

Meeting Specifics		
Purpose	Frequency	
Regularly Scheduled	Bi-weekly	
Date	Time	Location
March 10, 2025	3:00-5:00 p.m.	GSC Senate Chambers
Faculty Senate		
<input checked="" type="checkbox"/> Chair: Crawford, Christopher	<input checked="" type="checkbox"/> Design: Bergeron, Emily	<input checked="" type="checkbox"/> Honors: Martin, Joe
<input checked="" type="checkbox"/> Provost Liaison: Harper, Christine	<input checked="" type="checkbox"/> Design: O'Bryan, Mark	<input checked="" type="checkbox"/> Honors: Roberts, Sherelle
<input checked="" type="checkbox"/> Trustee: Ballard, Hubie	<input checked="" type="checkbox"/> Education: Bennett, Stephanie	<input checked="" type="checkbox"/> Libraries: Laub, Amy
<input checked="" type="checkbox"/> Trustee: Swanson, Hollie	<input checked="" type="checkbox"/> Education: Jensen, Jane McEldowney	<input type="checkbox"/> Libraries: McDonnell, Andrew
<input type="checkbox"/> Agriculture, Food & Environment: Rentfrow, Gregg	<input checked="" type="checkbox"/> Engineering: Anderson, Kimberly	<input checked="" type="checkbox"/> Medicine: Hall, Sarah
<input checked="" type="checkbox"/> Agriculture, Food & Environment: Teets, Nicholas	<input checked="" type="checkbox"/> Engineering: Tagavi, Kaveh	<input checked="" type="checkbox"/> Medicine: Thibault, Olivier
<input checked="" type="checkbox"/> Arts & Sciences: Bosch, Anna	<input checked="" type="checkbox"/> Fine Arts: Alley, Becky	<input checked="" type="checkbox"/> Nursing: Biddle, Martha
<input checked="" type="checkbox"/> Arts & Sciences: Stein, Melissa	<input checked="" type="checkbox"/> Fine Arts: Kerns, Bradley	<input checked="" type="checkbox"/> Nursing: Falls, Candice
<input checked="" type="checkbox"/> Business & Economics: Hapke, Holly	<input checked="" type="checkbox"/> Graduate School: Butler, John "J.S."	<input checked="" type="checkbox"/> Pharmacy: Adams, Val
<input checked="" type="checkbox"/> Business & Economics: Vincent, Leslie	<input checked="" type="checkbox"/> Graduate School: Montgomery, Kathleen	<input checked="" type="checkbox"/> Pharmacy: Bauer, Bjoern
<input type="checkbox"/> Communication & Information: Jeong, Hyun Ju	<input checked="" type="checkbox"/> Health Sciences: Lowman, Joneen	<input checked="" type="checkbox"/> Public Health: Haynes, Erin
<input type="checkbox"/> Communication & Information: Vallade, Jessalyn	<input type="checkbox"/> Health Sciences: Metzler-Wilson, Kristen	<input checked="" type="checkbox"/> Public Health: Ingram, Richard
<input checked="" type="checkbox"/> Dentistry: Dominguez Fernandez, Enif	<input checked="" type="checkbox"/> Law: Michael, Douglas	<input checked="" type="checkbox"/> Social Work: Jones, Aubrey
<input checked="" type="checkbox"/> Dentistry: Wiemann, Alfred	<input checked="" type="checkbox"/> Law: Murray, Michael	<input checked="" type="checkbox"/> Social Work: Ratliff, Stephanie
Standing Guests and Visitors		
<input checked="" type="checkbox"/> DiPaola, Bob	<input checked="" type="checkbox"/> Harmon, Camille	<input checked="" type="checkbox"/> Visitor: Adams, Mike
<input checked="" type="checkbox"/> Visitor: Tannock, Lisa	<input checked="" type="checkbox"/> Visitor: Frisby, Brandi	<input checked="" type="checkbox"/> Visitor: Voogt, Ryan
<input checked="" type="checkbox"/> Visitor: Jasinski, Jana	<input checked="" type="checkbox"/> Visitor: Cramer, Jennifer	<input checked="" type="checkbox"/> Visitor: Hardwick, Katie
<input checked="" type="checkbox"/> Visitor: Wheeler, Kate	<input checked="" type="checkbox"/> Visitor: Kovash, Michael	<input type="checkbox"/> Visitor:

