UK Office of the Provost

Meeting Specifics		
Purpose	**Frequency**	
Regularly Scheduled	Bi-weekly	
Date	**Time**	**Location**
April 7, 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:** Frederick, Melissa
☒ **Visitor:** Ivey, Steve	☒ **Visitor:** Farmer, Hannah	☒ **Visitor:** Jasinski, Jana
☒ **Visitor:** Frisby, Brandi	☒ **Visitor:** Mainous, Rosalie	☒ **Visitor:** Adkins, Karrie
☒ **Visitor:** Tannock, Lisa	☒ **Visitor:** Farmer, Sophie	☐ **Visitor:**

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
Bachelor of Science- Surgical First Assistant 15 min	R. Mainous
Update on Badges 10 min	B. Frisby
HR Open Enrollment 20 min	M. Frederick/S. Ivey/H. Farmer
Faculty Senate Team Building 10 min	L. Vincent
SOP Removal of a Senator 10 min	E. Bergeron
Call for Agenda Items	C. Crawford
Next Meeting April 21, 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 24, 2025 minutes were approved pending an edit to include the names of the senators on the Shared Governance Committee.

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

- B. DiPaola addressed the FS.
- L. Tannock gave an update regarding the impact of grants on promotion and tenure.
- C. Harper provided provost area updates on the Faculty Senate meeting over the summer, post doc parental leave, and faculty trustee elections.
- C. Harper announced that upon review, there will not be a need for the Senate to meet over the summer. Based on this, but also awareness that some Senators were expecting summer work, the Provost Office has provided two projects in the scope of Faculty Senate for those that have an interest. Those that work on these work groups (if 9- or 10-month faculty) would $1k/month stipend for contributions to these projects.
  - The Faculty Senate discussed.
- C. Harper shared that there are no updates on the feedback that was provided on the Administrative Regulations.

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: Bachelor of Science- Surgical First Assistant	**Presenter: R. Mainous**

- R. Mainous gave an overview of the Bachelor of Science- Surgical First Assistant program proposal.

Agenda Item: HR Open Enrollment	**Presenter: M. Frederick/S. Ivey/H. Farmer**

- S. Ivey went over the changes to benefits that will be reflected in the upcoming open enrollment period.
  - The Faculty Senate discussed.

Agenda Item: Update on Badges	**Presenter: B. Frisby**

- B. Frisby gave an update on Badges.
  - The Faculty Senate discussed.

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

- L. Vincent gave an overview of Tuckman's Stages of Team Development.

Agenda Item: SOP Removal of a Senator	**Presenter: E. Bergeron**

- E. Bergeron presented the proposal for the Removal of a Senator SOP.
  - The Faculty Senate discussed.
  - The motion for the Removal of a Senator SOP did not pass.

Agenda Item: Call for Agenda Items	**Presenter: C. Crawford**

• None were added.

Other Information	
Adjournment	
• Meeting adjourned at 5:01p.m.	
Next Meeting	
• Monday, April 21, 2025 3:00-5:00p.m., Gatton Student Center | Senate Chamber	

DRAFT April 7, 2025

Senate Curriculum Committee Report

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

University Curriculum Website: https://provost.uky.edu/curriculum-proposals

Monitoring Curricular Processes

- Meeting Times & Information for the University level Councils responsible for reviewing curricular proposals are as follows:
    - Undergraduate Council: Every other Tuesday 3-5 in Main building. AY25 Chair: Kristine Urschel. Link to Website
    - UK Core: Not currently meeting. Area experts currently reviewing proposals and submitting reviews without discussion. Link to old website
    - Graduate Council: Every other Thursday afternoon at 3pm. AY25 Chair: Kristen Perry. Link to Website
    - Health Care Colleges Council: Every other Tuesday afternoon by Zoom as needed. AY25 Chair: Frank Romanelli AY26 Chair: Paula Arnett. Link to website
- SCC is continuing to collect documentation of College Level curricular review processes that will help faculty understand the flow of proposals in each college. 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).

Recommending Action

None at this time.

