

Meeting Specifics		
<b>Purpose</b>	<b>Frequency</b>	
Regularly Scheduled	Bi-weekly	
<b>Date</b>	<b>Time</b>	<b>Location</b>
September 8, 2025	3:00-5:00 p.m.	B&E Room 183
Faculty Senate		
<input checked="" type="checkbox"/> <b>Chair:</b> Crawford, Christopher	<input type="checkbox"/> <b>Design:</b> VACANT	<input checked="" type="checkbox"/> <b>Honors:</b> Martin, Joe
<input checked="" type="checkbox"/> <b>Provost Liaison:</b> Harper, Christine	<input checked="" type="checkbox"/> <b>Design:</b> O'Bryan, Mark	<input checked="" type="checkbox"/> <b>Honors:</b> Roberts, Sherelle
<input checked="" type="checkbox"/> <b>Trustee:</b> Petrone, Karen	<input checked="" type="checkbox"/> <b>Education:</b> Bennett, Stephanie	<input checked="" type="checkbox"/> <b>Libraries:</b> Laub, Amy
<input checked="" type="checkbox"/> <b>Trustee:</b> Swanson, Hollie	<input checked="" type="checkbox"/> <b>Education:</b> Hammer, Joe	<input checked="" type="checkbox"/> <b>Libraries:</b> McDonnell, Andrew
<input checked="" type="checkbox"/> <b>Agriculture, Food &amp; Environment:</b> Rentfrow, Gregg	<input checked="" type="checkbox"/> <b>Engineering:</b> Anderson, Kimberly	<input checked="" type="checkbox"/> <b>Medicine:</b> Bacon, Matt
<input checked="" type="checkbox"/> <b>Agriculture, Food &amp; Environment:</b> Teets, Nicholas	<input checked="" type="checkbox"/> <b>Engineering:</b> Tagavi, Kaveh	<input checked="" type="checkbox"/> <b>Medicine:</b> Thibault, Olivier
<input checked="" type="checkbox"/> <b>Arts &amp; Sciences:</b> Voss, Steve	<input checked="" type="checkbox"/> <b>Fine Arts:</b> Alley, Becky	<input checked="" type="checkbox"/> <b>Nursing:</b> Biddle, Martha
<input checked="" type="checkbox"/> <b>Arts &amp; Sciences:</b> Stein, Melissa	<input checked="" type="checkbox"/> <b>Fine Arts:</b> Kerns, Bradley	<input type="checkbox"/> <b>Nursing:</b> VACANT
<input checked="" type="checkbox"/> <b>Business &amp; Economics:</b> Hapke, Holly	<input checked="" type="checkbox"/> <b>Graduate School:</b> Butler, John "J.S."	<input type="checkbox"/> <b>Pharmacy:</b> Freeman, Trish
<input checked="" type="checkbox"/> <b>Business &amp; Economics:</b> Vincent, Leslie	<input checked="" type="checkbox"/> <b>Graduate School:</b> Montgomery, Kathleen	<input type="checkbox"/> <b>Pharmacy:</b> Bauer, Bjoern
<input checked="" type="checkbox"/> <b>Communication &amp; Information:</b> Tai, Zixue	<input checked="" type="checkbox"/> <b>Health Sciences:</b> Hoch, Johanna	<input checked="" type="checkbox"/> <b>Public Health:</b> Haynes, Erin
<input checked="" type="checkbox"/> <b>Communication &amp; Information:</b> Vallade, Jessalyn	<input checked="" type="checkbox"/> <b>Health Sciences:</b> Metzler-Wilson, Kristen	<input checked="" type="checkbox"/> <b>Public Health:</b> Ingram, Richard
<input checked="" type="checkbox"/> <b>Dentistry:</b> Dominguez Fernandez, Enif	<input checked="" type="checkbox"/> <b>Law:</b> Henke, Melissa	<input checked="" type="checkbox"/> <b>Social Work:</b> Jones, Aubrey
<input type="checkbox"/> <b>Dentistry:</b> Wiemann, Alfred	<input checked="" type="checkbox"/> <b>Law:</b> Murray, Michael	<input checked="" type="checkbox"/> <b>Social Work:</b> Ratliff, Stephanie
Standing Guests and Visitors		
<input checked="" type="checkbox"/> DiPaola, Bob	<input checked="" type="checkbox"/> Harmon, Camille	<input checked="" type="checkbox"/> Thomas, Becky
<input checked="" type="checkbox"/> Jasinski, Jana	<input checked="" type="checkbox"/> Frisby, Brandi	<input checked="" type="checkbox"/> <b>Visitor:</b> Jones, Davy
<input type="checkbox"/> <b>Visitor:</b>	<input type="checkbox"/> <b>Visitor:</b>	<input type="checkbox"/> <b>Visitor:</b>

