

# University Senate

Monday, April 10, 2023

The University Senate (Senate) met in regular session at 3:00 PM on Monday, April 10, 2023, in 311 Gatton College of Business and Economics and via Zoom. Below is a record of what transpired. All votes were taken electronically unless otherwise specified. Specific voting information can be requested from the Office of the Senate Council (SC).

Senate Council Chair DeShana Collett (HS) called the meeting to order at 3:00 PM. The Chair asked Senate members attending in-person to sign in using the sign-in sheet in the back of the room. The Chair asked all Senate members to be ready to vote using Poll Everywhere and provided detailed instructions

The Chair welcomed Senate members. The Chair reminded Senate members that Senate meetings were subject to KRS 61.826 (“Open Meetings laws”) and informed senators that the session was being recorded for note-taking purposes. The Chair informed Senate members that the Senate follows Robert’s Rules of Order, Newly Revised and asked that senators be civil and good citizens. The Chair asked Senate members to report back to those who elected them. The Chair noted that voting by proxy was prohibited.

The Chair reminded Senate members that individuals would be called upon at the Chair’s discretion and that Senate members were given first priority for speaking. The Chair reminded Senate members to keep their constituents informed by reporting back to those who elected them, noting the availability of Senate-provided listservs for each college.

The Chair asked Senate members to state their name and affiliation prior to speaking and speak loudly and clearly. The Chair provided technical guidance to Senate members regarding Zoom, noting that the chat was disabled. The Chair asked those participating via Zoom keep their camera on as much as possible with mics off unless speaking and use a quality headset with mic button. The Chair explained provided guidance for using the table microphones for those attending in-person.

The Chair provided guidance to Senate members for participating, or “seeking the privilege of the floor.” The Chair noted that Senate members must seek permission from the Chair to speak and described the reasons why a senator would request to speak: the distinction between point of order, motioning, question of facts and debate, and calling the question.

## 1. Announcements

The Chair announced that faculty should expect an email this week with information about the annual solicitation for faculty nominees for campus-wide committees. The Chair stated that Qualtrics would be utilized to gather names and the process would also involve the new Senate Nominating Committee (SNC) in vetting and recommending names, after which SC would be asked to review those nominees.

The Chair informed Senate members that the University would be sponsoring an “Active Attack Response Training” on Thursday, April 13 from 5:00 PM to 6:00 PM in the Worsham Cinema in the Gatton Student Center. Those interested should refer to the UKNow article to RSVP.

The Chair provided an update about the Faculty Trustee election. The Chair expressed her heartfelt appreciation for both candidates and informed Senate members that Faculty Trustee Hollie Swanson (ME) was reelected. The Chair noted that there was 44.4% voting turnout among faculty, which illustrated the dept of faculty engagement and interest in the governance of the University. She provided a chart with percentages of each college that voted in the past three faculty trustee elections.

## 2. Consent Agenda

### a. March 20, 2023 Minutes

The Chair reported that clerical edits were received to the March 20, 2023 minutes.

### b. Proposed New USP BA/BS Communication and MA Communication

### c. Proposed New USP BA/BS Journalism and MA Communication

### d. Proposed New USP BA/BS Media Art and Studies and MA Communication

### e. Proposed New USP BA/BS Integrated Strategic Communication and MA Communication

### f. Proposed New USP BA/BS Information Communication Technology and MA Communication

### g. Proposed Change to BSAB Agricultural and Medical Biotechnology

### h. Proposed Change to MSEDU Instructional Systems Design

### i. Proposed Change to MS Athletic Training

### j. Proposed Change to BS Biomedical Engineering

### k. Proposed Change to Graduate Certificate in Teaching Nursing

### l. Minutes and Activity Reports from Academic Councils and Committees

The Chair described the items on the consent agenda and asked if there were any requests to remove items from the consent agenda and there were none. There being no objections, the consent agenda for April 10 was adopted.

## 3. Officer Reports

### a. Chair

The Chair reminded Senate members that the *SRs* gave SC and the SC Chair the authority to take some actions on behalf of Senate as long as they are reported. The Chair informed Senate members of the two actions described below.

