Agenda & Minutes
Senate Advisory Committee on Disability Accommodation and Compliance (SACDAC) at the University of Kentucky

Meeting Date & Location: 11/17/22 via Zoom: https://uky.zoom.us/my/justindlane
Meeting Time: 10am-11am
Attendees:
Voting Members: Justin Lane, Aaron Garvey, Julie Ossege
Ex-Officio Voting: Jennifer Pusateri
Ex-Officio Non-Voting: Alice Turkington, David Beach, Leisa Pickering, Heather Roop

==*NOTE: Content highlighted in yellow was not addressed during the November meeting.*==

Welcome & Introductions

Any additional agenda items?

Overview of September Senate Council Meeting – Justin Lane

Discussion 1: Recommended Action Items from Senate Council:
1. Benchmarking practices from other higher education institutions and ADA laws, including accommodations not covered by such laws.
2. The creation of more transparent website for the DRC (the Chair referenced Oregon State University's website as a transparent and clear example).
3. Discussion of whether the current composition of SACDAC was effective to satisfy the committee's charge.

- **Feedback from Committee:**
  - Discussion of at what point are faculty involved in decisions regarding course content/instruction. Increased active involvement with faculty. Need to further discuss how this can feasibly occur.
    - See flowchart provided by Jennifer for example process (https://drive.google.com/file/d/1nQTNHsAVfyMM5xy-GWlUsZFDwBjVCDJc/view).
  - Generally, non-standard recommendations involve faculty discussion versus standard recommendations. Consider providing clarification around this. Ensure faculty are aware of rights in this discussion.
  - Legal requirement is related to the development of the accommodation letter.
  - Legally, faculty are involved in the accommodations for the course, but not in the decision making process of the letter.
  - Considering developing resources, such as videos or guidelines, to understand the entirety of the process and what to do when (e.g., "You've received letter, here is what's next"…). This should also include legal rights and requirements.
  - Recommendation to have meetings with faculty or some other requirement for faculty that provides details and rights/expectations.
  - Faculty portal – workshop this tool for faculty and DRC.

- **Action Items:** Consider how we can actively involve faculty in this process (needs further discussion and clarification) and support the DRC in providing specific details and guidelines to faculty on rights, legalities, etc.