Agenda Item	Presenter/Facilitator
Opening Remarks   Updates   Announcements 5 min	C. Crawford
Roll Call   Approval of the Minutes 5 min	C. Crawford
Provost Area Updates 10 min	B. DiPaola/C. Harper
Senate Curriculum Committee Updates 5 min	M. O'Bryan
Shared Governance Committee Updates 5 min	B. Alley
Faculty Affairs Committee Updates 5 min	L. Vincent
Faculty Trustee Updates 5 min	H. Swanson/K. Petrone
Performance and Productivity Evaluation Process 25 min	L. Vincent
Open Record Requests and Communication Best Practices 10 min	C. Harper
Academic Freedom and Freedom of Speech for Faculty 20 min	B. Alley
Graduate School Updates 10 min	Provost Office

AI First Discussion 10 min	M. O'Bryan
Call for Agenda Items	C. Crawford
Next Meeting September 22, 2025   3:00-5:00 p.m.   B&E Room 183	

Minutes	
<b>Agenda Item:</b> Opening Remarks   Updates   Announcements	<b>Presenter: C. Crawford</b>
<ul style="list-style-type: none"> <li>C. Crawford called the meeting to order at 3:00p.m.</li> <li>C. Crawford gave opening remarks and provided updates to the Faculty Senate. <ul style="list-style-type: none"> <li>The Staff Senate is sponsoring a Shared Governance Social on October 3.</li> <li>The Faculty Senate Retreat will be held on October 6 2:30-5:00p.m. in lieu of holding a regularly scheduled meeting. During the retreat the Faculty Senate will set goals and priorities for the academic year.</li> <li>The next Faculty Senate office hours will be held on September 15 in SAVS 106.</li> <li>The next Board of Trustees meeting will be held September 11-12.</li> <li>Faculty Senate standing committees are accepting new members. Those interested in participating should reach out to C. Crawford and the committee chair.</li> </ul> </li> </ul>	
<b>Agenda Item:</b> Roll Call   Approval of the Minutes	<b>Presenter: C. Crawford</b>
<ul style="list-style-type: none"> <li>The Faculty Senate went through roll call.</li> <li>August 25, 2025 minutes were approved.</li> </ul>	
<b>Agenda Item:</b> Provost Area Updates	<b>Presenter: B. DiPaola/C. Harper</b>
<ul style="list-style-type: none"> <li>B. DiPaola charged the FS with creating a proposal in consultation with the Office of the Provost to respond to HB 424. The final report is due to the Provost on November 3. <ul style="list-style-type: none"> <li>The Faculty Senate discussed.</li> </ul> </li> <li>Please see appendix A for the Faculty Senate Advisement: Faculty Productivity Structure</li> </ul>	
<b>Agenda Item:</b> Senate Curriculum Committee Updates	<b>Presenter: M. O'Bryan</b>
<ul style="list-style-type: none"> <li>M. O'Bryan provided updates from the Senate Curriculum Committee. <ul style="list-style-type: none"> <li>Current committee membership includes M. O'Bryan, K. Montgomery and M. Stein.</li> <li>The Senate Curriculum Committee is accepting new members. Those interested in participating in the committee should reach out to C. Crawford and M. O'Bryan.</li> <li>M. O'Bryan gave an overview of the University Academic Councils and provided an overview of the curriculum review process at Undergraduate Council.</li> <li>The Faculty Senate discussed.</li> </ul> </li> <li>Please see Appendix B for the presentation slides/report.</li> </ul>	
<b>Agenda Item:</b> Shared Governance Committee Updates	<b>Presenter: B. Alley</b>
<ul style="list-style-type: none"> <li>B. Alley provided updates from the Shared Governance Committee. <ul style="list-style-type: none"> <li>Current committee membership includes B. Alley and O. Thibault.</li> <li>The Shared Governance Committee is accepting new members. Those interested in participating in the committee should reach out to C. Crawford and B. Alley.</li> <li>B. Alley provided an overview of the Administrative Regulation (AR) review process and timeline.</li> </ul> </li> </ul>	