Agenda Item	Presenter/Facilitator
Opening Remarks Updates Announcements	C. Crawford
Provost Area Updates	B. DiPaola/C. Harper
Remarks from Previous Staff Senate Chair	M. Adams
AR 2-11	L. Tannock
UK Core Updates	B. Frisby/R. Voogt
Trustee Election Update	C. Harper
SCC Membership	C. Crawford
Nominations for Presidential Council	C. Crawford
SOP: Removal of Senator	E. Bergeron
Call for Agenda Items	C. Crawford
Next Meeting March 24, 2025 3:00-5:00 p.m. GSC Senate Chamber	

Minutes	
Agenda Item: Opening Remarks Updates Announcements	Presenter: C. Crawford
<ul style="list-style-type: none"> C. Crawford called the meeting to order at 3:00p.m. C. Harmon went through roll call. February 24, 2025 minutes were approved. C. Crawford gave opening remarks. C. Crawford named G. Rentfrow as parliamentarian. In G. Rentfrow's absence, C. Crawford asked J.S. Butler to serve as parliamentarian for today's meeting. 	
Agenda Item: Provost Area Updates	Presenter: B. DiPaola
<ul style="list-style-type: none"> B. DiPaola addressed the FS. 	
Agenda Item: Remarks from Previous Staff Senate Chair	Presenter: M. Adams
<ul style="list-style-type: none"> M. Adams gave remarks on Staff Senate and shared governance. 	
Agenda Item: Interim AR 2-11	Presenter: L. Tannock
<ul style="list-style-type: none"> L. Tannock presented programs and initiatives out of the Office of Faculty Advancement. L. Tannock presented Interim AR 2-11 and asked the FS to nominate members to serve on the Promotion and Tenure Advisory Committee. FS discussed Interim AR 2-11 and the nomination process. FS approved moving forward with FS providing at least 20 nominees to form the committee (tenured faculty; cannot be chair or dean). 	
Agenda Item: UK Core Updates	Presenter: B. Frisby/R. Voogt
<ul style="list-style-type: none"> B. Frisby gave an update on the UK Core Task Force. FS discussed the UK Core Task Force. 	
Agenda Item: Trustee Election Update	Presenter: C. Harper
<ul style="list-style-type: none"> C. Harper provided an update on trustee elections. 	
Agenda Item: SCC Membership	Presenter: C. Crawford
<ul style="list-style-type: none"> C. Crawford asked the FS to vote on the membership of the Senate Curriculum Committee (SCC). FS approved the SCC membership. 	
Agenda Item: Nominations for Presidential Council	Presenter: C. Crawford
<ul style="list-style-type: none"> C. Crawford gave an overview of the nomination process for the President's Council. <ul style="list-style-type: none"> The FS must nominate five Faculty Senators and five faculty from the University to serve on the President's Council. The FS approved moving forward with self-nominations from FS. 	

<ul style="list-style-type: none"> The FS approved a process to break a tie. 	
Agenda Item: SOP: Removal of Senator	Presenter: E. Bergeron
<ul style="list-style-type: none"> This agenda item has been deferred to the next scheduled FS meeting. 	
Agenda Item: Call for Agenda Items	Presenter: C. Crawford
<ul style="list-style-type: none"> None were added. 	
From the Floor: AR Review Concerns	Presenter: B. Alley
<ul style="list-style-type: none"> B. Alley presented a letter that was sent to FS via email regarding concerns over a transparent and inclusive feedback process for AR revisions. The FS discussed concerns over the AR revision feedback process. The FS approved to solicit AR revision feedback from the faculty in their colleges to share with the FS. 	
Other Information	
Adjournment	
<ul style="list-style-type: none"> Meeting adjourned at 5:23p.m. 	
Next Meeting	
<ul style="list-style-type: none"> Monday, March 24, 2025 3:00-5:00p.m., Gatton Student Center Senate Chamber 	