The Chair reported that changes were approved for the Dentistry 2023-24 calendar and for a series of PAS courses through 2024-25, both on behalf of the Senate.

The Chair informed Senate members that the Faculty Evaluation of the President was ongoing for the 2022-23 academic year. The Chair commented that when she met with President Capilouto on February 22, 2023 she reminded him that this was the time of year when SC conducted this evaluation. The Chair noted that the President had not mentioned the survey since then, so it seemed he was comfortable with the existing survey questions. The Chair also commented that when she asked the President for input on this year's survey, he suggested the possibility of using the 360-degree leadership assessment tool used by the University for other administrators. The Chair noted that any change of this magnitude would be something to discuss at the SC retreat.

The Chair reminded Senate members that she met with President Capilouto in mid-February to raise concerns about faculty and staff safety when dealing with challenging interactions with students. At the time, the Chair requested President Capilouto and Provost DiPaola explain how they would respond to the questions and concerns raised by senators and SC members in December 2022 and January 2023. The Chair informed Senate members that she had not yet received any formal response from the President or Provost about the matter. The Chair commented that Dean of Students Trisha Clement-Montgomery and Vice President for Student Success Kirsten Turner were on today's Senate agenda for a discussion on said topic, but noted that there was still an expectation that President Capilouto will respond to the communication she sent on behalf of Senate.

The Chair announced that she was working with the Office of the Provost to provide funding for additional Senate awards. The Chair noted that she met with Provost DiPaola and Acting Associate Provost for Faculty Advancement Sue Nokes. The Chair informed Senate members that the next step was to submit a formal request for the awards.

The Chair informed Senate members that SC was provided an update from Senior Associate Provost for Administration and Academic Affairs Katie Cardarelli on sabbaticals. The Chair noted that she mentioned to senators at the February meeting about SC concerns related to a perceived 11% threshold for sabbaticals. During the update to SC members, Cardarelli clarified that the Office of the Provost had not changed UK's policy on sabbaticals (GR X). The Chair expressed her appreciation for Cardarelli's report.

The Chair announced that SC heard a report from the Senate UK Core Education Committee (SUKCEC) about changes related to Education Abroad. The Chair noted that students already have the ability to request a Core course exception upon their return to UK, using an Education Abroad course. The Chair stated that the SUKCEC would begin allowing students to submit a Core exception request prior to leaving for a trip, allowing for time and opportunity for students to gather necessary information for the exception request.

#### b. Vice Chair

SC Vice Chair Leslie Vincent (BE) reminded Senate members that the survey for the 2022-23 Faculty Evaluation of the President was distributed on Tuesday, April 4. Vincent noted that survey links distributed were unique to each recipient and should not be forwarded. Vincent explained that the survey would remain open until the close of business on Friday, April 21. Vincent added that the survey tool would send automatic reminders to those who had not yet completed the survey.

Vincent informed Senate members that an email was distributed to Senate members prior to the Senate meeting about the Outstanding Senator Award. Vincent provided information about the award and the nomination process.

#### c. Parliamentarian

Senate Parliamentarian Gregg Rentfrow (AG) did not have a report today.

#### d. Trustees

Faculty Trustees Aaron Cramer (EN) and Hollie Swanson (ME) provided a report to Senate members. Swanson expressed her appreciation for her winning reelection as faculty trustee and for a robust voting turnout. Swanson informed Senate members that she and Cramer had been working on forming a Trustee Advisory Council to offer a more effective voice for faculty members, noting that they would provide more information at a later time. Swanson stated that the Board of Trustees would not meet until the end of April and provided information about some of the agenda items for the meeting. Swanson also informed Senate members that she and Cramer had been attending meetings with the College of Law recently to listen to concerns expressed by College of Law faculty members.

The Chair thanked Cramer and Swanson for their report.

### 4. Degree Recipients

#### a. May 2023 In Memoriam Degree List

The Chair reminded Senate members that per KY law and the *Senate Rules*, only senators elected by college faculty members were permitted to vote on degree lists.

The Chair stated that the **motion** was a recommendation from the SC that Senate approve the May 2023 In Memoriam Degree List, for submission through the President to the Board of Trustees. Because the motion

came from SC, no **second** was required. The Chair opened the floor to members for questions of fact and debate. There was no debate.