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". **There is no "vote" during regular Faculty Senate meetings on curricular proposals.** Faculty Senate input on curriculum is operationalized by including each Senators' decision in the Curriculog proposal workflow. Approval by 51% of Senators signifies a positive "vote" by the Senate.

Curriculum Changes that have (almost) completed review as of 4/4/2025

PROGAM CHANGES

Change of course requirements
- DSW - Doctorate of Social Work CHANGE
  https://uky.curriculog.com/proposal:11973/form **(**New Specialization: Sport Social Work 2) New Course: SW884 - Sport Social Work Theory and Policy 3) New Course: SW885- Sport Social Work in Practice Settings)
- PharmD - Pharmacy – Change **https://uky.curriculog.com/proposal:12416/form** (reduction of a course from 3 to 2 hours reducing overall credits).

NEW COURSES & COURSE CHANGES

New Courses
- MKT - 590 - SPECIAL TOPICS IN MARKETING & SUPPLY CHAIN
  https://uky.curriculog.com/proposal:12253/form (adding MS elective option)
- MNG - 515 - Applications of AI in the Mining Industry
  https://uky.curriculog.com/proposal:11913/form (new technologies)
- PPS - 897 - Effective Operations and Innovations in Community Pharmacy
  https://uky.curriculog.com/proposal:12414/form (new elective)
- PPS - 898 - Optimizing Patient Outcomes in the Ambulatory Care Setting
  https://uky.curriculog.com/proposal:12415/form (new elective)
- SW - 240 - Career Readiness for Helping Professionals
  https://uky.curriculog.com/proposal:12117/form (new pre-req. Replacing elective in BS SW, BS/BA Crim Justice)

Consolidating topical classes into one NEW special topics OR regularizing special topics into new courses
- ASC - 770 - Animal and Food Sciences Introductory Seminar
  https://uky.curriculog.com/proposal:12446/form (regularizing grad research design & writing in field).

Dropping out of date courses OR courses longer offered OR courses consolidated/replaced
- ASC - 749 - DISSERTATION RESEARCH
  https://uky.curriculog.com/proposal:12449/form **(replaced by 767)**
- ASC - 769 - RESIDENCE CREDIT FOR THE DOCTOR'S DEGREE
  https://uky.curriculog.com/proposal:12398/form **(replaced by 767)**
- ASC - 781 - SPECIAL PROBLEMS IN GENETICS AND ANIMAL BREEDING
  https://uky.curriculog.com/proposal:12400/form (consolidated into special topics ASC 780)
- ASC - 782 - SPECIAL PROBLEMS IN ANIMAL NUTRITION
  https://uky.curriculog.com/proposal:12401/form (consolidated into special topics ASC- 780)

- ASC - 783 - SPECIAL PROBLEMS IN REPRODUCTIVE PHYSIOLOGY (SUBTITLE REQUIRED) **https://uky.curriculog.com/proposal:12402/form** (consolidated into special topics ASC-780)
- ASC - 791 - RESEARCH IN GENETICS AND ANIMAL BREEDING **https://uky.curriculog.com/proposal:12453/form** (consolidated into special topics ASC-790)
- ASC - 792 - RESEARCH IN ANIMAL NUTRITION **https://uky.curriculog.com/proposal:12454/form** (consolidated into special topics ASC-790)
- ASC - 793 - RESEARCH IN REPRODUCTIVE PHYSIOLOGY (SUBTITLE REQUIRED) **https://uky.curriculog.com/proposal:12455/form** (consolidated into special topics ASC-790)
- FSC - 636 - FOOD PACKAGING **https://uky.curriculog.com/proposal:12456/form** (no longer offered)
- PHR - 961 - SCHOLARSHIP II **https://uky.curriculog.com/proposal:12075/form** (no longer needed)