<ul style="list-style-type: none"> <li>○ The Faculty Senate discussed and asked that the Office of the Provost to provide an update on the AR feedback that was provided during Spring 2025.</li> <li>• Please see Appendix C for the presentation slides/report.</li> </ul>	
<b>Agenda Item:</b> Faculty Affairs Committee Updates	<b>Presenter:</b> L. Vincent
<ul style="list-style-type: none"> <li>• L. Vincent provided updates from the Faculty Affairs Committee. <ul style="list-style-type: none"> <li>○ Current committee membership includes L. Vincent and S. Bennett.</li> <li>○ The Faculty Affairs Committee is accepting new members. Those interested in participating in the committee should reach out to C. Crawford and L. Vincent.</li> </ul> </li> <li>• C. Crawford asked the Faculty Affairs Committee to form a process for how the Faculty Senate will create a proposal to respond to the charge from the Provost addressing HB 424. <ul style="list-style-type: none"> <li>○ The Faculty Senate discussed.</li> </ul> </li> </ul>	
<b>Agenda Item:</b> Trustees Report	<b>Presenter:</b> H. Swanson/K. Petrone
<ul style="list-style-type: none"> <li>• H. Swanson and K. Petrone provided a Faculty Trustees update. <ul style="list-style-type: none"> <li>○ The Board of Trustees will meet September 11-12.</li> <li>○ The Faculty Senate discussed and asked the Faculty Trustees to provide updates on whether the University consults with an urban planner and the University's neutrality statement.</li> </ul> </li> </ul>	
<b>Agenda Item:</b> Performance and Productivity Evaluation Process	<b>Presenter:</b> L. Vincent
<ul style="list-style-type: none"> <li>• L. Vincent introduced the topic of establishing a process for the Faculty Senate to create a proposal in consultation with the Office of the Provost to respond to HB 424. <ul style="list-style-type: none"> <li>○ The Faculty Senate discussed.</li> </ul> </li> </ul>	
<b>Agenda Item:</b> Open Record Requests and Communication Best Practices	<b>Presenter:</b> C. Harper
<ul style="list-style-type: none"> <li>• C. Harper provided an overview of best communication practices provided by the Office of Public Relations and Marketing and the Office of Legal Counsel. <ul style="list-style-type: none"> <li>○ The Faculty Senate discussed.</li> </ul> </li> </ul>	
<b>Agenda Item:</b> Academic Freedom and Freedom of Speech for Faculty	<b>Presenter:</b> B. Alley
<ul style="list-style-type: none"> <li>• B. Alley introduced the topic of academic freedom and freedom of speech for faculty as it pertains to research linked in emails, webpages, and social media platforms. <ul style="list-style-type: none"> <li>○ The Faculty Senate discussed and asked the Office of the Provost to provide guidance on the University Web Policy and listserv communication.</li> </ul> </li> </ul>	
<b>Agenda Item:</b> Graduate School Updates	<b>Presenter:</b> Jana Jasinski
<ul style="list-style-type: none"> <li>• J. Jasinski provided an update on the graduate school reorganization. <ul style="list-style-type: none"> <li>○ The Faculty Senate discussed.</li> </ul> </li> <li>• Please see Appendix D for the presentation slides/report.</li> </ul>	
<b>Agenda Item:</b> AI First Discussion	<b>Presenter:</b> M. O'Bryan

<ul style="list-style-type: none"> <li>The Faculty Senate approved to move the AI First discussion to the September 22 meeting agenda.</li> </ul>	
<b>Agenda Item:</b> From the Floor	<b>Presenter:</b> Faculty Senate
<ul style="list-style-type: none"> <li>None were added.</li> </ul>	
<b>Agenda Item:</b> Call for Agenda Items	<b>Presenter:</b> C. Crawford
<ul style="list-style-type: none"> <li>A. McDonnell asked the Office of the Provost to provide an overview of Beyond Blue and Integrate Blue.</li> <li>O. Thibault asked the Office of the Provost to provide an update on postdoctoral maternity leave.</li> </ul>	
Other Information	
<b>Adjournment</b>	
<ul style="list-style-type: none"> <li>Meeting adjourned at 5:11p.m.</li> </ul>	
<b>Next Meeting</b>	
<ul style="list-style-type: none"> <li>Monday, September 22, 2025 3:00-5:00p.m., B&amp;E Room 183</li> </ul>	

## **Faculty Senate Advisement: Faculty Productivity Structure**

### **Purpose and Rationale**

The Faculty Senate is charged with advising the Provost on matters that shape and sustain academic quality and faculty success.

