C,” “C-,” “D+,” “D,” “D-,” “F,” or “U.”~~ In those courses, the last grades earned in the taking will replace those of the earlier.**

**~~Repeating a course with an earlier grade of A+, A, A-, B+, B, or B- will result in either disenrollment from the course or removal of its credit at the end of the semester.~~**



**Curriculum Change Form**  
**(Present only one proposed curriculum change per form)**  
**(Complete only the section(s) applicable.)**

**Part I**

(Check one) <input type="checkbox"/> New Course (Parts II, IV) <input type="checkbox"/> Course Revision (Parts II, IV) <input type="checkbox"/> Course Dropped (Part II) <input checked="" type="checkbox"/> New Program (Part III) <input type="checkbox"/> Program Revision (Part III) <input type="checkbox"/> Program Suspended (Part III)	Department Name College *Course Prefix & Number *Course Title (30 characters) *Program Title *Provide only the information relevant to the proposal.	Mathematics and Statistics Arts and Sciences  Minor in Mathematics / Teaching (Major __, Option __; Minor <u>x</u> ; or Certificate __)
Proposal Approved by:		
	<u>Date</u> 11/08/05	<u>Date</u> NA
Departmental Committee		Graduate Council*
<i>Is this a SACS Substantive Change?</i>	Yes*** <input type="checkbox"/> No <input checked="" type="checkbox"/>	Council on Academic Affairs
College Curriculum Committee	12/12/05	Approved <input checked="" type="checkbox"/> Disapproved <input type="checkbox"/>
General Education Committee*	NA	Faculty Senate**
Teacher Education Committee*	01/24/06	Board of Regents** Council on Postsecondary Edu.***
*If Applicable (Type NA if not applicable.) **Approval needed for new, revised, or suspended programs ***Approval/Posting needed for new degree program or certificate program ****If "yes", SACS must be notified before implementation. Please contact EKU's Office of Institutional Effectiveness.		

**Completion of A, B, and C is required: (Please be specific, but concise.)**

<p><b>A. 1. Specific action requested:</b> (Example: To increase the number of credit hours for ABC 100 from 1 to 2.)          To create a minor in mathematics teaching.</p> <p><b>A. 2. Effective date:</b> (Example: Fall 2001)          Fall 2006</p> <p><b>A. 3. Effective date of suspended programs for currently enrolled students:</b> (if applicable)</p>
<p><b>B. The justification for this action:</b>          This minor in mathematics teaching will allow students in teaching majors to be eligible to add another certification area.</p>
<p><b>C. The projected cost (or savings) of this proposal is as follows:</b></p> <p><b>Personnel Impact:</b>          No change – all classes are existing classes.</p> <p><b>Operating Expenses Impact:</b>          No change.</p> <p><b>Equipment/Physical Facility Needs:</b>          No change.</p> <p><b>Library Resources:</b>          No change.</p>

### Part III. Recording Data for New, Revised, or Suspended Program

1. For a new program, provide the catalog description as being proposed.
2. For a revised program, provide the current program requirements using ~~striketrough~~ for deletions and *underlines* for additions.
3. For a suspended program, provide the current program requirements as shown in catalog. List any options and/or minors affected by the program's suspension.

New or Revised\* Program Text  
(\*Use ~~striketrough~~ for deletions and underlines for additions.)

#### MINOR IN MATHEMATICS / TEACHING

A student may minor in mathematics teaching by completing a minimum of 20 semester hours as follows: MAT 124 or 124H; MAT 214; MAT 224 or 224H; MAT 301; MAT 334; and STA 270. The teaching minor in mathematics must be coupled with a secondary teaching major in another discipline.