Fixing credits, updating pre-requisites, editing titles and descriptions, changing level
- CED - 570 - CRISIS AND TRAUMA COUNSELING **https://uky.curriculog.com/proposal:11823/form (increase credit hours)**
- CPH - 999 - DIRECTED STUDIES IN PUBLIC HEALTH **https://uky.curriculog.com/proposal:12308/form (title, credit hours, and DL)**
- PPS - 983 - INTERPROFESSIONAL TEAMWORK IN GLOBAL HEALTH **https://uky.curriculog.com/proposal:12412/form (credit hours)**
- ACC - 399 - Internship in Accounting **https://uky.curriculog.com/proposal:12479/form**
- AED - 110 - Introduction to Career and Technical Education **https://uky.curriculog.com/proposal:12499/form** (removing cross listing with Family & Consumer Sciences)
- AED - 210 - Professional Growth in Agriculture **https://uky.curriculog.com/proposal:12500/form** (change in prefix)
- AED - 362 - Field Experience in Career and Technical Education **https://uky.curriculog.com/proposal:12501/form** (removing cross listing with FCS)
- AED - 395 - Special Problems in Career and Technical Education **https://uky.curriculog.com/proposal:12502/form** (removing cross listing with FCS)
- AED - 399 - Experiential Learning in Career and Technical Education **https://uky.curriculog.com/proposal:12503/form**(change in prefix)
- AED - 580 - Foundations of Teaching Career and Technical Education **https://uky.curriculog.com/proposal:12504/form** (removing cross listing with FCS)
- AED - 590 - Problems in Career and Technical Education **https://uky.curriculog.com/proposal:12505/form**(removing cross listing with FCS)
- ANT - 334 - Soul and Cosmos in the Native Americas **https://uky.curriculog.com/proposal:12293/form (name change)**
- ANT - 651 - Archaeological Data Analysis **https://uky.curriculog.com/proposal:12282/form** (title and desc. Change)
- ANT - 653 - Prehistoric Economics **https://uky.curriculog.com/proposal:12278/form** (title and desc. Change)
- CE - 218 - Sustainable Engineering **https://uky.curriculog.com/proposal:12243/form** (Change in pre-req.)

- ISC - 261 - Strategic Planning and Writing
  https://uky.curriculog.com/proposal:12579/form (Change in pre-req.)
- ISC - 371 - Specialized Public Relations Writing
  https://uky.curriculog.com/proposal:12580/form (Change in title, desc. & pre-req)
- JOU - 204 - Writing for the Mass Media **https://uky.curriculog.com/proposal:12363/form**
  (change in pre-req).

Adding Distance Learning
- COM - 553 - MEDIA THEORY AND CRITICISM: (SR)
  https://uky.curriculog.com/proposal:12069/form
- CPH - 999 - DIRECTED STUDIES IN PUBLIC HEALTH
  https://uky.curriculog.com/proposal:12308/form

Badges

Background

- [Digital Badge Pilot (2020-2021)](#)
  - ~20 piloted
- Badge policy and rules developed and approved (8 approved, 6 credit bearing since 2023)
  - Recommendation from former Senate Academic Programs Committee: "Review badge initiative after two years"

Two Year Review Guiding Questions

- How have badges fared at UK?
- What is the value of badges to students?
- What is the value of badges to employers?
- What are the updates on what our benchmarks are doing with badges?
- What are the regulatory obligations of the institution?

How have badges fared at UK? What is the value to students?

Badge	Academic Credit	Accepted/Issued	Assessment*
Accounting Analytics (B&E)**	Y	0/0	Plan submitted, no data
Digital Marketing (B&E)**	Y	0/0	Plan submitted, no data
Teaching and Learning (CELT)	N	0/0	Plan submitted, no data
Lactation Counseling (CofN)	Y	0/0	Plan submitted, no data
Inclusive Teaching (CELT)	N	7/8	Plan submitted, no data
Critical Health Issues (ED)	Y	1/6	Plan submitted, no data
Healthy Living (ED)	Y	9/87	Plan submitted, no data
Sex and Drug Prevention (ED)	Y	9/28	Plan submitted, no data

20%

*Assessment plan is required when submitted. All badges have been approved since 2023. We expect first round of data this year.
Source: PSLO Program Assessment Dashboard
**These programs elected not to award digital badges.