Office for Faculty Advancement

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OFFICE OF FACULTY ADVANCEMENT

Sabbatical Showcase

- Purpose
 - To provide a forum for recognition and appreciation of work completed by faculty on their recent sabbatical leave
 - Being awarded a sabbatical is one of the highest forms of recognition for faculty
- Held inaugural event on October 30, 2024
- 21 faculty presented
 - 29% of faculty on sabbatical in FY24

SAVE THE DATE!
Wednesday Nov 5th, 4-6pm 2025



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Overview of OFA

- | | |
|---|--|
| <ul style="list-style-type: none"> • Faculty (and staff) development programs • Leadership development programs • Faculty and staff coaching • Faculty hiring process • Appointments, Promotion and/or Tenure reviews • Faculty retentions/ equity adjustment reviews • Faculty compensation • Exit interviews • Wethington awards • Teaching awards • Administrative appointments | <ul style="list-style-type: none"> • Sabbatical and other leave reviews • Faculty TDL/ FML approval • Retirements/ phased retirements • Form F (overload) reviews • Appeals (performance evaluations, DOE assignments, appointments) • Nepotism reviews • Individual consultations and support (personnel matters) • Unit rules and statements of evidence reviews • TCEs • Faculty database systems |
|---|--|

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OFFICE OF FACULTY ADVANCEMENT

Emerging Leaders Academy

- Purpose
 - To encourage mid-career faculty and professional staff to consider leadership career paths and to guide them in developing the essential skills for effective institutional leadership
- Held September 2024 through April 2025
 - Initial meeting occurred on 9/17/24
- Number Enrolled
 - 15 faculty, 2 staff

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Faculty development programs

- *Emerging Leaders Academy**
- WELD*
- *Sabbatical Showcase*
- New faculty orientation (Aug and Jan)
- *Conflict of Interest overview/ trainings*
- *Promotion and tenure workshops*
- *Conflict Management workshop*^*
- SEC travel program

*include staff
*periodic offering

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OFFICE OF FACULTY ADVANCEMENT

Promotion and Tenure Workshop Series

- Purpose
 - To help support faculty promotion preparation and success
 - Includes workshops for faculty, and are appropriate for faculty at any career stage – the earlier you understand the promotion process the less intimidating it may be
- Workshop Areas
 - The Role of Leadership and Administration
 - College APT and Provost Area Committees
 - Faculty Promotion: Strategies for Success
 - Ten workshops (each done twice) in CY24
- Number attended
 - In CY24 – 119
 - Currently underway in CY25

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**Office for
Faculty Advancement**

**2015 Promotion and
Tenure Workshops**

The Role of Leadership & Administration

Feb 4 Feb 26	Leading Your Faculty Through Promotion/Tenure Process	Feb 5 Feb 27	Professionalism in Performance Ratals & Dossier Review
Mar 29 April 6	Empowering Faculty: Preparing a Successful Dossier		

College APT & Provost Area Committees

Aug 10 Aug 18	College APT Committee Process & Responsibilities		
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Faculty Promotion: Strategies for Success

Mar 23 Mar 27	F&T Prep for Review Tracks	Mar 23 Mar 27	Promotion to Senior Lecturer
Mar 31 Mar 27	Promotion to Clinical Editor	Mar 31 Mar 27	Promotion to Research Editor
Mar 27 Apr 3	From Associate to Full Professor		

Registration links at efa.uky.edu

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Faculty and staff professional coaching

- *New in 2025*



Jennifer Greer
Dean, Communication
& Information



Kenneth Jones,
Assistant Provost for
Faculty Development



Lisa Tannock, Associate
Provost for Faculty
Advancement



Bill Verble, Director of
Provost HR Business
Partners

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Leadership Development Events