Discussion 2: Additional Questions, Suggestions, and Notes from Senate Council:
While this section was not addressed directly during the meeting, due to time,, some of these were discussed during Discussion 1 of the meeting
1. How has faculty involvement in student accommodation decisions changed over time?
2. How is extra time was determined for exams and who makes the determination?
3. What is decision-making process about accommodations and communications between the Disability Resource Center (DRC) and University faculty?
4. Recommendation to provide a rationale for accommodations provided.
5. Discussion of the increased workload of the DRC without them being provided an increase in staffing or resources.
6. Will the DRC allow a third party to interact with the instructor and student needing an accommodation (FERPA/HIPAA)?
7. Process for involving faculty in less common accommodations to better help faculty support their students?
8. Provide a list of possible common accommodations and how to implement such accommodations for faculty to consider when creating course syllabi.
9. Give instructors time before the semester begins to provide feedback related to accommodations.
10. Improvements to the University's website for DRC accommodations to increase transparency and understanding of expectations among students, faculty, and staff, similar to those at Oregon State University.
11. Identifying support to when accommodations impact course content, such as requiring an instructor to provide different models for a student who is experiencing color blindness.
12. What are the onboarding opportunities related to student accommodations for new faculty?
13. Questions about the extent to which the DRC can dictate an accommodation that violates Senate Rules (e.g., allowing a student to miss more than 20% of the course).
14. Cooperative designing for accommodations between faculty and the DRC to ensure successful accommodation.
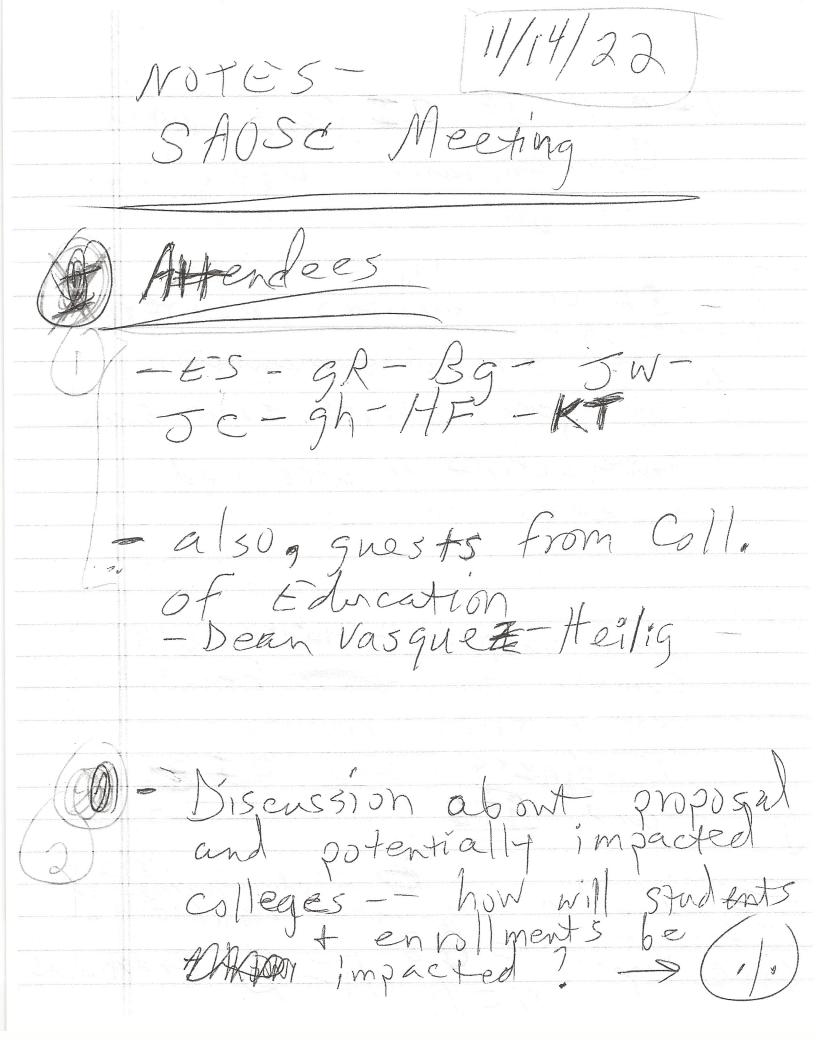
Additions to November Agenda:
Aaron Garvey
- Discuss accommodations for those without a disability, never before seen accommodations by faculty as a whole and discussions with faculty

- **Feedback from Committee:**
- **Action Items:**

Discussion 3: Wrap-up/Summary/Additional Feedback:

Next Meeting
December 13, 2022, via Zoom from 10am-11am.

NOTES -
SAOSC Meeting

① **Attendees**

— E-S — gR — Bg — JW —
JC — gh — HF — KT

— also, guests from Coll.
of Education
— Dean Vasquez Heilig —

② — Discussion about proposal
and potentially impacted
colleges — — how will students
+ enrollments be
~~impacted~~ impacted? ——→ (1)

√ — Coll. of CI (and Sports
Communications Dept.) has
not been approached

③ — SAOSC members reiterated
there's still need for documentation
∧ of perspectives from and
interactions w/ affected
colleges

④ — Dean Vasquez-Heilig will
commit to ~~the~~ requesting
letters from colleges
<u>Business</u> and ~~CI~~
and <u>Arts</u>

√ ⑤ — Motion to ~~the~~ Approve receipt of ~~proposal~~
pending ∧ letters
from the .y= 8
③ colleges: N=∅ A=∅ [unanimous]

[2022_10_11]

Hi Sheila,

Here are the nominees for the Presidential evaluation. We were asked for six names, so we have overdelivered, but I hope that's OK.