Current Challenges at UK

- SACSCOC substantive change rules apply
- Requires assessment as a program
- Student interest and follow through on claiming badges
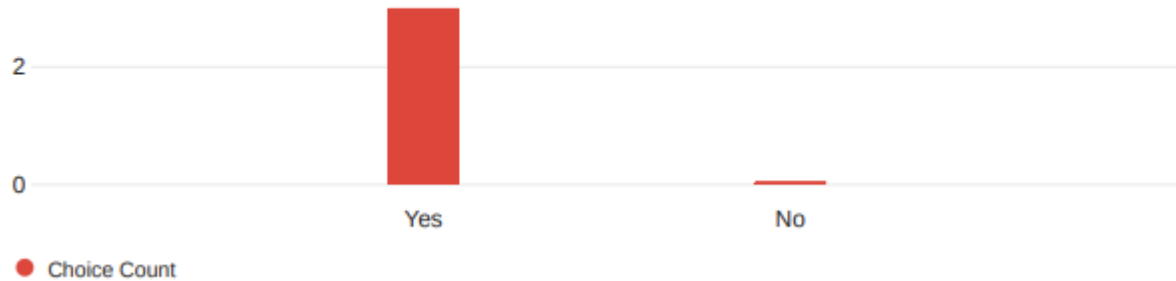- Resources usage (time, people, financial with Credly)
- Transcripting

Seven Deadly Sins of Digital Badging in Education

Transcripting & Benchmarking (2023)

Q3 - Does your institution transcript badges on student's transcripts?

Bar chart. Yes: near 0. No: 3.
● Choice Count
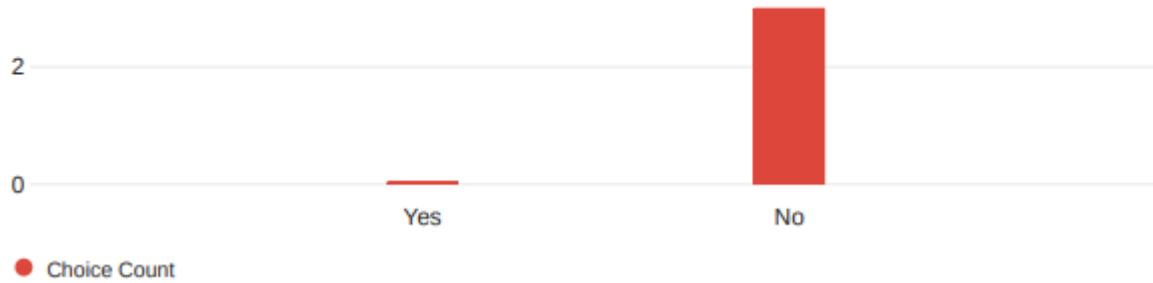
Q4 - Does your institution use an external vendor to award badges?

Bar chart. Yes: 3. No: near 0.
● Choice Count

The University of Mississippi (Ole Miss)

University of South Carolina

University of Arkansas

University of Florida

The University of Mississippi

University of Tennessee

University of Georgia

Vanderbilt University

Auburn University

Louisiana State University

Texas A&M University

What is the value of badges to employers?

Employers have mixed reviews:

Cons: Lack trust in quality and meaning (https://www.forbes.com/sites/dereknewton/2024/10/20/report-employers-still-dont-understand-trust-education-badges/

Pros: secure, verifiable evidence of skills (https://www.insidehighered.com/opinion/views/2023/06/07/skills-badges-should-add-nothing-new-curriculum-opinion0)

Stuckert Career Center conversations with employers: badges do not add marketability to students and that application systems do not allow badge entrance as a credential.

What are the updates on what our benchmarks are doing with badges?

- Only 42% of our benchmarks offer for credit badges

- 90% of benchmarks use Badgr instead of Credly

- Only 24% of universities use badging to show competencies (NACE, 2023)

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What are the regulatory obligations of the institution?