**Curriculum Change Form**  
**(Present only one proposed curriculum change per form)**  
**(Complete only the section(s) applicable.)**

**Part I**

(Check one) <input type="checkbox"/> New Course (Parts II, IV) <input type="checkbox"/> Course Revision (Parts II, IV) <input type="checkbox"/> Course Dropped (Part II) <input type="checkbox"/> New Program (Part III) <input type="checkbox"/> Program Revision (Part III) <input checked="" type="checkbox"/> Program Suspended (Part III)	Department Name <u>Psychology</u> College <u>Arts and Sciences</u> *Course Prefix & Number _____ *Course Title <u>(30 characters)</u> _____ *Program Title <u>Certification Program in School Psychology</u> (Major __, Option __; Minor __; or Certificate <u>X</u> ) *Provide only the information relevant to the proposal.	
Proposal Approved by:		
	<u>Date</u> 11/10/05	<u>Date</u> 02/08/06
Departmental Committee	Graduate Council*	Council on Academic Affairs
<i>Is this a SACS Substantive Change?</i>	Yes**** <input type="checkbox"/> No <input checked="" type="checkbox"/>	Approved <input checked="" type="checkbox"/> Disapproved _____
College Curriculum Committee	01/23/06	02-16-06
General Education Committee*	NA	
Teacher Education Committee*	NA	
		Board of Regents** Council on Postsecondary Edu.***
		NA
*If Applicable (Type NA if not applicable.) **Approval needed for new, revised, or suspended programs ***Approval/Posting needed for new degree program or certificate program ****If "yes", SACS must be notified before implementation. Please contact EKU's Office of Institutional Effectiveness.		

**Completion of A, B, and C is required: (Please be specific, but concise.)**

<p><b>A. 1. Specific action requested:</b> (Example: To increase the number of credit hours for ABC 100 from 1 to 2.)          Remove Certification Program in School Psychology as an option and to subsequently remove the program from the graduate catalog.</p> <p><b>A. 2. Effective date:</b> (Example: Fall 2001)          Fall 2006</p> <p><b>A. 3. Effective date of suspended programs for currently enrolled students:</b> (if applicable)          NA</p>
<p><b>B. The justification for this action:</b></p> <p>We have not accepted a student into the certification only program in several years. Our national accreditation agency no longer supports certification only programs; therefore, we feel it is in the program's best interest to suspend this program as an option.</p>
<p><b>C. The projected cost (or savings) of this proposal is as follows:</b></p> <p><b>Personnel Impact:</b>          None</p> <p><b>Operating Expenses Impact:</b>          None</p> <p><b>Equipment/Physical Facility Needs:</b>          None</p> <p><b>Library Resources:</b>          None</p>

### Part III. Recording Data for New, Revised, or Suspended Program

1. For a new program, provide the catalog description as being proposed.
2. For a revised program, provide the current program requirements using ~~strickethrough~~ for deletions and *underlines* for additions.
3. For a suspended program, provide the current program requirements as shown in catalog. List any options and/or minors affected by the program's suspension.

New or Revised\* Program Text  
(\*Use ~~strickethrough~~ for deletions and underlines for additions.)

#### **~~Certification Program in School Psychology~~**

~~This non-degree program leads to qualifying the individual to meet Kentucky certification standards for school psychology. The program is designed for students who have already earned a master's degree in a related discipline. The student who has not yet earned a master's degree should seek admission to the specialist in school psychology program. Examples of related areas are general psychology, clinical psychology, guidance and counseling, special education, and psychometry. The program of study is individually designed for each student, based on previous graduate work, in order to meet the requirements of the specified school psychology content areas.~~

~~Admission requirements are the same as those for the Specialist in Psychology program in school psychology. Psychology courses taken as part of a previous graduate degree may be substituted for undergraduate prerequisites in psychology. Courses with other than a psychology prefix may be allowed to satisfy the psychology background requirement only after review by the Department's Graduate Admissions Committee. Inquiries should be directed to the Department Chair or School Psychology Program Coordinator.~~

## **ON CAMPUS SOLICITATION**

Inasmuch as solicitation of goods and services on the campus is a potential interference with the educational program of the University, the practice is generally prohibited. However, solicitation for certain worthy causes or those in the best interest of the University may be permitted if cleared through the office of the appropriate vice-president.

