Office of the Provost

Meeting Specifics		
Purpose	**Frequency**	
Regularly Scheduled	Bi-weekly	
Date	**Time**	**Location**
March 24, 2025	3:00-5:00 p.m.	GSC Senate Chambers

Faculty Senate		
☒ **Chair:** Crawford, Christopher	☒ **Design:** Bergeron, Emily	☒ **Honors:** Martin, Joe
☒ **Provost Liaison:** Harper, Christine	☐ **Design:** O'Bryan, Mark	☒ **Honors:** Roberts, Sherelle
☒ **Trustee:** Ballard, Hubie	☒ **Education:** Bennett, Stephanie	☒ **Libraries:** Laub, Amy
☒ **Trustee:** Swanson, Hollie	☒ **Education:** Jensen, Jane McEldowney	☒ **Libraries:** McDonnell, Andrew
☒ **Agriculture, Food & Environment:** Rentfrow, Gregg	☒ **Engineering:** Anderson, Kimberly	☒ **Medicine:** Hall, Sarah
☐ **Agriculture, Food & Environment:** Teets, Nicholas	☒ **Engineering:** Tagavi, Kaveh	☒ **Medicine:** Thibault, Olivier
☒ **Arts & Sciences:** Bosch, Anna	☒ **Fine Arts:** Alley, Becky	☒ **Nursing:** Biddle, Martha
☒ **Arts & Sciences:** Stein, Melissa	☒ **Fine Arts:** Kerns, Bradley	☒ **Nursing:** Falls, Candice
☒ **Business & Economics:** Hapke, Holly	☒ **Graduate School:** Butler, John "J.S."	☒ **Pharmacy:** Adams, Val
☒ **Business & Economics:** Vincent, Leslie	☒ **Graduate School:** Montgomery, Kathleen	☒ **Pharmacy:** Bauer, Bjoern
☒ **Communication & Information:** Jeong, Hyun Ju	☐ **Health Sciences:** Lowman, Joneen	☒ **Public Health:** Haynes, Erin
☒ **Communication & Information:** Vallade, Jessalyn	☐ **Health Sciences:** Metzler-Wilson, Kristen	☒ **Public Health:** Ingram, Richard
☒ **Dentistry:** Dominguez Fernandez, Enif	☐ **Law:** Michael, Douglas	☐ **Social Work:** Jones, Aubrey
☒ **Dentistry:** Wiemann, Alfred	☒ **Law:** Murray, Michael	☒ **Social Work:** Ratliff, Stephanie

Standing Guests and Visitors		
☒ DiPaola, Bob	☒ Harmon, Camille	☒ **Visitor:** Jasinski, Jana
☒ **Visitor:** Frisby, Brandy	☒ **Visitor:** Tannock, Lisa	☒ **Visitor:** Bartlett, Jennifer
☒ **Visitor:** Farmer, Sophia		

Agenda Item	Presenter/Facilitator
Opening Remarks	Updates	Announcements 5 min	C. Crawford
Provost Area Updates 5 min	B. DiPaola/C. Harper
Senate Curriculum Committee Updates 5 min	J. Jensen
Proposal for Shared Governance Committee (SGC) 10 min	C. Crawford
Nominations for Promotion and Tenure Advisory Committee 5 min	C. Crawford
Faculty Senate Team Building 10 min	L. Vincent
Administrative Regulation Review Overview and Rationale 5 min	C. Harper

Administrative Regulations Discussion – 15 minutes per AR • Administrative Authority of the President • Academic Freedom and Freedom of Speech • Appointment of Employees • Employee Code • The President's Council	Faculty Senate
Call for Agenda Items	C. Crawford
Next Meeting April 7, 2025 | 3:00-5:00 p.m.| GSC Senate Chamber	

Minutes	
Agenda Item: Opening Remarks | Updates | Announcements	**Presenter: C. Crawford**

- C. Crawford called the meeting to order at 3:00p.m.
- C. Harmon went through roll call.
- March 10, 2025 minutes were approved.