-- Bob

Patrick Lee Lucas (Interiors, College of Design)
Eric Thomas Weber (EPE, College of Education)
Garrett Hansen (Art & Visual Studies)
Jennifer Montavon-Green (Libraries)
Srimati Basu (GWS, A&S)
Melynda Price (Law)
Tad Mutersbaugh (Geography, A&S)
Sarah Kercsmar (College of Health Sciences)
John Anthony (College of Arts and Sciences)

The Nominating Committee met over zoom on Fri Oct 18 at 10 am. All five members were present. After some discussion, the committee agreed by consensus to nominate the following faculty to serve on the Summative Review Committee for the Dean of Fine Arts:

Nikki Brown (A&S History)
Paula Hickner (Libraries, Music librarian)
Karyn Hinkle (Libraries, Visual & Performing Arts librarian)

Two questions arose during our meeting.
The SNC has five members. Two are from Libraries, and two are from A&S. If the purpose of this committee is to nominate faculty from across the University, shouldn't our committee have broader membership?
Are we to nominate faculty only, or could we nominate others as well, such as staff members or community members who might have particular insight?

The Nominating Committee met at 9 am on November 17, 2022. The following list of suggested nominees was approved by unanimous consent.

Area Committee for Physical Sciences and Engineering (2 names needed)
Isabel Escobar   Chem & Mat Eng.

Lindsey Bryson   Civil Eng.
Czar Crofchek   Biosystems and Ag Engineering
Judy Goldsmith   Computer Science & Engineering

Area Committee for Social Sciences (2 names needed)
Jennifer Cramer   Linguistics
Keiko Tanaka   CLDP
Lisa Cliggett   Anthro
Greg Smith   Psych

Area Committee for Humanities & Arts (4 names needed)
Karen Petrone   History
Arnold Farr   Philosophy
Ruth Adams   Art & Visual Studies
Gerald Smith   History
Anna Brzyski   Art & Visual Studies
University Appeals Board:
Amanda Ellis   Public Health

Notes:
Isabel Escobar is director of the Chellgren Center. We weren't sure if she was eligible to serve on an area committee. If she is, she is the committee's first choice, and Lindsey Bryson is our second choice.

Jennifer Cramer and Keiko Tanaka are our first and second choices for the Area Committee for Social Sciences.

We understand that Amanda Ellis is willing to serve, so we didn't see a need to suggest another name for the UAB.

November 8, 2022 meeting

Members
Kevin Pearson*
Laneshia Conner*
TK Logan*
Brittany Smalls
Cindy Jong
Melissa Stein (added 11/02/2022)*
Promise Kayembe, student rep
Star Watts, student rep
Rodney (Kip) Guy (ex officio, added 11/07/2022)
Kenneth Tyler (ex officio, added 11/07/2022)
*In attendance at the meeting

- The committee had a passionate conversation about this weekend's events at UK.
- Main topics discussed
  - What student actions bring on immediate dismissal?
  - Focus on the positive response from the student; be proactive.
  - What is the university doing to prevent future racist (or other discriminatory) interactions between students or students and staff/faculty?
  - What is Senate Council doing about this instance with upper-level administration? Meetings taking place, action items?
  - What is the plan for Monday's upcoming Senate meeting?
  - Are or should resident assistants be working alone at night?
  - Messaging from the President
    - Long, almost coded messages
    - Who is the intended audience?
      - Students tweet and do Instagram, do they check email, especially on weekends? Official UKY tweets came out much later.
    - Why no video messages?
    - Was there a broad campus message from the VP for Institutional Diversity?

The **University Senate Library Committee (SLC)** held its second Zoom meeting of 2022-'23 on Wednesday, November 09, 2022 between 3:30 PM and 4:35 PM.

In attendance were:

- Marilyn Duncan (Chair)
- Eric Blalock (Member)
- Ram Pakath (Member)
- Doug Way (Dean)

The committee briefly discussed how journals for potential cancellation are identified by the libraries and a few other issues as noted below (e.g., the roles the committee could play in helping the libraries and users, going forward), but as decided during the first meeting, discussions primarily revolved around Open Access journals including ways of identifying predatory journals.

The libraries use a multi-criteria approach to identify journals for potential cancellation: cost, use, cost per use, Cite Score (Scopus), and Impact Factor (Web of Science). Identified journals are then shared with appropriate administrators at each college for their input. Some colleges (like B&E) have internal Library Committees that get involved. The library has a Liaison for each college or department to facilitate such interactions.

