

Meeting Specifics		
Purpose	Frequency	
Regularly Scheduled	Bi-weekly	
Date	Time	Location
April 21, 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 checked="" type="checkbox"/> Libraries: McDonnell, Andrew
<input checked="" 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 type="checkbox"/> Fine Arts: Kerns, Bradley	<input 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 type="checkbox"/> Pharmacy: Bauer, Bjoern
<input checked="" type="checkbox"/> Communication & Information: Jeong, Hyun Ju	<input type="checkbox"/> Health Sciences: Lowman, Joneen	<input checked="" type="checkbox"/> Public Health: Haynes, Erin
<input checked="" type="checkbox"/> Communication & Information: Vallade, Jessalyn	<input checked="" 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 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 type="checkbox"/> DiPaola, Bob	<input checked="" type="checkbox"/> Harmon, Camille	<input checked="" type="checkbox"/> Visitor: Tannock, Lisa
<input checked="" type="checkbox"/> Visitor: Jasinski, Jana	<input checked="" type="checkbox"/> Visitor: Frisby, Brandi	<input type="checkbox"/> Visitor:

Agenda Item	Presenter/Facilitator
Opening Remarks Updates Announcements 5 min	C. Crawford
Provost Area Updates 5 min	B. DiPaola/C. Harper
Shared Governance Committee Updates 5 min	B. Alley
Senate Curriculum Committee Updates 5 min	J. Jensen
Faculty Family Medical Leave Act (FMLA) 10 min	L. Tannock
Discussion of Lecture Title Series 10 min	L. Tannock
Proposed Senate Committee on Faculty Affairs 15 min	C. Crawford
Call for Agenda Items	C. Crawford
Next Meeting May 5, 2025 3:00-5:00 p.m. GSC Senate Chamber	

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. April 7, 2025 minutes with edits were approved. C. Crawford announced that there will be food available in GSC 330AB immediately following the end of business at the last Faculty Senate meeting on May 5. 	
Agenda Item: Provost Area Updates	Presenter: C. Harper
<ul style="list-style-type: none"> C. Harper provided provost area updates on administrative regulations, the college of pharmacy dean search, honorary degrees, and graduate program audits. <ul style="list-style-type: none"> The feedback provided on the ARs is still under review. No ARs will be sent out for review between May 15 and mid-August. The Faculty Senate needs to provide the names of three nominees to sit on the college of pharmacy dean search committee. The honorary degree policy is under review. They will begin awarding honorary degrees beginning with the December commencement. The number of international graduate students affected by the change in visa status is small. The university provides support for those students. The Office of the Provost will work with individual colleges to review graduate program curriculum and admissions requirements to ensure that what is built in the degree audit and the catalog are accurate. C. Harper gave legislative updates on international graduate student visas, the tenure bill, DEI, and NIH funding. The Faculty Senate discussed. 	
Agenda Item: Shared Governance Committee Updates	Presenter: B. Alley
<ul style="list-style-type: none"> B. Alley went over the SGC report. <ul style="list-style-type: none"> The Faculty Senate discussed. SGC report was received by the Faculty Senate. In response to the SGC report, V. Adams motioned for the Faculty Senate to meet over the summer. That motion was tabled until the next Faculty Senate meeting. Please see Appendix A for presentation slides/report. 	
Agenda Item: Senate Curriculum Committee Updates	Presenter: J. Jensen
<ul style="list-style-type: none"> J. Jensen went over the SCC report. <ul style="list-style-type: none"> The report was not available to be displayed during the meeting, but it was distributed electronically to the Faculty Senate and will be included in the minutes. Please see Appendix B for presentation slides/report. 	
Agenda Item: Discussion of Lecture Title Series and Faculty Family Medical Leave Act (FMLA)	Presenter: L. Tannock
<ul style="list-style-type: none"> L. Tannock presented on the Family Medical Leave Act (FMLA). <ul style="list-style-type: none"> The Faculty Senate discussed. Please see Appendix C for presentation slides/report. 	
Agenda Item: Discussion of Lecture Title Series	Presenter: L. Tannock