Agenda Item: Provost Area Updates	**Presenter: B. DiPaola/C. Harper**

- B. DiPaola addressed the FS.
- C. Harper asked FS to provide a list of 3 nominations to serve on the search committee for the Associate Provost for Faculty Advancement. Nominations are due to C. Harper by April 7th.
- C. Harper went over the process, eligibility, and timeline for the faculty trustee elections.
  - The FS discussed the process, eligibility, and timeline for the faculty trustee elections.

Agenda Item: Senate Curriculum Committee Updates	**Presenter: J. Jensen**

- J. Jensen went over the SCC report.
- SCC report was accepted by the FS.

Agenda Item: Proposal for Shared Governance Committee	**Presenter: C. Crawford**

- C. Crawford presented the proposal for a Shared Governance Committee.
  - The FS discussed, edited, and approved the proposal for a Shared Governance Committee.
- C. Crawford asked the FS to vote on the membership of the Shared Governance Committee.
  - The FS discussed the Shared Governance Committee membership.
- The FS approved the Shared Governance Committee membership.
  - Becky Alley
  - Doug Michael
  - Olivier Thibault

Agenda Item: Nominations for Promotion and Tenure Advisory Committee	**Presenter: C. Crawford**

- C. Crawford will follow up with the FS after the meeting regarding this agenda item.

Agenda Item: Faculty Senate Team Building	**Presenter: L. Vincent**

- This agenda item was deferred to the next scheduled FS meeting.

Agenda Item: Administrative Regulation Review Overview and Rationale	**Presenter: C. Harper**
• C. Harper gave a brief overview of the charge and rationale of the Administrative Review workstreams.	

Agenda Item: Administrative Regulations Discussion	**Presenter: Faculty Senate**

• Administrative Authority of the President
    o The FS discussed the AR for Administrative Authority of the President.
• Academic Freedom and Freedom of Speech
    o The FS discussed the AR for Academic Freedom and Freedom of Speech.
• The feedback collected by FS from faculty in their colleges on all ARs under review is included in the meeting minutes.	

Agenda Item: Call for Agenda Items	**Presenter: C. Crawford**
• None were added	

Other Information	
Adjournment	
• Meeting adjourned at 5:03p.m.	
Next Meeting	
• Monday, April 7, 2025 3:00-5:00p.m., Gatton Student Center | Senate Chamber	

March 24, 2025

Senate Curriculum Committee Report

Committee Members: Jane Jensen (Chair), Mark O'Bryan, Joneen Lowman, Mel Stein, Kathleen Montgomery

Monitoring Curricular Processes

- To provide clarity to the curricular process and identify best practices, the Senate Curriculum Committee (SCC) will work over the next few months with the Provost's Office to map the curricular review process for each of the colleges as the colleges update their rules and organizational charts. This documentation will help faculty understand the flow of proposals in each college and potentially identify ways colleges can learn from each other. If faculty have concerns or questions about the development of curriculum in their college, this may help them identify the right person to contact. They can also contact their Senator(s).
- For observation of the different Councils, the SCC purposefully includes faculty who also serve on the Undergraduate, Graduate, and Health Care Colleges Councils. There is currently no active UK Core Committee; we will ask to have an SCC liaison on the new general education committee when it is formed. We have requested that the Senate Curriculum Committee members receive **access to the same information as the Provost's office regarding curricular discussion and decisions across the University**. This would include minutes from the various Councils.

Recommending Action

ITEM: Graduate Certificate - Applied Behavior Analysis - Close
Recommended Action: Approve. This closure does not affect any other departments. The associated professional credential will be obsolete in a few years. Currently very low enrollment. No concerns reported by Graduate Council.
ITEM: Undergraduate Certificate – Companion Animal Studies – New
Recommended Action: Approve. This new program has documented support from all departments included in guided electives (Great example of how to build a proposal with this documentation and communication across colleges). No concerns reported by Undergraduate Council.

NOTE: The Office of the Provost consults/engages with the Faculty Senate on "proposals to create new degrees, new certificates, closures of a degree/certificate, or potential conflicts". This is operationalized by including each Senators' decision in the Curriculog proposal workflow. **There is no "vote" in the Faculty Senate on curricular proposals.** Senators may wish to wait until after Senate discussion before submitting their decision in Curriculog.