A **vote** was taken, and the motion **passed** with none opposed and two abstained.

b. *May 2023 Degree List*

The Chair reminded Senate members that per KY law and the *Senate Rules*, only senators elected by college faculty members were permitted to vote on degree lists.

The Chair stated that the **motion** was a recommendation from the SC that Senate approve the May 2023 Degree List for submission through the President to the Board of Trustees. Because the motion came from SC, no **second** was required. The Chair opened the floor to members for questions of fact and debate. There was no debate.

A **vote** was taken, and the motion **passed** with none opposed and one abstained.

c. *August 2023 Degree List*

The Chair again reminded Senate members that per KY law and the *Senate Rules*, only senators elected by college faculty members were permitted to vote on degree lists.

The Chair stated that the **motion** was a recommendation from the SC that Senate approve the August 2023 Degree List for submission through the President to the Board of Trustees. Because the motion came from SC, no **second** was required. The Chair opened the floor to members for questions of fact and debate. There was no debate.

A **vote** was taken, and the motion **passed** with none opposed or abstained.

d. *Late Addition to December 2022 Degree List (per Senate Rules 5.5.1.1.4 (“Late Addition to Degree List”))*

i. *College of Education Student SM-71*

The Chair explained the late addition to the December 2022 Degree List for College of Education Student SM-71.

The Chair stated that the **motion** was a recommendation from the SC that Senate amend the December 2022 degree list by adding the MAC Counselor Education for College of Education Student SM-71 and recommend through the President to the Board of Trustees that the degree be awarded effective December 2022. Because the motion came from SC, no **second** was required. The Chair opened the floor to members for questions of fact and debate. There was no debate.

A **vote** was taken, and the motion **passed** with none opposed or abstained.

## 5. *Committee Reports*

a. *Senate Academic Programs Committee (SAPC) - Sandra Bastin, Chair*

The Chair invited SAPC Chair Sandra Bastin (AG) to provide a report to Senate members.

i. *Proposed New BA/BS Criminal Justice*

The Chair noted that proposer Kalea Benner (SW) was attending today.

Bastin explained the proposed new BA and BS Criminal Justice in the College of Social Work. The Chair noted that proposal also involved online delivery and was reviewed by the Senate

Committee for Distance eLearning (SCDLeL). SCDLeL Chair Sara Police (ME) provided a committee report about the proposal.

The Chair stated the **motion** from committee was for Senate to approve the new BA and BS Criminal Justice in the College of Social Work and be offered online. Because the motion came from committee, no **second** was required. The Chair opened the floor to members for questions of fact and debate. There was no debate.

A **vote** was taken, and the motion **passed** with none opposed and six abstained.

*ii. Proposed New Graduate Certificate in Family Financial Therapy*

The Chair noted that Associate Professor & Couple and Family Therapy Program Director Nathan Wood (AG) was the proposer.

Bastin explained the proposed new Graduate Certificate in Family Financial Therapy. The Chair noted that proposal also involved online delivery and was reviewed by the Senate Committee for Distance eLearning (SCDLeL). SCDLeL Chair Sara Police (ME) provided a committee report about the proposal.

The Chair stated the **motion** was a recommendation from the committee for the Senate to approve the proposed new Graduate Certificate in Family Financial Therapy, in the Department of Family Sciences, in the College of Agriculture, Food and Environment, and be offered online. Because the motion came from committee, no **second** was required. The Chair opened the floor to members for questions of fact and debate. There was no debate.

A **vote** was taken, and the motion **passed** with one opposed and none abstained.

*iii. Proposed New Graduate Certificate in Play Therapy*

The Chair noted that Associate Professor & Couple and Family Therapy Program Director Nathan Wood (AG) was the proposer.

Bastin explained the proposed new Graduate Certificate in Play Therapy. The Chair noted that proposal also involved online delivery and was reviewed by the Senate Committee for Distance eLearning (SCDLeL). SCDLeL Chair Sara Police (ME) provided a committee report about the proposal.

The Chair stated the **motion** was a recommendation from the committee for the Senate to approve the proposed new Graduate Certificate in Play Therapy, in the Department of Family Sciences, in the College of Agriculture, Food and Environment, and be offered online. Because the motion came from committee, no **second** was required. The Chair opened the floor to members for questions of fact and debate. There was no debate.

