

Minutes of the Meeting of the Academic and Student Affairs Committee
University of Kentucky
Friday, February 19, 2021

The Academic and Student Affairs Committee (ASAC) of the University of Kentucky Board of Trustees met on Friday, February 19, 2021, via Zoom Webinar.

A. Meeting Opened

Chair Rachel Webb called the meeting to order at 9:45 a.m.

B. Roll Call

The following members of the ASAC answered the call of the roll: Cathy A. Black, Lee X. Blonder, Ron Geoghegan, Paula Leach Pope, Derrick K. Ramsey, Bryan Sunderland, Hollie Swanson, Rachel Watts Webb and Courtney Wheeler. Carol Martin "Bill" Gatton and C. Frank Shoop were not in attendance.

C. Approval of Minutes

Chair Webb reported that the minutes of the December 15, 2020, ASAC meeting had been distributed. Trustee Sunderland moved approval of the minutes and Trustee Blonder seconded the motion. Hearing no discussion, Chair Webb called for a vote and the motion passed without dissent.

D. ASACR 1: Academic Degree Recommendation: Gatton College of Business and Economics

The recommendation is that the Board of Trustees approve the establishment of a Master of Science degree with a major in Strategic Human Resource Management and Analytics, in the Department of Management, within the Gatton College of Business and Economics, beginning in the 2021 Fall Semester. By way of background, the proposed program is a one-year graduate program designed to provide students with the knowledge, skills and abilities needed for a career in contemporary human resource (HR) management. Core content will focus on foundational HR topics such as talent acquisition and management, employment law, as well as a significant analytics component that is in demand by employers to meet the needs of a changing marketplace. The number of jobs requiring specialized knowledge in HR management is expected to grow over the next decade and will include careers such as HR specialists, HR managers and HR analysts. The program will be delivered both in-person and online synchronously. Projected enrollment is 16 for the first cohort, eventually increasing to 40. The program has the approval of the appropriate councils and the University Senate. The provost of the university supports this recommendation. Pending approval by the Board of Trustees, the program will begin the review process of the Council on Postsecondary Education.

In attendance to answer any questions were Dean Simon Sheather and Professor

and Paul Chellgren Endowed Chair of the Department of Management Stephen Borgatti. There were no questions or comments.

Trustee Geoghegan moved approval, which was seconded by Trustee Ramsey. Finding no further discussion, Chair Webb called for a vote and the motion passed without dissent.

E. ASACR 2: Creation of the Department of Engineering Technology: College of Engineering

The recommendation is that the Board of Trustees approve the creation of the Department of Engineering Technology, effective July 1, 2021. By way of background, the proposed department will bring together the University of Kentucky (UK), Bluegrass Community and Technical College and the engineering industry in a strategic partnership to work toward the creation of undergraduate engineering programs that will bridge the gap between industry and academia, instill scholarly knowledge and develop needed skills to be career-ready for the 21st Century economy. The department's focus, course offerings and degrees will establish UK as a unique institution throughout the Commonwealth and the nation. The proposed department will be formed by reconfiguring existing college resources and will position UK at the forefront of meeting the critical education and skill needs of the Commonwealth's manufacturing workforce. The proposal has been reviewed and recommended by the Senate Academic Organization and Structure Committee and the Senate Council; and endorsed by the University Senate. The provost of the university supports this recommendation.

In attendance to answer any questions were Dean Rudy Buchheit and Assistant Research Professor and Associate Director of the Institute of Research for Technology Development Nelson Akafuah. There were no questions or comments.

Trustee Black moved approval, which was seconded by Trustee Pope. Finding no further discussion, Chair Webb called for a vote and the motion passed without dissent.

F. Student Government Association Update

Student Government Association (SGA) President and Trustee Courtney Wheeler provided an update regarding SGA activities, including:

- Organizing SGA Elections to be held March 8-9, 2021.
- Creating a professional development grant specifically for graduate and professional students to attend virtual conferences.
- Creating and distributing grants:
 - Childcare/dependent grants – \$22,000 has been distributed thus far.
 - Promotional materials grants for student organizations
- Continuing the Coats for Cats program – 77 students have applied.
- Creating and distributing the annual all-student survey.

Currently, SGA has 160 members. Trustee Wheeler provided an overview of this membership, including:

- 27 members are first-generation students.
- 79 members are not affiliated with Fraternity and Sorority Life.
- The average cumulative grade point average (GPA) is 3.49.
- Membership is more racially and ethnically diverse than the general student population.

Trustee Swanson inquired if international students are involved with SGA. Trustee Wheeler indicated that SGA partners with the UK International Center to ensure that international students are aware of SGA and its available resources. An international student who does not currently reside in the United States hosted a successful virtual event during the Fall 2020 final examination period. In the future, SGA hopes to track and report international student involvement.

Chair Webb thanked SGA for representing every student. She also congratulated SGA members for a strong academic performance.