Curriculum Changes that have (almost) completed review as of 3/21/25

PROGAM CHANGES

Change of course requirements
- Graduate Certificate - Computational Fluid Dynamics - CHANGE
  https://uky.curriculog.com/proposal:11801/form
- MPH - Public Health - CHANGE https://uky.curriculog.com/proposal:12291/form
- MS - Marketing - CHANGE https://uky.curriculog.com/proposal:12339/form

Suspend program or concentration/specialization within program
- MPH - Health Behavior Concentration only Suspend
  https://uky.curriculog.com/proposal:12309/form suspend program due to low
  enrollment and overlap with new programs

NEW COURSES & COURSE CHANGES

New Courses
- New course allows alternate option to CLM323 for education abroad CLM - 324 - SOCIAL
  DETERMINANTS OF HEALTH ABROAD https://uky.curriculog.com/proposal:12046/form
- 300 level special topics meets needs of lower level students ECO - 310 - Special Topics in
  Economics: (Subtitle Required) https://uky.curriculog.com/proposal:12003/form
- New course as part of curriculum revision PRD - 360 - Advanced Design Technologies
  https://uky.curriculog.com/proposal:12024/form
- New course option for SOC and Latin American Studies SOC - 425 - Latino Health and
  Healthcare https://uky.curriculog.com/proposal:11387/form

New UK Core Courses
- New UK Core that integrates **citizenship** and engineering EGR - 370 - Citizenship on the
  Cutting Edge https://uky.curriculog.com/proposal:11938/form
- New UK Core **Arts & Creativity** course on societal impacts of technology ICT - 120 -
  Technology and the Human Experience
  https://uky.curriculog.com/proposal:11570/form

Dropping out of date courses or courses longer offered
- A-E - 675 - AESTHETICS AND DESIGN
  https://uky.curriculog.com/proposal:11498/formDropping out of date course
- Drop course no longer offered lack of faculty TA - 368 - VISUAL STORYTELLING
  https://uky.curriculog.com/proposal:12155/form
- Drop course no longer offered lack of faculty and student interest TA - 485 - FRENCH
  THEATRE: CULTURE, TEXT AND PERFORMANCE
  https://uky.curriculog.com/proposal:12157/form

Consolidating topical classes into one special topics OR regularizing special topics into new courses

- Consolidating topical classes into one special topics class ASC - 780 - Special Problems in Animal Derived Foods https://uky.curriculog.com/proposal:12399/form
- Regularly taught as special topics may be included in new degree ECO - 403 - Advanced Microeconomics https://uky.curriculog.com/proposal:12165/form
- Regularly taught as special topics ECO - 420 - Economics of Altruism, Philanthropy, and Nonprofit Organizations https://uky.curriculog.com/proposal:12002/form
- Regularly taught as special topics EGR - 598 - Engineering Enterprise â€" Project Management https://uky.curriculog.com/proposal:8189/form

Fixing credits, updating pre-requisites, editing titles and descriptions, changing level