A **vote** was taken, and the motion **passed** with one opposed and two abstained.

*iv. Proposed Changes to Senate Rules Related to University Scholars Programs (USPs)*

The Chair provided background on the proposed changes to the *Senate Rules* related to University Scholars Programs (USPs). The Chair noted that Acting Dean Martha Peterson (GS) was in attendance in case any questions arose.

Bastin explained the proposed changes to the *Senate Rules* related to the University Scholars Programs (USPs). Peterson added that Graduate Council (GC) discussed the proposed changes and had no additional concerns.

The Chair stated the **motion** was a recommendation from committee for the Senate to approve the proposed changes to the *Senate Rules* related to University Scholars Programs (USPs). Because the motion came from committee, no **second** was required. The Chair opened the floor for questions of fact and debate. There was no debate.

A **vote** was taken, and the motion **passed** with none opposed and one abstained.

b. Senate Academic Organization and Structure Committee (SAOSC) - Gregg Rentfrow, Chair  
The Chair invited SAOSC Gregg Rentfrow (AG) to provide a report to Senate members.

i. *Proposed Name Change from the College of Engineering to the Stanley and Karen Pigman College of Engineering*

The Chair stated that Dean Rudy Buchheit (EN) was the proposer and in attendance.

Rentfrow explained the proposed name change from the College of Engineering to the Stanley and Karen Pigman College of Engineering.

The Chair stated the **motion** was a recommendation from committee for the Senate to endorse the proposed name change from the College of Engineering to the Stanley and Karen Pigman College of Engineering. Because the motion came from committee, no **second** was required. The Chair opened the floor to members for questions of fact and debate. There was no debate.

A **vote** was taken, and the motion **passed** with none opposed and six abstained.

## 6. Update on Employee-Student Safety and Existing Policies and Procedures - Dean of Students Trisha Clement-Montgomery and Vice President for Student Success Kirsten Turner

The Chair reminded Senate members that last semester and earlier this semester, senators expressed concerns about a perceived lack of policies that protect employees when engaging with students in exceptionally challenging circumstances.

The Chair informed Senate members that she invited Dean of Students Trisha Clement-Montgomery and Vice President of Student Success Kirsten Turner to provide information about what policies were in place to address difficult situations with students when they involved employees. The Chair commented that Associate Dean of Students Hannah Sims was also in attendance today. The Chair informed Senate members that a small group met the prior month, including Provost DiPaola, President Capilouto, Dean of Students Clement-Montgomery, Police Chief Joe Monroe, EVPFA Eric Monday, and herself. The Chair noted it was readily acknowledged among attendees that there was no central repository of policies and procedures related to this issue.

The Chair opened the floor up for discussion and suggested senators could offer about what specific issues they were experiencing, ask questions, and share thoughts and ideas with guests in attendance.

Senate members asked a variety of questions about the following:

- What communication structures were in place for communicating with faculty about students who were not permitted to be on campus
- The behavioral expectation agreement (BEA) process and case workers assigned to work with students
- How determinations were made to remove a student from a classroom who was a victim of an incident relating to Title IX when a student perpetrator was permitted to remain in the classroom
- What options existed for faculty to protect themselves in situations where students behaved aggressively towards faculty members

- What alternatives to involving UKPD were there for faculty to utilize in situations where there was a violation of felt safety
- What resources were there for faculty who were in uncomfortable situations with students when department chairs or deans were unable to assist
- What the faculty's role was in the Code of Conduct process when reporting behavioral issues
- What the difference was between the Center for Support and Intervention (CSI), Community of Care (COC), and Triage, Referral, Assistance and Crisis Support
- Whether UK was considering an employee Ombud, similar to many benchmark institutions
- If there was a budget for colleges to manage safety issues

During the discussion, Senate members expressed some of the following concerns:

- There was no central repository of policies and procedures related to employee-student safety
- There is an insufficient communication structure in place for situations involving students who were not permitted to be on campus
- Many of the resources and offices that currently existed to help mitigate such issues were student-oriented
- Faculty may not feel empowered to or have the capability to remove a student from their classroom or office
- The effect on students if UKPD was involved during an instance where a student was disrupting class
- Lack of building security on campus