While many refer to any and all Open Access (OA) journals in pejorative way, there are quite a few high-end OA outlets. However, there also is a substantial number of very poor-quality OA journals vying for articles. In attempting to separate the wheat from the chaff, which is challenging, one must be wary of attracting negative attention from such journals' publishers (e.g., litigation). One criterion that may be used is whether a journal is indexed by a reputable indexing body (e.g., EBSCO, ProQuest, JSTOR, Scopus, Web of Science).

Most OA journals, regardless of perceived quality, require payment to stay in business regardless of payment source: author, subscribers, a well-wisher, or an entity like a library. A minority of OA journals, however, do not require payment, as costs of supporting the journal are subsidized through library payments or by a sponsoring organization. Depending on how the finances are arranged, OA journals are categorized as Gold OA, Diamond OA, etc.

Even review activities are starting to move away from the traditional approaches (e.g., double-blind) to one where pre-publication "reports" are made available online and open reviews are solicited. The final article is developed over time with feedback from such open reviewers. Some publishers also publish such reviews along with accepted articles. A new OSTP (Office of Science and Technology Policy) memo requires publications flowing out of all research funded by agencies like the NSF, NIH, DoD to be published online immediately beginning 2025 and at no cost to authors. This is something the NIH is already doing. It remains to be seen how publishers react to all of this as they will likely seek ways to monetize this trend.

What if journals are unable to survive and fold? How do we obtain articles that were published in these? There are services to guard against such events – e.g., Portico – that act as archives for e-journals, e-books and other digital content.

While UK faculty are free to publish where they like, how can we provide guidance on journals in all disciplines (i.e., to the entire campus)? Should UK libraries provide such information? How can this committee help in this endeavor? Dean Way informed us that analysis by the UK library has indicated that UK does not have a substantial amount of OA publishing. UK authors publish in OA outlets at a lower rate than most of our peer institutions with similar research profiles. The occasional article that does make it to a poor-quality OA outlet is likely because someone wanted to make it OA, or thought it was the best outlet for their work, or even just desperate to get it published. Perhaps rather than look to blacklist journals, why not create a whitelist of desirable journals for different disciplines? If an OA invites you to publish, one could then check this whitelist to see if it is listed there. It is not just journals that are predatory. There are conferences that do the same thing.

In regard to issues this committee could help with other than the predatory OA journals issue, a few were identified: helping with survey of library users; making textbooks more affordable; addressing issues pertaining to special collections and archives; finding ways to educate young researchers on using library facilities more effectively.

It would be nice if there could be a virtual tour of the libraries link made available to all faculty and students on campus. However, it is a challenge to create one comprehensive application that meets the nuanced needs of all users. A user group-specific tailored approach may be the way to go.

A challenge facing this committee is that there is not enough diversity in the committee in terms of adequate representation from different stakeholder groups. This could be discussed at the next Senate Council meeting in Fall 2023 so that the committee composition can be improved.

There are plans to hire a Research Data Librarian. Dean Way will try to arrange for some personnel from the libraries to talk with the committee about ongoing activities both with a view to keeping the committee updated and to find ways of leveraging the committee's help with activities. In particular, he will try to get Dr. Stacy Green, the Coordinator of Educational Services to attend our next meeting.

The meeting adjourned at 4:35 PM. It was tentatively agreed that the next (3rd meeting) will be on Wednesday, December 7, 3:30 PM - 4:30 PM

Senate Faculty Affairs Committee Meeting

Minutes
Monday, November 21, 2022

The newly established Senate Faculty Affairs Committee met for the first time on Monday, November 21, 2022 on Zoom. Co-Chair Jennifer Cramer called the meeting to order at 3:00 P.M. The members in attendance included: Karen O. Skaff, Co-Chair, Ernest Bailey, Senator Mei Chen, Senator Sarah Hall, Treshani Perera, Sue Nokes, ex-officio (Provost Representative), and Absent: Christopher Bollinger and Hayley Hoffman, with a Representative from the President's office to be appointed.

Introductions of each of the members followed with Co-Chair Cramer explaining that the composition of the Committee with new members to be appointed will be a total of 8 voting and 2 non-voting ex-officio members expected.

The Senate-approved **Charge to the Senate Faculty Affairs Committee** was reviewed by Co-Chair Cramer.