- A&S - 141 - ASPIRE: ACADEMICALLY SOUND PREPARATION FOR INVOLVED RESEARCH EDUCATION https://uky.curriculog.com/proposal:11810/form Fixing Credits
- ASC - 685 – Mineral Metabolism https://uky.curriculog.com/proposal:12408/form Updating Pre-Requisites
- ASC - 687 - Vitamin Metabolism https://uky.curriculog.com/proposal:12409/form Updating Pre-Requisites
- ASC - 748 - Master's Thesis Research https://uky.curriculog.com/proposal:12410/formU pdating language in pre-requisite form
- ASC - 767 - Dissertation Residency Credit https://uky.curriculog.com/proposal:12448/form Updating language
- Change in pre-requisite to open option for HSS students CHS - 101 - An Introduction to Health Professions for Exploratory Students https://uky.curriculog.com/proposal:12486/form
- Change in Pre-requisites CHS - 354 - INTERPROFESSIONAL EVIDENCE-BASED DECISION MAKING https://uky.curriculog.com/proposal:12468/form
- Change in Pre-requisite language and credit hours CLM - 120 - CAREERS IN CLINICAL LEADERSHIP AND MANAGEMENT https://uky.curriculog.com/proposal:12080/form
- Change in prerequisites CLM - 325 - INTRODUCTION TO HEALTH CARE MANAGEMENT https://uky.curriculog.com/proposal:12463/form
- Change in prerequisites CLM - 335 - HEALTH INFORMATION MANAGEMENT https://uky.curriculog.com/proposal:12465/form
- Change in Pre-requisites CLM - 342 - LEADERSHIP: MANAGEMENT COMPETENCIES ESSENTIAL TO LEAD IN HEALTHCARE https://uky.curriculog.com/proposal:12461/form
- Change in Pre-requisites CLM - 345 - QUALITY AND PRODUCTIVITY IMPROVEMENT AND EVALUATION https://uky.curriculog.com/proposal:12466/form
- Change in Pre-requisites CLM - 350 - HEALTH POLICY, POLITICS, & LAW https://uky.curriculog.com/proposal:12462/form
- Change in Pre-requisites CLM - 353 - ETHICS IN HEALTH SERVICES MANAGEMENT https://uky.curriculog.com/proposal:12464/form
- Change in Pre-requisites CLM - 443 - LEADERSHIP: STRATEGIC VISION, MISSION AND PLANNING IN HEALTHCARE https://uky.curriculog.com/proposal:12469/form
- Change in Pre-requisites CLM - 444 - LEADERSHIP: HUMAN RESOURCES MANAGEMENT IN HEALTHCARE https://uky.curriculog.com/proposal:12474/form

- Change in Pre-requisites CLM - 455 - FINANCIAL MANAGEMENT OF HEALTHCARE ORGANIZATIONS https://uky.curriculog.com/proposal:12470/form
- Change in Pre-requisites CLM - 470 - LONG-TERM CARE MANAGEMENT https://uky.curriculog.com/proposal:12471/form
- Change in Pre-requisites CLM - 480 - SPECIAL TOPICS IN CLM: SUBTITLE REQUIREDhttps://uky.curriculog.com/proposal:12475/form
- Change in Pre-requisites CLM - 495 - CLINICAL LEADERSHIP & MANAGEMENT CAPSTONE https://uky.curriculog.com/proposal:12476/form
- Change in Pre-requisites FSC - 630 - Advanced Meat Science https://uky.curriculog.com/proposal:12450/form
- Change in Pre-requisites and title HHS - 495 - CAPSTONE: LEADERSHIP FOR HEALTHCARE PROFESSIONALS https://uky.curriculog.com/proposal:12088/form
- Changing from 400G to 300 level JPN - 461G - JAPAN: THE MYTH OF THE HOMOGENOUS NATION   https://uky.curriculog.com/proposal:11650/form
- Change in Course description PPL - 201 - Introduction to Public Policy https://uky.curriculog.com/proposal:12428/form
- Change in pre-requisites/description PPL - 251 - Equity in Public Policy https://uky.curriculog.com/proposal:12379/form
- Change in pre-requisites PPL - 304 - Public and Nonprofit Financial Management https://uky.curriculog.com/proposal:12430/form
- Change in pre-requisites/description PPL - 306 - Ethics and Civic Leadership https://uky.curriculog.com/proposal:12431/form
- Change of title/credits/description as part of curriculum revision PRD - 450 - PORTFOLIO FOR PRODUCT DESIGN   https://uky.curriculog.com/proposal:12027/form
- Change of title/credits/description/crosslist as part of curriculum revisionPRD - 451 - INTEGRATED ENTREPRENEURSHIP IN PRODUCT DESIGN https://uky.curriculog.com/proposal:12297/form