Developing a **Faculty Productivity Structure** is a strategic priority to ensure transparency, equity and alignment with institutional goals. Such a structure should provide a holistic framework for evaluating contributions across teaching, research, service and engagement.

Additionally, we pride ourselves at UK on being a model for other institutions. As such, there is an opportunity to go beyond our peers in how we support our faculty.

HB 424 – adopted during the 2025 legislative session requires periodic faculty performance evaluations as well as performance standards. As a result, it is critical that any productivity structure incorporates robust and consistent feedback mechanisms. These mechanisms must ensure due process, provide faculty with opportunities for professional growth and remediation and reflect discipline-specific expectations.

By embedding structured feedback into the structure, the University can comply with legislative mandates while safeguarding academic freedom and supporting faculty success. It will be important to have quantitative metrics that would align with the specific of the colleges given the differences in discipline specific productivity expectations.

### **Legislative Deadlines:**

**Deadline for Approval:** Each board must approve a performance and productivity evaluation process by January 1, 2026.

**Effective Date:** The approved process must go into effect by July 1, 2026.

**Oversight Authority:** The Board of Trustees is responsible for ultimately approving the evaluation process.

**Periodic Evaluation Requirement:** Faculty and presidents must be evaluated at least once every four years using this board-approved process.

### **Target Areas**

- Instruction
- Research and Creative Activity
- Service
- Administration
- Professional Development

### **Approach and Process**

1. Benchmark against peer R1, land-grant institutions for best practices and define clear, measurable yet flexible criteria for each area of productivity and an evaluation process that meets the periodic evaluation requirement (9/22/25).
2. Find areas where UK can be a model, exceeding peers and serving as a model institution (9/29/25).
3. Consult broadly with faculty across colleges to ensure discipline-specific needs are reflected (10/6/25).
4. Integrate qualitative and quantitative measures to avoid overreliance on narrow metrics (10/20/25).
5. Provide Provost with two to three alternative options for consideration (11/3/25).

### **Considerations**

- Account for disciplinary differences and varied faculty roles.
- Establish clear communication and access to evaluation criteria.
- Avoid an overemphasis on research at the expense of teaching and service; balance should be a central focus.

### **Recommended Next Steps**

- Form a group to begin work and set cadence of meetings.
- Schedule three interim report sessions.
- Final report due to the Provost by November 3, 2025.

# Senate Curriculum Committee (SCC) Update

- **Membership**

- Mark O'Bryan (Chair), Kathleen Montgomery, Mel Stein
- Interested in joining SCC?

- **University Academic Councils**

- Undergraduate Council (UC), Graduate Council (GC), Health Care Colleges Council (HCCC)
- What does UC do?
  - Reviews undergraduate curriculum to ensure proposals are complete and free of errors.
    - New/Change/Drop Courses
    - New/Change/Suspend/Close Degree Programs
    - New/Change/Close Minors
    - New/Change/Close Certificates
    - New/Change/Close Credit Bearing Badges

- **AI First Introduction**

## **September 8, 2025 SGC Report**

### **AR Review Process** (see AR Feedback document for reference)

#### **Approximate timeline for AR reviews:**

1. UK President sends an email to the entire campus with link(s) to draft ARs.
2. It is recommended that Faculty Senators communicate with their constituents immediately upon the release of the ARs and solicit direct feedback from them. This can look like office hour meetings, phone conversations, etc.
3. Depending on when the draft ARs are released, we will either share feedback in our regularly scheduled Faculty Senate meeting OR will call a special meeting to share faculty feedback. All feedback should be summarized and sent to Shared Governance Committee by noon of the day of our meeting.
4. Typically, the draft ARs are released less than a week before we meet to discuss feedback, so this is a very quick process. There will be one batch of ARs specifically addressing faculty issues, and we will have an additional week to review those.

#### **Important notes:**

- The feedback is meant to represent comments and concerns of the faculty in your college, not just your personal opinions. Please do your best to solicit feedback from your colleagues but keep it anonymous in your summaries.
- We have very little time to gather feedback once ARs are released, so it is important to be prepared for this in advance.
- We are not to circulate any surveys to faculty or gather feedback through email, so please get feedback directly from your colleagues in person.