<ul style="list-style-type: none"> L. Tannock discussed the lecture title series. <ul style="list-style-type: none"> The Faculty Senate discussed. 	
Agenda Item: Proposed Senate Committee on Faculty Affairs	Presenter: C. Crawford
<ul style="list-style-type: none"> C. Crawford proposed a Senate Committee on Faculty Affairs. <ul style="list-style-type: none"> The Faculty Senate reviewed, edited, and approved the proposed Senate Committee on Faculty Affairs. 	
Agenda Item: Call for Agenda Items	Presenter: C. Crawford
<ul style="list-style-type: none"> Presentation from the International Center and/or the Office of Student Success on international graduate student visas and support for international students who cannot go home over the summer. Follow up on the post-tenure evaluation house bill. 	
Other Information	
Adjournment	
<ul style="list-style-type: none"> Meeting adjourned at 5:01p.m. 	
Next Meeting	
<ul style="list-style-type: none"> Monday, May 5, 2025 3:00-5:00p.m., Gatton Student Center Senate Chamber 	

Shared Governance Committee Report – April 21, 2025

Faculty Senate Summer Engagement – Clarification and Expectations

While the Provost office has stated that faculty senators are not *required* to serve over the summer, and that senators may *voluntarily* assist the Provost office with curricular matters, the full scope of summer developments cannot be predicted.

Considering the current political climate and the mounting pressure on higher education institutions nationwide, it is both likely and reasonable to expect issues important to faculty may arise during the summer months. Faculty senators, elected to serve twelve months of the year through August 14, are representatives of the faculty in their respective units, and therefore each senator carries a responsibility to represent and advocate for their colleagues year-round. Aside from curricular matters, one of our important roles on campus is to represent and amplify concerns of the faculty, and it is unrealistic to assume those concerns will not exist over the summer months.

Therefore, it is the view of the SGC that senators are expected to:

- Remain attentive and responsive over the summer break through established channels like email and Teams.
- Be prepared to meet should urgent matters arise — such meetings will be called at the discretion of the Senate Chair.
- Support and participate in committee work as needed and communicate with the full Senate body when appropriate.
- Report to the Senate and the Provost office on concerns or issues that have arisen in their respective Colleges throughout the year.

This approach ensures that faculty have a consistent and active voice through any challenges that may emerge during the summer. Our commitment to faculty governance should not be seasonal — faculty deserve representation and advocacy throughout the full term of our service.

Appendix B

April 21, 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

Documenting Curricular Review Process: Documentation of how each college reviews curricular proposals exists only in the college rules/bylaws and procedures for each college. The Provost's Office has shared that they will include a request for such descriptions in their requests for updated statements of evidence from the colleges. They will publish this on the Faculty Advancement website along with a link to the curricular pages.

Recommending Action on Curriculum advanced to the Faculty Senate

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 Awareness Report

None at this time. There have been no new curricular proposals advanced to the awareness step since our last Senate meeting.

Appendix C

Faculty FMLA – Prior process

- FMLA forms could be submitted via HR website, or to department/College, or to OFA directly
- Faculty member was not necessarily notified of approval
- Chair/Director was not necessarily notified of approval

Concern: the medical information seen on the FMLA form was potentially seen by many individuals, privacy concerns for faculty

1

Faculty FMLA – New Process

- Faculty uploads documentation to OFA website
- The college Faculty Database contact, department chair, and faculty member are notified of approval in writing, including the dates of the leave
- Please note: the faculty member is still expected to communicate with their Chair and assist in making plans to cover their responsibilities, when possible and appropriate.
- It is still possible for a third party at UK (Dean, department chair, etc) or outside UK (family member, etc) to submit a request on behalf of a faculty member if the faculty member is incapacitated.

ONLY OFA sees the private medical information/ reason for FML

2

FMLA - Reminders

- Eligibility: at least 12 months employment, and at least 1250 hours worked in last 12 months
- Eligible family members include spouse, parents/children but not in-laws, siblings, aunts/uncles
- Faculty can receive up to 6 months paid TDL (lifetime)
- While on FMLA their job is protected
- If on continuous FMLA they cannot work
- If on intermittent FMLA the College or Department needs to track time
- Tenure clock extension requests are expected to be supported by FMLA documentation
- If a faculty has frequent absences they are encouraged to file FMLA; Chair/ Dean is allowed to request documentation

3

FMLA – Parental Leave

- Up to 12 weeks leave allowed
- May be taken as continuous or intermittent leave
- Must be taken within 12 months of date of birth or placement of child
 - In cases of adoption, foster care, surrogacy etc documentation of placement of child may be needed
- Only 6-8 weeks is paid
 - Vacation leave must then be used before placing on FMLA without pay
- “modified duties” is not part of FML, and is up to individual college processes

4

Nine Month Faculty and Summer Assignments

- Please note that if a 9 month faculty accepts 3 months of summer pay they do not receive any vacation leave
 - Faculty on 9 month assignments realistically should not have more than 2.5 summer months assignment
- Faculty requesting 3 months of grant funding in summer must sign a memorandum of understanding

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