The resale of complimentary examination copies of textbooks is unethical and unprofessional. Furthermore, the activities of textbook solicitors are restricted by invitation only under present administrative policy on the campus of Eastern.

Taken from the Faculty Handbook at the following address:

<http://www.universityprograms.eku.edu/facultyhandbook/PART6.php#solicit>

**Faculty Senate Chair's Report  
Executive Committee Meeting  
20 February 2006**

Dear Senators:

The following notes detail the business conducted at the last Executive Committee meeting and include several information items since that meeting. If you have questions or comments, don't hesitate to contact me – [carolyn.siegel@eku.edu](mailto:carolyn.siegel@eku.edu) or voice mail at 622-4973. See you on the 6<sup>th</sup>!

**ANNOUNCEMENTS/INFORMATION ITEMS**

**Academic Regalia Day and Rededication of Keen Johnson**

Mark your calendars for Friday, April 28, 2006, the day of the official Rededication of the Keen Johnson Building highlighted by a walk-through of the completely renovated Faculty Club Lounge. On this day we are calling on all EKU faculty and staff to wear their academic regalia to mark the 100 years of EKU! Many thanks to Senator Hensley and his incredible Senate Centennial Committee for developing this event as well two formal teas scheduled for retired faculty in March.

**Bookstore Update**

Please remind your faculty to submit their book orders as soon as possible. This semester the EKU Bookstore had more used books on the shelf than ever before primarily because faculty and departments did such a great job in turning their book orders in earlier than ever before.

**Faculty Dining Room in Powell**

VP Conneely has already initiated some changes that will make the Faculty Dining Room more inviting. We will have a more congenial seating arrangement, white tablecloths, and even table accoutrements. Many thanks to Dr. Conneely for his help in making this area more attractive and usable.

**Faculty Club Lounge**

If you haven't already visited the Faculty Club Lounge, please drop by! Coffee, tea, and pastry are available (for a nominal fee) every workday from 8:00 am. We are in the process of obtaining table lights to brighten the room, original art for the walls, and a conference table and chairs for the "Ladies Swooning Room", the small room at the south end of the Lounge. James Street, Director of Facilities Services, and his crews worked hard over the Christmas Break so we could have a beautiful "new" Lounge for the start of the semester. Thank you all for a job well done!

**"For the Good of the Order" Discussion Topics**

**March:** "Strategies for More Effective Class Scheduling: Alternate Class Scheduling Patterns (for example, Flip Friday, M,W of equal length to T, R, etc.)"

**April:** "Strategies for Improving Faculty Life at EKU: Recommendations for Facilitating Faculty Teaching, Research, and Service Effectiveness"

**Faculty Administrative Review of the President**

The Administrative Review will be conducted in March. Plans are being made for the review survey (questionnaire) to be hosted on the Website of The Oliver Group, a third-party management consultancy. More information will be provided at the March 6<sup>th</sup> Senate.

**Senator Needed for QEP Committee**

We need a Senate representative to sit on the QEP Committee. If anyone is interested, please contact the Senate Chair ASAP.

**NOTES FROM THE EXECUTIVE COMMITTEE MEETING****NEW BUSINESS:**

**Senate Membership Committee Motion.** Senator May presented a motion on Senate membership. It will be introduced at Senate in February and voted on in March.

**Senate Meet & Greets.** It was the consensus of the Executive Committee to discontinue the Meet and Greet sessions prior to the Senate meetings. No Meet and Greets will be held for the remainder of the Academic Year.

**UNFINISHED BUSINESS:**

**Administrative Review of the President.** Cheryl Harris, Esq., University Counsel, was in attendance to discuss the Senate's administrative review of the President. She indicated that as the Board will handle the actual Presidential evaluation, all of the Senate's material would be considered "preliminary data" and therefore be exempt from the Public Records Act. Confidentiality is a separate issue, but this is addressed in the Faculty Handbook. Senator Siegel noted that Dr. Bethany Miller, Director of Institutional Research, recommended a paper option of the survey should be offered for ADA reasons.