## Faculty Senate Update: Agreement on Administrative Regulation Feedback Process

Colleagues,

I want to take a moment to update you on the progress we've made following our recent discussions about faculty input on administrative regulations (ARs). As you'll recall, concerns were raised about transparency in the comment process and the short timeframe for faculty feedback.

After unanimous support from the Senate for the proposals, Chris Crawford and I engaged in discussions in a collaborative nature with the Provost's office to develop a structured process that ensures faculty voices are heard while allowing for timely administrative review. I am pleased to share the following agreement:

### 1. Regularized Timeline for AR Review

- The Provost's office negotiated that shared governance bodies will have **up to two weeks** rather than one-week for review of any applicable AR that relates to their area (so in our case, AR's from the Faculty and Academic Area). This will ensure that we can hold a Senate meeting and provide feedback.
- If an AR is published outside this expected cycle, a **special meeting** of Faculty Senate may be called to ensure faculty have an opportunity to discuss and respond in a timely manner.
- As mentioned in a prior email by Chris, we ask that as ARs are published, instead of sending out a shadow survey or soliciting formal feedback in parallel with the President's Qualtrics survey, that you **meet in person** and discuss concerns with faculty in your college, to bring this feedback back to the Senate. Additionally, remind the faculty to also share individually their comments through the President's official Qualtrics survey.

### 2. Faculty Senate Meetings & Emergency Sessions

- In most cases, the **Monday before feedback is due**, the Faculty Senate agenda will include a discussion of the ARs, with each Senator sharing key themes from their college.
- However, if the timeline does not allow for this, a **special meeting may be called** to ensure the Senate can deliberate and document faculty concerns before the deadline. We will discuss the schedule at the next Senate meeting.

### 3. Transparent Reporting & Administrative Accountability

- Based on Senate discussions, we will compile a **summary of general feedback themes** to be included in the meeting minutes.
- In addition to the meeting minutes, our feedback will be directly inputted into the official AR Qualtrics survey in summary form, maintaining the process established by the President to collect feedback in one centralized location, such that we can identify the most pressing issues.
- Importantly, the President's Liaison to the Faculty Senate or designee will be available to advise the Faculty Senate on how the feedback may have been used in a final AR. This feedback loop will ensure that we can communicate Administration's response back to our faculty. This exceeded our expectations of feedback.

This process directly addresses the concerns raised in our earlier discussions by ensuring transparency, facilitating faculty participation, and creating a clear feedback loop between faculty and administration. I believe this will foster greater trust in the decision-making process while allowing us to advocate effectively for faculty concerns. We truly value administration listening and being responsive to our concerns. Thank you all for your engagement in this important work.

Becky Alley  
College of Fine Arts

# Graduate School Reorganization: Updates & Next Steps

Faculty Senate Presentation  
Fall 2025

# Context

- Fall 2024 listening sessions by the Provost Office
- Feedback from GS Faculty Fellow (hired by the previous dean) to review the organization for opportunities and efficient workflows
- Feedback from listening sessions with GS staff undertaken by Acting Director of GS and Acting Dean of GS in June 2025
- Concerns about redundancy, delays, bottlenecks, up-to-date processes
- Desire for more authority at college/program level
- Address inconsistencies across policies and program plans to improve clarity, reduce risk, and provide students and employees with consistent, accurate information and guidance