Adding Distance Learning
- Adding Distance Learning option CE - 589 - DESIGN OF STRUCTURAL SYSTEMS https://uky.curriculog.com/proposal:11883/form
- Adding Distance Learning MKT - 390 - SPECIAL TOPICS IN MARKETING (SUBTITLE REQUIRED) https://uky.curriculog.com/proposal:12249/form
- Adding Distance Learning MKT - 410 - PERSONAL SELLING https://uky.curriculog.com/proposal:12250/form
- Adding Distance Learning MKT - 422 - SALES MANAGEMENT https://uky.curriculog.com/proposal:12248/form
- Adding Distance Learning MKT - 435 - INTERNATIONAL MARKETING https://uky.curriculog.com/proposal:12251/form
- Adding Distance Learning MKT - 445 - SPORTS MARKETING https://uky.curriculog.com/proposal:12252/form
- Adding Distance Learning MA - 110 - ALGEBRA AND TRIGONOMETRY FOR CALCULUS https://uky.curriculog.com/proposal:11942/form
- Adding Distance Learning MKT - 303 - SUPPLY CHAIN MANAGEMENT https://uky.curriculog.com/proposal:12246/form

- Adding Distance Learning MKT - 330 - INTEGRATED MARKETING COMMUNICATIONShttps://uky.curriculog.com/proposal:12245/form
- Adding Distance Learning MKT - 340 - INTRODUCTORY MARKETING RESEARCH https://uky.curriculog.com/proposal:12247/form

Summary of Faculty Feedback on Draft Administrative Regulations

Administrative Authority of the President

- **Review Period:** A one-week review period is insufficient to allow for considered feedback from shared governance bodies. A two-week review period for ARs, excluding academic holidays, is suggested to ensure thorough review.
- **Lack of full information:** There is vague mention of other forthcoming ARs in these ARs, but those are not currently available, so meaningful feedback on these ARs is limited without knowing what is still to come. These ARs are sparse compared to the current ARs, so there are general concerns about what has been changed.
- **Power Consolidation:** There is a perception of excessive power being consolidated in the president's office, with the President's Council being seen as disingenuous. The ARs are written legalistically to give the administration full authority to define, redefine or change guidelines as they see fit.
- **Operationalization of Values:** The ARs place significant responsibility on the President without empowering other university members to operationalize the listed values.
- **Evaluation Metrics:** Clarification is needed on how president and cabinet members are reviewing "component parts" and what metrics or criteria are used.
- **Committee Dissolution:** Concerns were raised about the power to dissolve any committee and its implications.
- **Establishment vs. Elimination of Institutes/Centers:** The administration can establish institutes and centers but cannot eliminate them, raising questions about balance.
- **Survey Results Transparency:** There are concerns about how survey results on proposed ARs are handled and whether they are shared transparently.
- **Need for definitions:** periodic, component part

Example: Anti-DEI and Department of Education Investigation

- **Title VI Investigation:** The University of Kentucky is under investigation by the Department of Education, highlighting the need for the President's broad authority to navigate such situations. The President's retroactive authority in unforeseen circumstances is noted.

Academic Freedom and Freedom of Speech

- **Vagueness and Clarity:** The AR lacks clear definitions of "academic freedom" and "free speech." Academic freedom is now limited to "formal instructional settings" and "scholarly speech," potentially excluding criticism of university policy and administration. Faculty should have freedom of speech regarding university affairs. No explicit mention of research publication/presentation and how it protected.
- **Area of Expertise:** The term "area of expertise" is seen as intentionally vague and could be misinterpreted by the administration. A more flexible term like "area of competence" or "scholarly interest" is suggested, protecting faculty working in creative or multi-disciplinary research while also allowing faculty to engage in areas outside their core expertise.
- **Scope of Protections:** The AR protects speech in teaching environments and "areas of expertise" but does not address participation in university shared governance or other informal academic activities. This narrow scope may affect faculty engagement in shared governance.
- **Emerging Research Areas:** The restriction to "areas of expertise" could hinder discussions in emerging research areas that require interdisciplinary collaboration.
- **National Standards:** Concerns were raised that the AR does not align with the nationally respected definitions of academic freedom, such as those in the AAUP statement of 1940.
- **Formal Instructional Setting:** Clarification is needed on what constitutes a formal instructional setting. Is mentoring considered formal instruction? What about informal conversations on campus, in the hallway, at campus social functions, etc.?
- **Protections for Controversial Teaching Areas:** What protections are granted to faculty teaching politically controversial topics (e.g., climate change science, social justice issues)? The AR should align with the GR's wording on Academic Freedom. For example, the omitted sentence, "Nevertheless, students must be prepared to accept that the subject matter of a course may challenge their beliefs and even cause them discomfort," should be included. Questions were also raised about whether academic freedom applies when sharing results or opinions outside the university.
- **Reporting/Disputing Violations:** While the AR allows individuals to request a review if they believe academic freedom was violated, the process remains unclear. Who determines that a violation has occurred and what is the process for appealing that decision?
- **Commitment to Free Expression:** The AR's language on restricting speech if deemed "reasonable" or "tailored to serve a significant government interest" lacks clarity and raises concerns about potential overreach.
- **Need for definitions:** academic freedom, area of expertise, indoctrination, free speech, formal instruction setting, classroom, reasonable