**STANDING COMMITTEE REPORTS:**

**Rules Committee.** Senator Johnson reported that the committee is still working on revising the Faculty Senate portions of the Faculty Handbook.

**Rights & Responsibilities Committee.** Senator Kristofik reported that the committee met and discussed the textbook solicitation issue. There is an ECU solicitation policy on record. Senator Kristofik agreed to send the policy to the Senate Secretary for inclusion with the next Senate mailing as an informational item.

**Committee on Committees.** Senator Shasby announced that the committee is working on the self-nomination process for next year's University committees.

**Welfare Committee.** Senator Hubbard reported that the Benefits Committee is keeping the basic structure in existing health policies, but there will be some changes. Magellan Insurance is being dropped as the mental health carrier and replaced by St. Joseph Behavioral Health. Co-pays will continue at \$15. Prescriptions will be handled through Express Scripts rather than Anthem, but co-pays (\$15, \$25, & \$35) will remain the same. The cost increase for employees is not available yet. Benefits are being figured on a three-year contract rather than the yearly contract negotiated in previous years.

**Arlington Board.** Senator Flanagan stated that the next Board meeting will be on April 18<sup>th</sup>.

**General Education Committee.** Senator Hubbard reported that most courses for General Education have been approved. The committee is currently discussing writing competencies and possibly discontinuing the University Writing Requirement.

**Senate Chair Report.**

Senator Siegel announced that "Ladies Swooning Room" next to the Faculty Club Lounge is being turned into a small conference room and should be available for meetings within the next several weeks. Contact Jennifer Goins in University Programs at 622-2222 to schedule meetings in the Lounge and new conference room. The Faculty Senate Centennial Committee has scheduled two upcoming events. A formal tea for retirees is scheduled for March 20<sup>th</sup> at 1 p.m. and 3 p.m. in Walnut Hall, Keen Johnson. The second event is a rededication of the Keen Johnson Building on April 28<sup>th</sup>. Lieutenant Governor Steve Pence has

been invited to the rededication ceremony. Faculty are encouraged to wear their academic regalia on that day. Senator Chapman agreed that the \$500 faculty development funds available for this year could be used to rent or purchase academic regalia.

Senator Siegel will be meeting with Vice President Conneely regarding the Faculty Dining Room. Anyone with suggestions for utilizing this area should contact Senator Siegel.

Senator Siegel has asked Senators Reed and Dieckmann to revise their Promotion and Tenure amendments and send to the secretary for inclusion with the next Senate mailing.

**Provost Report.** Senator Chapman reported that this year's Promotion and Tenure process is finished and several appeals are now in process. He mentioned that a Faculty Senate representative is needed on the QEP Committee.

**Regents Report.** Senator Schломann reported that next week the consultant for the Presidential evaluation will be on campus.

**ADJOURNMENT:**

The meeting adjourned at approximately 5:45 p.m.

To: Faculty Senate  
From: Pam Schlomann  
Date: February 28, 2006  
Re: Regent's Report

Since the last Senate Meeting there have been no Board or Board Committee meetings.

During this week Dr. John Moore of Penson Associates in on campus for three days to assist the Board in the evaluation of President Glasser. Approximately 150 individuals, representing all constituent groups, will be interviewed during this time. If you did not have opportunity to be involved in this process or wish to add more comments, you are welcome to send a letter to Dr. Penson at 1634 Monarch Drive, Venice, Florida 32493. While a signature is required, all comments will be held confidential by Dr. Moore.

The next Board meeting is March 27. Committees will be meeting in the coming weeks in preparation for that.