- Chairs Academy I and II
- Monthly chairs town halls
- New department chairs orientation
- New deans orientation and onboarding
- SEC ALDP program
- CPE Leadership Academy

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OFA Activities

- Individual consultations
- Faculty appeals
 - Performance evaluations
 - DOE assignments
 - Appointment changes
 - miscellaneous

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- Purpose
 - An opportunity for department chairs and other college-level administrators to build a network of peers, get answers to questions or challenges, and revisit those topics that may have been covered in other OFA programs; these meetings are a way to continue ongoing leadership development and peer support
- Held August 2024 through May 2025
 - Noon to 1 p.m. on the second Tuesday of each month
- Average attendance
 - Ranges from 15-40

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Faculty Hiring and Appointments Process

- Review of proposed appointment type, title series, DOE, compensation
- Ensuring clarity in offer letters
- Workflow addresses:
 - Funding approvals
 - Search authorizations
 - Offer letters
 - Appointment documentation verifying SACSCOC requirements

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Faculty Recruitment and Retention

- Compensation
 - Initial salary
 - Retention requests
 - Equity adjustments
- Wethington awards
- DOE processes
- Form F – internal and external overloads

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OFA and CELT Activities

- CELT
- Teaching awards
- SEC Professor of the Year
- Coordination with other offices for faculty nominations and awards

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Other Faculty Processes

- Administrative role searches and appointments
- Sabbatical and other leave reviews
- Nepotism topics
- Retirements/ phased retirements
- Exit Interviews

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Promotion and/or Tenure Processes

- Reviews of all unit Rules and Statements of Evidence
- Workshops to demystify the promotion and tenure process
- Oversight of processes
- Coordination of appeals

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Faculty FML and Support

- Implemented a new electronic workflow to protect personal health information
- Coordination with OEO and ADA offices as needed

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Dossier Review Process

- External review: 6 arm's length letters
- Department faculty review: number set by required faculty in unit
- Department chair review
- College P&T committee review
- Dean review

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Interim AR2:11 - background

- We receive about 180-200 promotion and/or tenure dossiers per year, the vast majority are unanimously supported at all prior levels of review
- Original AR2:11 required dossiers* be sent to one of 7 Academic Area Advisory Committees
 - Biological Sciences
 - Extension Title Series
 - Health Care Clinical Sciences
 - Humanities and Arts
 - Librarian Series
 - Physical and Engineering Sciences
 - Social Sciences

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Interim AR2.11 - Updates

- A single Provost Appointment, Promotion and Tenure Advisory Committee will be formed
- Must comprise 10 members, appointed by the President from a list provided by the Faculty Senate
 - Full professors
 - Service is staggered 3-year terms
 - Chair is designated by the President
 - One per College (membership to be rotated among colleges so that over a period of years all colleges are represented)

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Interim AR2:11 - background

- Academic Area Committees were tasked to review all appointments at senior academic ranks, promotions, or the granting of tenure
- As outlined in AR2.1.1 "In those cases that have not received near-unanimous support from all lower-level reviewers (external letter writers, unit faculty and educational unit administrator, college advisory committee and dean) the Provost shall require a written evaluation from the academic area advisory committee."
- The Academic Area committees could also elect to submit a written evaluation on any case assigned

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Interim AR2.11 - Updates

- The Provost will consult the Committee for:
 - Any cases with borderline support (cases that have not received unanimous or near-unanimous support from all lower level reviewers)
 - Any cases with unanimous or near-unanimous endorsement against promotion and/or tenure

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Interim AR2:11 - background

- "Considerable deference in tenure cases shall be shown by the Provost to the judgments emanating from the college, especially in cases where the Provost has determined that those college-level judgments (unit faculty, educational unit administrator, college advisory committee and dean) are nearly unanimous, either for or against the granting of tenure." AR2.1.1

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Interim AR2.11 – next steps

- Option A: Senate to provide at least 20 nominees to form this new committee
- Option B: Senate to endorse using members of the former Academic Area Advisory Committees
- Option C: combination of options A and B