Appointment of Employees

- **Research Title Series (RTS):** Concerns about the process for RTS, especially those on soft money, were raised. The practice of issuing multiple "terminal appointments" without clear distinction between real and "fake" terminal appointments has led to legal issues. A more sustainable solution is needed.
- **Transparency in Hiring Processes:** Despite claims for more transparency, there is less clarity around hiring processes in this AR. Faculty participation in hiring decisions is necessary for collegial relations. Current ARs include detailed language about process, but this one is very sparse and vague.
- **Search committees:** The language around search committees seems to indicate a centralized hiring process but does not clearly articulate who comprises search committees, when a search committee is required, and eliminates previous language pointing to college level rules and regulations for policy. The "may use" language is vague.
- **Transparency in Drug Policies:** Clarification is needed on what is meant by "drug or related substances" in the AR. What specific substances are included (e.g., hormones)?
- **Nepotism Disclosure:** Employees should be able to disclose situations around nepotism directly to HR instead of involving members of the President's cabinet for a simpler process. Also concerns about spousal hires as a long-standing norm of higher education institutions.
- **Employee Performance Assessment:** The AR states that employee performance will be assessed with applicable HR policies, but it lacks details on the process. Clarification is needed on what these policies are and how they will be applied.
- **Definition of Employees:** The AR uses the term "employees" without specifying whether it includes faculty, staff, and students. This needs to be clarified.
- **Employeefication:** Concerns were raised about the term "employeefication," suggesting increased control and coercive manipulation of employees.
- **Need for definitions:** hiring officials, may use

Employee Code

- **Core Values:** Sections A-D outline essential core values (Integrity, Excellence, Mutual Respect, Human Dignity, Academic Freedom, Personal and Institutional Accountability). These values need to be clearly defined in the AR to ensure they are understood and lived out by the university community.
- **Culture of Compliance vs. Accountability:** The AR promotes a "culture of compliance," which is seen as misaligned with the core values. A "culture of accountability" is suggested as it empowers individuals and fosters a high-integrity, self-policing environment.
- **Misconduct Determination:** The new AR gives the administration more discretion in determining misconduct but removes the accused's access to a hearing. Clarification is needed on how misconduct will be determined and what protections will ensure due process.
- **Mandatory Reporting:** Concerns were raised about mandatory reporting requirements for misconduct, with some viewing it as coercive manipulation. Can employees be fired for not reporting on peers and neighbors?
- **Relationship Status and Prohibitions:** Including the term "knowingly" in the language addressing prohibited relationships would protect faculty and employees who engage in such relationships without knowing the other person's status as a faculty member, employee, or student. Additionally, the prohibition on romantic or sexual relationships with any graduate or professional student in their college could be interpreted to mean that graduate student TAs are prohibited from dating any other graduate student in their college, regardless of whether they are an instructor for that student. What exceptions will be made to this policy?
- **Need for definitions:** core values- Integrity, Excellence, Mutual Respect, Human Dignity, Academic Freedom, Personal and institutional Accountability. Also, what are "high standards"

The President's Council

- **Power Consolidation:** (repeated concern in **Administrative Authority of the President**): There is a perception of excessive power being consolidated in the president's office, with the President's Council being seen as disingenuous.
- **Vagueness:** The purpose and purview of this council is unclear.
- **Selection Process Inadequate:** The first selection for this committee was rushed and began before the AR was released to the university community.