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

Respectfully submitted,

Pam Schlomann  
622-1959  
pam.schlomann@eku.edu

**Report to the Senate  
Interim Provost  
February 6, 2006**

February was a very intense month. Promotion and Tenure Review is coming to an end and SACS Review reports are beginning to take shape. Items that might be of interest to you this month are:

**SACS**

The first Compliance written reports addressing the SACS standards are beginning to be reviewed and to take shape. These early reports show us to be in compliance on all of the issues that have been reviewed to date. However, there are some problems we need to address that have been noted as other reports are being completed. One we encountered early in the process was the need to identify our primary accreditor. That was a problem that was easily fixed. Other corrections to achieve the standards are not so easily made, such as meeting the standard that states:

The institution post-baccalaureate professional degree programs, and its master's and doctoral degree programs, are progressively more advanced in academic content than undergraduate programs.

How are we differentiating these gaps? If we do not see ourselves as clearly making this differentiation for every course, we need to judge ourselves Not In Compliance and fix the approval process and review the courses we have on the books. That will take time and we are short on that as far as being in compliance in time for our first major completed draft in early May. We immediately can begin to remedy any problems we find, and that will help us to get into compliance in a reasonable time period and hopefully by the time the review team comes here next spring.

We continue to make progress in developing a Quality Enhancement Plan. You will remember that we chose as our theme last year, ECU will develop informed, critical and creative thinkers who communicate effectively. We have received concept proposals and will move them to proposal stages. On March 9 and 10 Dr. Gerald Nosich, Professor of Philosophy at the University of New Orleans and author of numerous texts and articles on critical thinking, will provide us with a workshop. The workshop will emphasize the practical application of concepts in the classroom and provide further preparation for designing curriculum or program initiatives for the QEP. Please attend and learn more. For more information, contact Hal Blythe or Onda Bennett.

**PROMOTION AND TENURE**

As far as promotion and tenure is concerned, we are nearing the end of the process. We have a number of good candidates this year, and it is encouraging to see the accomplishments of so many of our faculty. However, we do need to tighten up this process. We need to have a checklist that confirms that the individual meets the very basic standards set for promotion and tenure as the process is begun. We need to make sure that candidates have demonstrated achievement in all three areas of teaching, research, and service. We need to have a summary statement at every

review point in the process from the person or chair of the committee reviewing the candidate stating why this candidate meets the requirements or why not. Those documents need to be in the candidate's file for the next reviewer. We need to have a written record from the candidates who appeal of what they are appealing and why. Subsequent reviewers are not privy to appeal conversations between the candidate and the person or committee making the decision. It is good that the Senate is reviewing the process and strengthening it.

### **NEW HIRES**

As we make our new hires we need to be sure that they meet the minimum standards that allow them to progress through the ranks. We should not hire into a tenure-track position any person we do not feel we will ultimately tenure and promote.

### **KENTUCKY PLAN AND DIVERSITY**

We have received from the CPE EKU's Degree Program Eligibility Status for Calendar Year 2006. In order to be able to put forward new programs unconditionally, Kentucky institutions must show progress in six of the eight components of the Kentucky Plan. Less than that requires approval from the Council for Postsecondary Education. We did achieve that unconditional status by making progress in six areas, failing to make progress in Six-Year Graduation Rate for Degree-Seeking Kentucky Residents based on the Fall 1999 Cohort and progress in Employment of African-Americans as Faculty. These are two areas in which we need to make progress for us to continue to grow as an institution and to meet the needs of the citizens we serve. The attentiveness of this year's search committees to diversifying our faculty is very encouraging.

### **SUMMER SCHOOL PAY**

Based on the current and projected budget for the Summer Sessions, CE&O recommends for this summer that the MOST we do is increase faculty salaries to 8% (for a three credit-hour course) with the \$4,500 cap. I support that recommendation. We will assess the situation this summer with the intention of increasing to 9% for the summer of 2007, and increasing to 10% the summer of 2008. We may then determine that during the summer of 2009 we could accomplish the "10% without a cap" salary, but significant changes will need to take place in the way revenue from summer session is allowed to be used for summer sessions. We are taking a conservative approach and recommend only the move to 8% plus a \$4,500 cap for this summer and promise to reassess the financial situation next year with the intention of graduated growth toward the Faculty Senate request.