1.4.2.23 Senate Faculty Affairs Committee (SFAC) The SFAC is responsible for topics and policies related to faculty employment and promotion of the vitality of the University's faculty. Specifically, the SFAC shall review and recommend action on issues related to: performance reviews and standards for evaluation; promotion and tenure; employee benefits; work-life matters; recruitment and retention; issues raised by the Senate Advisory Committee on Privilege and Tenure; and any other similar topic assigned to it.

1.4.2.23.1 Composition The SFAC shall be comprised of a sufficient number of elected faculty senators to conduct business. There shall be two ex officio members: one representative of the Provost nominated by the Provost; and one representative of the President nominated by the President. The SFAC does not have any final decision-making authority.

Co-Chair Cramer provided a brief summary of the Minutes from the Senate Council Retreat in May 2022 in which the need for a SFAC was discussed. Subsequently, a Senate meeting in August 2022 discussed the need to create three Ad Hoc Committees to address some of the structural gaps as future topics/issues to be addressed by this newly approved SFAC. Some of those concerns included the use of Teacher Course Evaluations (TCEs) in faculty advancement, faculty employment issues, advocating for Lecturer Title Series faculty in shared governance, faculty culture, and institutional access issues. In addition, other concerns were shared by Senate Council Chair Collett such as, effects of COVID on decisions about on-line teaching, concerns raised by Faculty Councils, the Area Committees and engaging faculty in shared governance. Co-Chair Cramer asked the group for other ideas from faculty about the kinds of topics we may need to discuss as a SFAC.

Sue Nokes, Acting Associate Provost for Faculty Advancement, shared a point of information about the TCEs stating that the current contract is expiring (potentially in June 2023), and the Associate Provost Office of Strategic Planning is looking at different vendors. Ernest Bailey suggested that we ask Katherine McCormick to keep the SFAC in-the-loop on this issue. Further, Co-Chair Cramer suggested that our SFAC start with the topic of the TCEs and work with others on campus to perhaps design a campus wide faculty/administrator survey identifying salient faculty performance evaluation issues.

Co-Chair Cramer also read in the recent Senate Council Newsletter that the Senate Committee on DEI was working with our SFAC, and having spoken with SC Chair Collett, expects that a new agenda item may be forthcoming.

The next item of business was to set a **standing date, time and location** for future monthly SFAC meetings. The Committee considered Monday afternoons, but decided to send a new doodle poll given that several members were not present (or not yet appointed).   For now, it was decided that the SFAC would meet over Zoom once a month in January, February, March and April 2023 with a date and time TBD.

A motion to adjourn was seconded and approved. The meeting adjourned at 3:45 P.M.

Respectfully submitted,
Karen O. Skaff, Co-Chair SFAC

Senate Technology Committee
Minutes of Meeting Tuesday, 18 October 2022 (via Zoom)
Called to order 3:35
Attending: Byrd, Huckaba, Calvert (Chair), Police, Xenos

Chair shared the section of the Senate Rules regarding this committee, 1.4.2.18, and went over the committee's place in the overall structure of the Senate, as well as the Committee's responsibility per the currently-proposed revisions. Chair noted that the charge is rather broad, and that work items must be proposed to the Senate Council. Also, 1.4.2.18.3.2 says the committee has 6 members; currently the committee has 5; the Chair invited suggestions from the committee for additional members.

Chair also went over relevant parts of Administrative Regulation 10.2, which creates the IT Advisory Council, which is broadly charged with keeping CIO, ITS, and various campus constituencies "aligned in the planning and execution of strategy and delivery of operations based on the University's needs". The Chair reported meeting with Brian Nichols, CIO, the previous week and, and discussing the relationship between the committees. The STC Chair is an ex officio member of the IT Advisory Council per AR 10.2.

Following this, members introduced themselves, sharing a bit about their Tech background and any topics they are particularly interested in.

One item mentioned by multiple people was Canvas and learning management systems (LMS) in general, including the possibility of using other systems (e.g., Gradescope) for assessment. Committee member Byrd shared some of her prior experience with LMSs as well as her views about Canvas. In discussing whether a survey of faculty attitudes toward Canvas (and potentially other tools), it was suggested that a focus group might be more effective in understanding real problems, since a survey could just be an opportunity to complain.