Guests in attendance (including UK Police Chief Joe Monroe and Acting Associate Vice President for Institutional Equity and Equal Opportunity Thalethia Routt) provided information and feedback to Senate members about the resources available on campus, limitations related to privacy or legality, authority of the Office of Student Success, procedures in place for employee-student safety, the relationship between various units that Senate members asked about, examples of action taken by the Office of Student Success, and the roles of students, faculty, staff, and various offices across campus. Multiple guests emphasized that no one should feel unsafe in their workplace and expressed empathy with Senate members in dealing with difficult situations with students. Guests also clarified the difference between a University-mandated 'no contact' order issued by Student Success, versus a protective order from local law enforcement.

Senior Associate Provost for Administration and Academic Affairs Katie Cardarelli commented that investing faculty success and well-being was a priority for the Office of the Provost. Cardarelli noted that she hoped to see such initiatives, including safety initiatives, come forward once a permanent Associate Provost for Faculty Advancement was identified. The Chair thanked guests for their time and said she looked forward to working with guests to ensure appropriate resources for faculty.

## 7. UK's Work-Life and Well-Being Services for Employees - Azetta Beatty, Work-Life Manager

The Chair invited UK Human Resources Work-Life Manager Azetta Beatty to provide information to Senate members about UK's work-life and well-being services for employees.

Beatty provided information to Senate members about UK's work-life and well-being services for employees. Beatty discussed various support options and benefits available to UK employees in the following areas:

- Elder care
- Mental health
- Nutrition
- Parenting and childcare

- Personal finance
- Personal resilience
- Physical activity

Beatty also provided information to Senate members about UK HR's new website, employee discounts, the tuition assistance program, and other benefits offered to UK employees.

The Chair thanked Beatty for her presentation.

## 8. Items from the Floor (Time Permitting)

Acknowledging the time, the Chair welcomed items from the floor.

Sean Peffer (BE) strongly objected to the phrase "old white men" used earlier in the meeting. [A senator used that term while describing a past personal experience. She had been harassed by a student in uncomfortable ways and she used the phrase to refer to those in positions of authority who did not assist when she asked for help.] Peffer asserted that race and gender should not be used to describe intent and that he was offended by the comment. The Chair acknowledged Peffer's statement and emphasized the importance of promoting inclusivity in the Senate.

Jennifer Hunt (AS) thanked UK Human Resources Work-Life Manager Azetta Beatty for her presentation. Hunt asked Beatty if there was a way for graduate student employees to be recognized as staff in order to take advantage of some of the benefits offered to UK employees, especially the discount at Kroger. Beatty said she would look into this and follow-up.

The Chair informed Senate members that the next Senate meeting would take place on Monday, May 1, 2023.

The meeting was adjourned at 5:06 PM with **no objections**.

Respectfully submitted by,  
Leslie Vincent, University Senate Secretary

Prepared by Katie Silver on Tuesday, April 11, 2023

Absences: Alberto Corso\*, Alison Gustafson, Allison Sault, Angie Martin, Brad Lee, Caroline Slicer, Carrigan Wasilchenko, Charles Griffith, Chizimuzo Okoli\*, Clare Rittschof, Craig Collins, Daisy Mee, Danelle Stevens-Watkins, Eli Capilouto, Emma Doyle, Gina Dugas, Gregory Hall, Heather Bush, Jack Reynolds, Jane Jensen, Jennifer White, Josiah Baumer, Jurgen Rohr\*, Kathryn Saatman, Katrice Albert, Kiersten White, Lisa Cassis, Mark Birdwhistell, Mary Vosevich, Michelle Sizemore, Mohammad Awad, Najiya Clayborn, Ned Crankshaw, Nolan Pringnitz, Olivia Ellis, Patrick Haycraft, Patti Doud, Rece Carter, Richard Charnigo\*, Robert DiPaola\*, Rodney Guy, Rosalie Mainous\*, Scott Lephart, Scott Yost\*, Sue Nokes, Taylor Williams, Tom Harris

*\*denotes absence explained*