There is much to be done in the remaining two months of this semester. I look forward to working with you to accomplish the tasks before us.

Jim Chapman

*For Faculty Senate:*

Student Government Association President's Report

- The Kentucky Board of Student Body Presidents is having its rally this week on March 8<sup>th</sup>. Hopefully students across the State will have a positive influence on the General Assembly in getting them to fund Higher Education. If you have your students writing letters in your classes we need those letters by today (March 6<sup>th</sup>). Please send them to our office at Powell 132. If you have not gotten those in already please get them to us immediately.
- In our continuation to work with the city on improving campus and community relations we have established a ride-along program with Richmond Police that will allow students to ride with Police Officers during Thursday, Friday and Saturday nights to not only allow each other to gain perspective from the others position but also to develop a dialogue between students and Police Officers that will ultimately foster a deeper understanding and relationship between the University and the Richmond community.

Thank you.

Kyle Moon  
Student Government Association President

# Report of the Senate Rules Committee

Monday, March 6, 2006

The Rules Committee has opted to review the two motions put forth by the Ad Hoc Committee on Term Limits because the committee felt strongly that these motions dealt with the rules of the senate and that the committee should put forth a statement concerning these motions. The Rules Committee of the Faculty Senate unanimously recommends against the passage of the following two motions.

Concerning the revision in Section VII.B, 2f:

## Current Language

2f. Except for the member elected from the Deans' Unit and the member elected from the Part-time Faculty, whose terms are two years, elected members shall serve for a term of three years; however, if an elected member ceases to be a full-time member in the election unit from which elected, a vacancy shall be declared.

## Suggested Revision

2f. Except for the member elected from the Deans' Unit and the member elected from the Part-time Faculty, whose terms are two years, elected members shall serve for a term of three years. **Elected members shall serve no more than two consecutive terms; eligible members must then forego membership for one term before being eligible for senate election again. If a senator is elected as chair of the senate at the end of their second term, they can then serve a third term before stepping down.** However, if an elected member ceases to be a full-time member in the election unit from which elected, a vacancy shall be declared.

The Rules Committee believes that there is not a strong enough precedent in Benchmark Universities (only 5 of 19 have term limits) to warrant such a change in rules for our Faculty Senate. We also feel very strongly in the primacy of departments. If term limits are something that a department wishes to have, then it is up to the department to implement such a stipulation. It should not be the Faculty Senate who stipulates how long a representative should serve his/her department. This dictates to departments from the top down and is undemocratic. This motion if implemented could also create a loss of institutional memory with too much turnover and the committee believes that one way to weaken a legislative body is to have too much turn over.

Concerning the revision in Section VII.B, 2a:

## Current Language

### 2a. Elected Members

a. Eligibility -- Full-time faculty members as defined in Article 11, Section B, all department chairs regardless of teaching load, and full-time faculty holding visiting rank shall be eligible for election to the Senate.

*Suggested Revision*

2a. Elected Members

a. Eligibility -- Full-time faculty members as defined in Article II, Section B, all department chairs regardless of teaching load, and full-time faculty holding visiting rank, **that have been employed as full-time faculty members at Eastern Kentucky for minimum of two years,** shall be eligible for election to the Senate.

Most of what was stated above, especially departmental primacy, applies to this motion as well with the addition of delaying new hires of faculty in mid career from bringing their experiences and knowledge while serving in other institutions and their faculty senates. It would also prevent new young faculty from experiencing the workings of the university and senate and using it as a learning experience. This is a wonderful way to show new hires the importance of shared governance.

The Senate Rules Committee believes that both of these motions could put undue hardships on small departments.

The Rules Committee continues to work on updates to the Faculty Senate section of the Faculty Handbook. We are also working on a revision concerning lecturer positions for the faculty handbook.