Another issue discussed was the loss of the laptop-lending service that existed pre-COVID. The committee expressed uncertainty about the nature of requirements for students to have their own laptops, as well as what faculty can advise students who may not have a device (or are temporarily without a device) they can use to participate in online class activities, which even in-person classes may require.

Consensus was to investigate both of these items further. The Chair will discuss Canvas with CELT and other responsible persons in IT, and will investigate laptop requirements and lending options. Both will be placed on the agenda for the next meeting.

Consensus was to schedule meetings *ad hoc*, with the target date for the next meeting after Thanksgiving.

Undergraduate Council Minutes
November 8 2022 | 3:00-5:00 pm | 009 Main

Members Present:

Kristine Urschel (chair)   Dima Stakovsky
Ray Archer   Justin Nichols
Becky Davis   ZaDonna Slay
Troy Cooper   Chris Swartz
Joe Dvorak   Chloe Wawrzyniak
Eric Welch   Melanie Goan
Cathy Catlett   Olivia Davis
Bryant Tandy   Edison Shipley
Casey Shadix   Joe Rey-Barreau
O. Davis

Members Absent:

Jim Lumpp
Nathan Congleton
Melinda Hines

Meeting Agenda

Welcome
Chair Urschel welcomed new member Rey-Barreau and committee introductions were made. Our council numbers are complete.

Approval of October 25, 2022 minutes
Motion was made to approve the minutes by Archer and seconded by Swartz. A vote was taken, and the motion passed with none opposed or abstained.

Approval of agenda
Prior to a motion to approve the agenda, O. Davis asked that ENG 280 be added to the Discussion agenda. Welch moved and Shipley seconded to approve the consent agenda.   A vote was taken, with none opposed or abstained.

Proposal reviews

Consent agenda:

Swartz, Lumpp, Archer
CJ 429

Catlett, Dvorak, Wawrzyniak
EDU 395

Archer, Nichols, B. Davis
ID 510
ID 521
ID 564

Swartz, Cooper, Catlett
ME 325
ME 440

Slay, Dvorak, B. Davis
MSE 201

Nichols, Archer, Lumpp
NUR 101

Catlett, B. Davis, O. Davis
PSY 343

Catlett, Welch, Cooper
STA 305
STA 310

Discussion agenda

Lumpp, B. Davis, Strakovsky
CI (Undergraduate Certificate)
B. Davis gave a brief update on the certificate related to the increase in the number of electives for the certificate which are now completed. A motion was made by B. Davis and seconded by Cooper to approve the proposal changes. A vote was taken, with none opposed or abstained.

Discussion only
Slay, Strakovsky, Goan
PLS 390
A brief discussion by Slay regarding two questions on PLS 390 occurred. Slay was inquiring if a letter of support was needed for a cross-listing. It was noted that this letter was posted in the files section of the proposal on Curriculog. Course descriptions on the proposal and in the syllabus do not match and will need to be corrected. No vote was taken.

Slay, B. Davis, Strakovsky
CSD 450
A discussion regarding enforceable perquisites was led by Slay in reference to this proposal. It was concluded that the language in the proposal was not enforceable or able to be tracked. It was suggested that the proposer consider a possible controlled enrollment. Slay will contact the proposer regarding the suggestion. No vote was taken.

O Davis, Welch, Lumpp
ENG 280
O. Davis led a brief discussion regarding the use of subtitles for this course. More information is needed about subtitles for this course. O. Davis will contact the proposer for clarification. No vote was taken.

Announcements
DOE for UGC members
Chair Urschel led a robust discussion on the DOE amount allowed for UGC participation. The 2.5 allotment allows for the bi-monthly meeting but doesn't allow for additional time to review proposals which is a major portion of the time commitment necessary for participation on the UGC. Eads added that Dr. Collette had recently discussed DOE allotment with the various department chairs. It was suggested that council members monitor the work time on proposals and meetings over the next two weeks. Urschel will create a form to record the findings and distribute it before November 24, 2022. Results can be discussed at the November 29, 2022 meeting.
A reminder was given regarding the change in the next UGC meeting to November 29, 2022.

Adjournment
Archer made a motion and Slay seconded to adjourn the meeting at 4:00pm

Minutes submitted by Ann B. Eads