# Graduate School Roles Going Forward



POLICY DEVELOPMENT &  
REVIEW WITH ASSOCIATE  
DEANS



SUPPORT & TRAINING  
FOR FACULTY, DGS'S,  
AND ASSOCIATE DEANS



TA SUPPORT AND  
DEVELOPMENT



COLLABORATION WITH  
OTHER UNIVERSITY  
OFFICES



STANDARD SETTING FOR  
GRADUATE EDUCATION



ADVISE ON COMMITTEES  
FOR APPEALS AND  
STANDARDS

**Policy Development & Review**

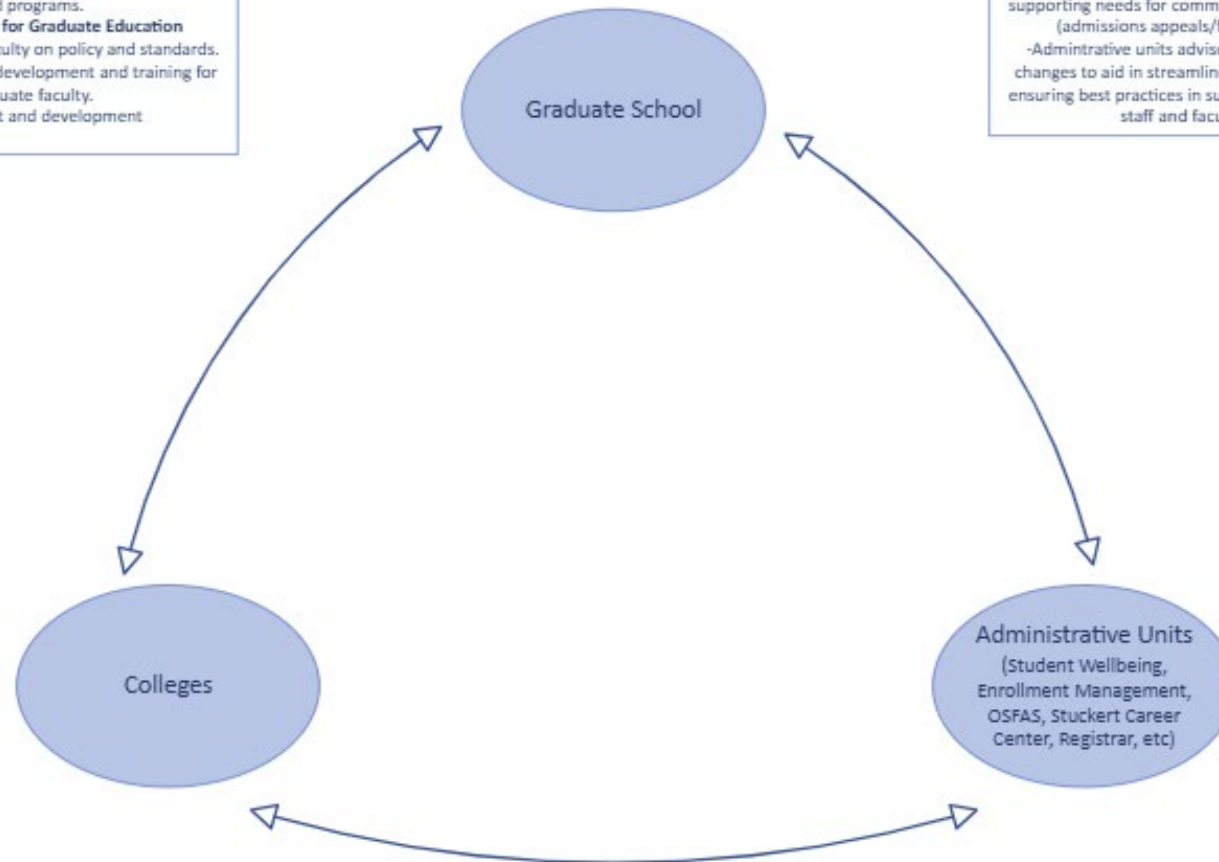
- Works with College through the Associate Deans (AD) on creation, review and refinement of policies and standards.
- Partners with AD's to direct policy implementation within their College.
- Provides training, oversight and support for faculty and programs.

**Faculty Support for Graduate Education**

- Advises graduate faculty on policy and standards.
- Offers professional development and training for graduate faculty.
- TA support and development

**Policy Alignment, Standards and Operational Enhancements**

- Graduate school provides direction on policy, and standards for graduate students and graduate education.
- Works collaboratively with the admin units on supporting needs for committee development (admissions appeals/fellowships).
- Administrative units advise on operational changes to aid in streamlined workflows and ensuring best practices in support of students, staff and faculty.

**Student Support and Issues**

Colleges work directly with administrative units on student issues, appeals and approvals.

# Impact on Colleges & Programs

- More authority granted to the program/colleges
- Pushed out funding
- Fewer Graduate School approvals = less bureaucracy
- Clearer workflows to resolve issues
- Enhanced Graduate School focus: supporting faculty, DGSs, advisors, students

# Administrative Shifts

## Move

Move process-heavy work to central administrative units

## Resource

Resource investment in infrastructure & communication

## Reduce

Reduce duplicative approvals and speed up workflows



# Expected Outcomes



Reduced duplication and faster processes



Clearer roles and responsibilities



Enhanced support for faculty, DGSs, advisors



Graduate School time freed for training, policy guidance and support of graduate faculty and programs