Respectfully submitted by:

Keith Johnson, chair  
Melissa Dieckmann  
Nancy McKenney  
Jane Rainey  
Margaret Yoder

## **The Rights & Responsibilities Committee met February 6, 2006**

Committee Members: Marcel Robles, Paula Kristofik, Nina Coyer, Mixon Ware

Committee members continued discussion on the issue of faculty selling textbooks received from publishers. University counsel was consulted and provided the following information directly from the Faculty Handbook:

### **ON CAMPUS SOLICITATION**

Inasmuch as solicitation of goods and services on the campus is a potential interference with the educational program of the University, the practice is generally prohibited. However, solicitation for certain worthy causes or those in the best interest of the University may be permitted if cleared through the office of the appropriate vice-president.

The resale of complimentary examination copies of textbooks is unethical and unprofessional. Furthermore, the activities of textbook solicitors are restricted by invitation only under present administrative policy on the campus of Eastern.

The link to this section of the Handbook is at

<http://www.universityprograms.eku.edu/facultyhandbook/part6.php>

The Executive Committee thinks this information is sufficient and should be brought to the attention of all faculty.

The committee is in the process of writing the Academic Integrity Policy into Faculty Handbook format.

There has been ongoing discussion regarding the P&T proposal on the Senate Floor.

## Senate Welfare Committee report for the March 6, 2006 meeting

The welfare committee has been working on several issues and offers the following report:

Much of our time in recent weeks has been devoted to our participation on the university benefits committee as we worked with Human Resources on securing a new contract for health care. Following lengthy presentations by the three finalist vendors, the university benefits committee recommended the following three vendors for administering our university self-funded health care insurance:

Medical Insurance Coverage-----Anthem our current administrator

Pharmacy Prescriptions-----Express-Script

Mental Health Coverage-----Behavioral Medicine Network (formerly known as St. Joseph's)

The health care plan design and level of benefits will not change. There is a possibility that another tier of coverage (Parent(s) and one child may be added).

The exact cost of the plan to the institution and the participants has not been determined at this time. The vendors anticipate that the total cost of providing the health care benefit will increase. The university benefits committee recognizes that because our plan is self-funded, everyone at ECU will have to be involved if we desire to minimize the cost to everyone. Anyone interested in more information as to what ECU employees can do to help keep health care costs down please contact a member of the Senate Welfare Committee or the University Benefits Committee. The university benefits committee will continue to be involved and make recommendations to the administration regarding the health care coverage.

Follow-up on the original six charges to the senate welfare committee:

- 1) **Committee charge one re: the faculty recognition awards program:**  
This issue has been resolved by action of the full senate
- 2) **Committee charge two re: the need for a faculty Ombudsperson:**  
This welfare committee previously reported the position has the potential to place the Ombudsperson in a delicate position and recommended against establishing an Ombudsperson.

At our last meeting the welfare committee discussed this again and agreed that a “faculty resource person” who would help faculty find answers or direct them to other resources could be of value, particularly to junior faculty. With the addition of a senate vice chair who ideally would be learning more about the senate and faculty concerns, the committee felt this might be an appropriate role for the senate vice-chair to undertake. In any case, we believe the person who serves in this capacity should not be bound by confidentiality if they are presented with issues that appear to be in violation of any university policy, or civil and/or criminal law. In these instances and any other issues concerning the safety, health and welfare of EKU faculty, staff or students, we believe it would be the responsibility of the “faculty resource person” to notify the appropriate person(s) to enable the university to take actions to minimize the risk and/or correct the violations.

3) **Committee charge number three re: salary equity distribution:**

The Provost previously reported concerning the number and manner of equity distribution.

4) **Committee charge four re: role of academic coordinators at EKU:**

The welfare committee surveyed benchmark institutions and found there is little or no consistency in the manner that coordinators are selected, compensated and/or released from teaching responsibilities to perform their duties. In the process of collecting information from the EKU department chairs, the welfare committee became aware of a survey being conducted by the office of university programs on many of the same issues. We contacted Jennifer Goins and she is in the process of obtaining permission and then providing the welfare committee with data from that survey to assist us in our analysis of coordinators at EKU.