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UK CORE TASK FORCE: UPDATES



3/10/2025



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Current State: UK Core Opportunities



CURRICULAR
FRAMEWORK AND
COMPETENCIES



STUDENT
EXPERIENCE



ASSESSMENT



PROGRAM OVERSIGHT
AND ADMINISTRATION



COMMUNICATION AND
MESSAGING



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NARRATIVE CHARGE PER CHAIRMAN'S RECOMMENDATION 1 (CR 1)

Working in a campus-wide initiative through the institution's shared governance structure, the university will assess, evaluate and revise the institution's general education curriculum – the UK Core – with a focus on ensuring students are provided with the skills to succeed in a fast-changing and sophisticated workplace that will require technical competency but also the capacity to engage in critical thinking and constructive dialogue as our graduates must lead companies and communities in the process of forging solutions rather than divisions.

3/10/2025



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COMPOSITION OF UK CORE TASK FORCE

- Associate Provost for Academic Affairs (Brandi, Chale)
- Dean representatives (Ana Franco-Watkins*, Mark Shanda, Christian Brady)
- Student representative from SGA (Ben Williams)
- Student Success representative (Aaron Vaught*)
- Staff representative (Mike Shanks*)
- Faculty Members
 - Corrine Williams (CPH)
 - Mike Pennell (A&S)
 - Nancy Jones (FA)
 - Ryan Voigt (A&S/Honors)
- Representative from university communication/marketing (Amanda Harris)
- Director of Assessment (Masela Obade)
- UK Libraries (Lisa Nichols)
- IRADS (Chris Thuringer)
- Admissions (Jenn Dietzel)

*Served on previous Workgroup, provide continuity

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BACKGROUND

AYs 08-10 – UK Core Framework was Approved and Implemented

AY 23-24 – Workgroup 2 on More Readiness, First holistic and systematic re-examination of Core since Implementation

June 2024 – Recommendations to the BOT

AY 24-25 – UK Core Task Force Developed to explore the recommendations, meeting bi-weekly and working between meetings

3/10/2025



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TASK FORCE GUIDING PRINCIPLES

1. Student Focus – what is best for the student? How can we holistically support their development? What do all students need, regardless of discipline?
2. Freedom to imagine what is possible
3. Maintaining strong faculty expertise and input
4. Both explore benchmarks AND be true to our mission
5. Ensure a high quality and consistent Core experience

3/10/2025



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**PROGRAM OVERSIGHT AND ADMINISTRATION**

Developed possible models and descriptions for administration and oversight

UK Core Area Expert Reviewers remain in Curricular Processing

Increased support in Core Assessment from OSPIE


Idea of annual UK Core Summit

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**CURRICULAR FRAMEWORK AND COMPETENCIES**

Course Inventory Review

Potential recommendations for Oversight and Inventory Cleanup


1. Courses which have not been taught in X number of years will have Core designation removed
2. Core courses should be re-evaluated for alignment with Core every X years to address drift

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**CURRICULAR FRAMEWORK AND COMPETENCIES**

Current Core: 30 credit hours, 10 areas, and 90+ student learning outcomes in the current Core Framework.

- Potential new competencies: Technical literacy, Human Skills
- Committee has made recommendation to reduce to ~30 SLOs
 - Reducing, clarifying, and updating student learning outcomes – this will drive curricular development/revision and assessment of Core
 - New competencies can also be represented in the SLOs to help students achieve essential skills and relate more closely to workforce preparation (e.g., critical thinking, teamwork, civic engagement)




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**STUDENT EXPERIENCE**

Core SLOs now included in syllabus guidance

Students are integrated into Task Force and planned Oversight Committee

Integrating with high impact practices (e.g., service learning, TEK)

Emphasis on practical skills in revised SLOs, mapping to skills


Web redesign with student audience focus

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**CURRICULAR FRAMEWORK AND COMPETENCIES**