G. Provost Report

Provost David Blackwell provided an overview of shared governance processes related to academic degree programs and academic units, such as departments. New academic program proposals are driven by faculty. Proposals require submission of information, such as program objectives, target audience and employment prospects for program graduates. Successful proposals are reviewed and approved at various institutional levels, including within individual colleges, the University Senate and the Board of Trustees. Following the Board of Trustees' approval, proposals must be vetted and approved by the Kentucky Council on Postsecondary Education (CPE) prior to implementation. When CPE reviews proposed programs, one factor they consider is workforce development.

Provost Blackwell described the demographic cliff facing higher education nationally. Not only will the number of individuals who attend college decrease, but the demographics of those students will also shift. Along with the need to contribute to the state's workforce development, the demographic cliff informs UK's strategy for academic program development.

Provost Blackwell indicated it is important for decisions regarding academic programs to be data-informed and focused on improving access and success for all students, including non-traditional students. Examples of data that can inform such decisions are the employability of graduates and student demand. In 2020, UK held a two-day workshop during which new academic program opportunities were discussed and existing academic programs were evaluated. New academic program opportunities that had high Kentucky and national market scores are related to fields such as engineering, health care, public service and technology.

Provost Blackwell provided examples of new and pending academic degree programs and academic units that reflect UK's strategic focus on student access and success, state workforce development and data-informed decisions:

- College of Engineering – Department of Engineering Technology and proposed Bachelor of Science in Lean Systems Engineering Technology, both resulting from partnerships with Toyota and Bluegrass Community and Technical College.
- College of Agriculture, Food and Environment – Distillation, Wine and Brewing Studies Undergraduate Certificate program, enhanced by UK's partnership with Jim Beam, the James B. Beam Institute.
- College of Medicine – Bowling Green and Northern Kentucky regional campuses, enhanced by partnerships with local health systems.
- College of Social Work – fully online Bachelor of Arts in Social Work and consideration of a Criminal Justice program.

Trustee Melanson inquired if the process for suspending admissions to or eliminating academic programs is like the program proposal process. Provost Blackwell indicated that if student demand for a program wanes, it is evaluated for possible suspension of admissions or elimination through the same shared governance processes described earlier, including consideration by the Board of Trustees. Trustee Ramsey requested clarification regarding the demographic cliff. Provost Blackwell clarified that the demographic cliff is not specific to Kentucky, but is a national phenomenon. Trustee Swanson inquired if the location of science-related careers might be impacted by the pandemic. Provost Blackwell indicated that combatting the pandemic is critical to economic development.

H. Vice President for Student Success Report

Vice President for Student Success Kirsten Turner introduced Executive Director of Transformative Learning Molly Reynolds to provide a report regarding UK's integrated coaching model, one of the strategic principles of the Office of Student Success.

Executive Director Reynolds indicated that UK has offered academic coaching since 2016. Over time, the institution's approach to coaching has evolved to an integrated success coaching model, a unique and holistic approach to serving and developing students. This model encompasses coaching in the following areas: academics, career, finances, leadership, wellness and identity. All coaches will pursue certification by the International Coaching Federation (ICF). Students can easily connect with these coaches via myUK. In order to foster a coaching culture at UK, staff members who are not certified coaches can train to become integrated success coach advocates. Additionally, integrated success coaching principles will be embedded in first year-programs.

Trustee Wheeler requested clarification between academic coaches and integrated success coaches as well as the relationship between coaching and tutoring. Executive Director Reynolds indicated that academic coaching and the integrated

success coaching pilot are currently separate. Once coaches are certified by ICF, the two areas will merge and students will see integrated success coaches for all their needs, including academic needs. Coaching and tutoring will be available in the same locations. Trustee Geoghegan indicated the integrated success coaching model is exciting to hear about and will benefit students.

I. Vice President for Institutional Diversity Report

Interim Vice President for Institutional Diversity George Wright provided an update regarding the institution's diversity, equity and inclusion (DEI) activities. The 17 project teams submitted progress reports in December 2020. Recommendations from these reports will be implemented during the Spring 2021 semester. Additional anti-bias training led by Dr. Candice Hargons has been offered for employees and the Board of Trustees. Vice President Wright continues to speak to various groups on campus, including UK HealthCare employees on Martin Luther King, Jr. Day and student-athletes. Many events are scheduled across campus to celebrate Black History Month, including the Lyman T. Johnson Torchbearer and Torch of Excellence Awards.

Vice President Wright indicated that in addition to DEI efforts on campus, UK contributes to DEI efforts in the community. For example, Lexington Mayor Linda Gorton appointed UK Assistant Vice President Lisa Higgins-Hord to lead the implementation of recommendations from the Mayor's Racial Justice and Equality Commission. This appointment will provide increased opportunity for partnership between the City of Lexington and UK.

Vice President Wright provided facts about the history of the National Association for the Advancement of Colored People (NAACP) and emphasized the importance of people of all races working together to lead to lasting change.

N. Meeting Adjourned

Hearing no further business, Chair Webb adjourned the meeting at 10:58 a.m.

Respectfully submitted,



Rachel Watts Webb
Academic and Student Affairs
Committee

RW/afc