5) **Committee charge five re: polices for temporary, short-term suspensions of the tenure clock:**

This matter is in the hands of the full senate for resolution.

6) **Committee charge six re: junior faculty mentoring programs:**

The senate welfare committee is contacting the Deans for a copy of all mentoring programs in their colleges. These will be analyzed with the idea of looking for best practices and sharing those with the university community. A report of our findings will be delivered to the senate.

## **Report of the Ad Hoc Centennial Committee – March 6, 2006**

Plans have been finalized and details set in motion for two special events in recognition of the ECU Centennial.

### **Event I.**

An Emeritus Tea, in honor of our retired faculty is planned for Monday, March 20, 2006. There will be two sittings, of the elegantly prepared and presented formal tea in honor of our ECU faculty retirees – one at 1 PM, and another, at 3 PM.

After being welcomed in Walnut Hall to the exquisite sounds of the ECU Student String Quartet, guests will be given a brief overview of the order of the Tea Service. Guests will then move to the banquet room upstairs in Keen Johnson, where they will be treated to a beautifully arranged and elegantly prepared four-course Tea, catered by the proprietors of the Bennett House Teas, of Richmond, KY.

President Glasser, Carolyn Siegel, and others yet to be named, will give remarks at strategic times during the tea service. Kentuckians, Bruce and Shelley Richardson, of Elmwood Inn Teas, nationally and world recognized authors of books on Tea and Tea Rooms in Europe and in Asia, and who are also purveyors of the finest teas from around the world, have made a special tins of ECU Centennial Blend. The tins, imprinted with the official ECU Centennial Logo, will be presented to each guest in attendance. The tins will also be available for sale during the year, with the proceeds going to the ECU Faculty Senate's Faculty Development Fund for new faculty.

All in all, this ECU Centennial event promises to be one of elegance, gentility, and sincere appreciation for those retired faculty who have served our university and therefore, countless numbers of students with dignity and compassion.

Thanks to the tireless efforts of Dot Kirkpatrick, President of the ECU Retirees association, who scoured and compared list upon list of names and addresses, invitations have now been mailed to all members of our retired faculty for whom we can find an address.

### **Event II.**

What is being hailed **The Capstone Event** of our ECU Alumni Weekend, beginning on Friday afternoon at 2:30 PM, April 28, 2006, is the Re-Dedication of Keen Johnson Hall, with it's newly renovated Faculty Lounge. Program personalities for this event, to be held outside on the front steps of the Keen Johnson Hall, include President Glasser, Merita Thompson, (hopefully) Lt. Governor, Steve Pence, and other state and national dignitaries.

Highlighting this ceremony will be a performance of the Centennial Chorus, consisting of ECU singers - past, present, and future. Over 700 invitations have been mailed to alumni who have participated in the University Singers, the Concert Choir, the countless Messiah Choruses, the Show Choir, and the Madrigal Singers. Additional invitations are being mailed to surrounding area high school chorus directors. The singers will come together for lunch in the Centennial Chorus Dining Room, attend a brief rehearsal, and then will perform the ECU Alma Mater and Handel's "Hallelujah" from MESSIAH, at the Re-Dedication ceremony.

A printed program for the event will be developed to include a complete reproduction of the original dedication program of Keen Johnson Hall. In addition, the new publication will include the event program, the historical comments by Charles Hay, former university archivist, and a listing of the ECU Centennial Chorus members.

A reception for an estimated number of 250-300 attendees, including faculty in academic regalia, will be held in Walnut Hall. Music for the reception in Walnut Hall will be provided by the ECU Classical Guitar Ensemble, under the direction of Dennis Davis.

All members of the Faculty Senate Ad Hoc Centennial Committee are appreciative of the opportunity to work on such delightful projects.