Graduate Profile/10 Essential Skills:
<https://provost.uky.edu/graduate-profile>


	1. Critical and creative thinking	2. Communication and collaboration	3. Problem-solving and decision-making	4. Leadership and teamwork	5. Global awareness and intercultural competence	6. Digital literacy and technology proficiency	7. Career readiness and self-management	8. Ethical reasoning and social responsibility	9. Resilience and adaptability	10. Lifelong learning and growth mindset
Natural Physical Mathematical										
Social Sciences										
Humanities										
Arts and Creativity										
Communication and Communication I (CIS or WRD 111)										
Communication and Communication II (CIS or WRD 111)										
Quantitative Foundations										
Strategic & Informal Learning										
Community, Culture and Citizenship in the USA										
Global Dynamics										

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**ASSESSMENT**

1. Aligning rubrics with streamlined SLOs
2. Faculty engagement with Core assessment
3. Faculty support for designing/developing assessment
4. Increasing reliability and validity of assessment results
5. Closing the loop with results



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COMMUNICATION AND MESSAGING


Branding, recognition, and value

- Student focus groups
- New UK Core website
- Advisor communication around UK Core


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Feedback?




CURRICULAR FRAMEWORK AND COMPETENCIES




STUDENT EXPERIENCE



ASSESSMENT



PROGRAM OVERSIGHT AND ADMINISTRATION



COMMUNICATION AND MESSAGING

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Colleagues,

I want to take a few moments to talk about the upcoming revisions to our university's ARs and the role that the Faculty Senate can play in ensuring a transparent and inclusive feedback process.

As we know, these regulations affect all aspects of our university. Soon, the newly revised ARs will be released and available for faculty review, with a one-week open comment period. Given the scope of these changes, I believe it is in everyone's best interest—faculty and administration alike—to create a process that fosters transparency and trust. If we do this well, we can reduce much of the anxiety that faculty are currently feeling and help ensure broad faculty acceptance of the new regulations.

I want to highlight two areas of concern and propose steps we can take as a Senate to support an open and constructive process.

1. Transparency in the Comment Process

The first concern is that faculty do not have a clear sense of what will happen to their comments once submitted to the University Administration's Qualtrics feedback form. There is uncertainty about who reviews them, how they are considered, and whether they influence the final regulations.

To help address this, I propose that, in addition to encouraging faculty to submit comments through the Qualtrics form, we also invite them to share their comments with faculty senators directly. By compiling a summary of faculty concerns in a public-facing document, we as the Faculty Senate can ensure that there is a clear record of faculty input. If data from the Qualtrics feedback form could be made available to us, I think including that in our report would also be beneficial.

A process like this would not only help the Faculty Senate advocate for faculty concerns but also give the administration an opportunity to demonstrate that faculty input is being taken seriously.

As a note, my fellow College of Fine Arts senator and I have a simple email drafted that we plan to share with our faculty soliciting the feedback. I know each college has its own method of communicating, so if having this example is helpful, I would be happy to share that to the Faculty Senate email group.

2. Adequacy of the Comment Period

The second concern is the extremely short timeframe for faculty feedback. I understand the one-week timeframe to be non-negotiable. Given this, it is critical that the Faculty Senate be prepared to act quickly.

If one of our regularly scheduled Senate meetings does not fall within the latter portion of the comment period, I propose that we call a special meeting. This would allow us to discuss faculty concerns on record and ensure that any significant issues are identified and communicated while there is still time to do so. Given that we do not know when the ARs will be released, we will have

to be prepared to organize quickly to compile and discuss, as a senate body, the faculty feedback we receive.

Moving Forward

The goal of these proposals is not to create conflict but to foster trust and transparency. Faculty deserve to feel confident that their voices are heard in this process, and administration deserves to have the benefit of faculty input in shaping policies that will impact our university. By working together to create an open and well-documented process, we can help reduce uncertainty and suspicion while ensuring a smoother path forward for everyone.

I welcome any thoughts or discussion on these proposals.

Thank you.

Becky Alley, College of Fine Arts