- March 2024- SACSCOC position statement on badges

- December 2024 – SACSCOC Conference guidance

Where do we go from here?

- Do we continue badges as credit bearing programs?

- Do we transition to a different digital badge system?

- Are badges as non-academic recognition of skills more appropriate?

- Instead of badges, do we pursue certificates?

- Do we eliminate digital badges and only include on transcripts?

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2025-26 Benefits Open Enrollment

Key themes

Challenges

- Current plans are not financially sustainable going forward
- Health expenses are greater than premiums paid by the university and its employees
- Too many plans without distinct options
- Benefits optimization project found employees want lower premiums and more flexibility

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Our principles

- Respond to employee feedback from the benefits optimization project
  - Provide a lower-cost option
  - Increase provider network flexibility
- Offer plans that are truly distinct in both design and cost
- Provide competitive choices
- Align plan design and employee contribution to keep us competitive with our benchmark institutions
- Reduce number of plans by eliminating the least fiscally sustainable
- Rebuild reserve funds and stabilize budget risks
- Balance impact to both employee and university costs

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2025-26 plan

- Implement changes in plan design (deductibles, co-pays, co-insurance, annual out-of-pocket maximum)

- Establish employee monthly premiums to offer distinct choices

- Set monthly rates for coverage that includes family members to more closely match plan cost and value

- Reduce monthly rate for employee-only Saver plan to provide a low-cost option

- Eliminate plans that are not financially viable going forward

Eliminating RHP and EPO plans

- Making the Regional Health Plan (RHP) plan and EPO plan financially sustainable into the future would require a substantial increase in monthly premiums

- Employees on those plans will need to explore one of the three remaining options
    - Alternative plans offer lower monthly costs than currently charged for RHP and EPO plans with the same or greater network flexibility
    - If employees choose Saver, could use savings from lower monthly costs to contribute to a Health Savings Account

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Open enrollment dates

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Open enrollment dates

- April 28-May 16
  - This is longer than recent open enrollment periods by one week
  - We want to allow time for employees to review their options and make decisions that are best for them and their families

- This is your annual opportunity to:
  - Change health insurance plans
  - Add or re-enroll in a flexible spending account
  - Add more coverage from our overall benefits package

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Communication plan

Communication plan

- April 2 – Message to university explaining need to address challenges

- Early April – Postcard mailed to employee homes to remind of open enrollment dates and encourage to visit open enrollment website to explore options

- Mid-April – Newsletter mailed to homes with more information on health insurance plan rates; new UK HealthCare primary care locations; flexible spending accounts; dental, vision and other insurance plans available

- Mid-April – Thrive email newsletter with call to action to visit open enrollment website and explore options

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Communication plan

- Mid-April – Supervisor Solutions email newsletter with call to action to share open enrollment information with team and support employees in attending consultations/webinars

- Mid-April – UKNow article with information on support available from HR Benefits to understand options

- April 28 – Email to benefits-eligible employees letting them know open enrollment has begun
  - Working to include custom information based on current benefit plans

- May 14/15 – Email to benefits-eligible employees letting them know open enrollment ends May 16

- Additional outreach to employees currently on RHP or EPO

Get ready for Nayya

- We know picking the best benefits for you and your family can feel overwhelming.

- Changes in your life, your finances and your health can all have an impact on the most appropriate plan for you.

- That's why this year we're offering Nayya, a personalized benefits guidance that helps you feel confident in your choices.

- Take a quick, 10-minute survey, and you'll be matched with the benefits best suited for your unique needs.

- Nayya Choose will be available April 28, so watch for more information.

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Additional support from HR Benefits

Additional support from HR Benefits

- Website
  - hr.uky.edu/oe
- Main HR Benefits phone number and email
  - 859-257-9519, option 3
  - benefits@uky.edu
- Individual consultation sessions
- Webinars
  - April 24 and May 8
  - Webinar for RHP and EPO members April 16
- Open houses
  - 10 in person
  - Working to schedule virtual open houses

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Tuckman's Stages of Team Development

Forming | Storming | Norming | Performing