

Minutes of the Meeting of the Academic and Student Affairs Committee
University of Kentucky
Thursday, September 15, 2022

The Academic and Student Affairs Committee (ASAC) of the University of Kentucky (UK) Board of Trustees met on Thursday, September 15, 2022, in the Harris Ballroom of the Gatton Student Center.

A. Meeting Opened

Chair Rachel Webb called the meeting to order at 3:02 p.m.

B. Roll Call

The following members of the ASAC answered the call of the roll: Ron Geoghegan, Paula Leach Pope, Derrick K. Ramsey, C. Frank Shoop, Sandra R. Shuffett, and Rachel Watts Webb. Cathy A. Black attended the meeting via Zoom.

C. Approval of Minutes

Chair Webb reported that the minutes of the June 16, 2022, ASAC meeting had been distributed. Trustee Black moved approval of the minutes and Trustee Shoop seconded the motion. Hearing no discussion, Chair Webb called for a vote and the motion passed without dissent.

D. ASACR 1: Candidate for Degrees: August 2022

The recommendation was that the president be authorized to confer upon each of the individuals whose names appeared on the attached list the degree to which they are entitled, upon certification by the University Registrar that the individual has satisfactorily completed all requirements for the degree for which application has been made and as approved by the Senate Council Chair (on behalf of the Senate Council and University Senate) and the Academic and Student Affairs Committee of the Board of Trustees. By way of background, the individual whose name appears on the attached list completed the work toward the degree for which application is being made at the close of the 2022 Summer Session. Due to administrative error, the name was not previously submitted with all other August 2022 candidates for degrees.

David Kaiser, Assistant Dean of Student Affairs in the College of Fine Arts, was present to answer questions regarding ASACR 1.

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

E. Student Government Association Update

Student Government Association (SGA) President Andrew Laws provided an update regarding the student body and recent SGA activities, including:

- Attended the SEC Exchange Conference;
- Involved in student orientations and K-Week:
 - Campus Ruckus
 - Big Blue U;
- Leadership Development Program; and
- New initiatives:
 - Parking Coupon Program
 - Wildcat Wardrobe
 - Wildcat Market.

F. Provost Report

Provost Robert DiPaola discussed four key areas on which the Office of the Provost is currently focused, including:

- Structure of the Office of the Provost and how it supports our people with a focus on faculty;
- Core functions of and programs supported by the Office of Faculty Advancement;
- Search updates; and
- Progress on the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) reaffirmation.

Provost DiPaola highlighted the organizational structure of the Office of the Provost, emphasizing the oversight and support of the following:

- 17 colleges, libraries, and graduate school;
- UK Online, International Center, and Faculty Advancement; and
- 2,932 faculty and 4,000 staff:
 - Supporting 426 programs offered by the university and UK's more than 31,000 students.

Provost DiPaola discussed the Office for Faculty Advancement, including its mission, leadership and functions described in the following:

- Programs, processes and resources to support the faculty life cycle:
 - Faculty Life Cycle Consultations:
 - Approve faculty offer letters;
 - Coordinate appointment documents;
 - Work on delays in tenure and sabbatical; and
 - Prepare for promotion and tenure;

- Faculty Development:
 - New Faculty Orientation;
 - Southeastern Conference (SEC) Academic Leadership Development Program;
 - Women's Executive Leadership Program;
 - Bluegrass Higher Education Consortium Academic Leadership Academy;
 - Chairs' Academies I and II;
 - New Dean Onboarding Series; and
 - Deans' Retreat:
 - Conducted Strengths, Weaknesses, Opportunities and Threats (SWOT) analysis resulting in the following topics of discussion:
 - Belonging;
 - Courageous conversations;
 - Work flow and processes; and
 - Sharing best practices.
 - Faculty personnel issues; and
 - University-level awards and recognitions;
- Serves 2,932 faculty and approximately 5,000 part-time adjunct, voluntary, and post-retirement faculty;
 - Partners with 19 deans, 109 department chairs, and approximately 95 assistant and associate deans;
 - Led by Acting Associate Provost, Sue Nokes, since July 11;
 - 2,932 faculty and 4,000 staff;
 - Supporting 426 programs offered by the university and UK's more than 31,000 students.

Provost DiPaola provided an overview of active and future searches for positions within the Office of the Provost, including:

- Active:
 - Associate Vice President/Associate Provost for Diverse Faculty Success (in partnership with the Office for Institutional Diversity); and
 - Dean, Graduate School and Associate Provost for Graduate and Professional Education;
- Future:
 - Associate Provost for Faculty Advancement;
 - Dean, College of Design;
 - Dean, College of Medicine;
 - Dean, College of Public Health;
 - Associate Provost for Planning and Assessment; and
 - Director, UK Online.

Provost DiPaola gave an update on the search for a Dean of the College of

Nursing, which recently concluded with the hiring of Rosalie Mainous effective November 14, 2022. He thanked Dr. Janie Heath for her leadership of the college and the foundation she developed to ensure the long-term success of the college.

Provost DiPaola provided an update on SACSCOC reaffirmation, stating the Compliance Certification report was submitted on September 8.

Trustee Swanson, relative to the SWOT analysis previously discussed, inquired if the hiring of an Ombud needed to be revisited. Provost DiPaola reiterated the number of extensive efforts that are already in place and will continue to communicate results on these endeavors.

G. Vice President for Student Success Report

Vice President for Student Success Kirsten Turner opened by thanking the many who have been involved in welcoming the new, first-year class, transfer students and returning students and provided an update on new initiatives, including:

- UK Health Corps Wrap-Around Services to include the launch of 218-YouK, a one-stop resource to connect faculty, staff and students to the many services campus provides by ensuring they reach the most appropriate unit for assistance, e.g., starting a new organization, paying a parking ticket, seeking mental health support;
- Three-tiered conceptual framework for well-being:
 - Primary:
 - Prevention, Outreach, and Wellness Education Resources (POWER);
 - Campus Recreation; and
 - Financial Wellness;
 - Secondary:
 - Violence, Intervention Prevention (VIP) Center; and
 - Triage, Referral, Assistance, and Crisis Support (TRACS); and
 - Tertiary:
 - Disability Resource Center; and
 - Counseling Center;
- TalkSpace:
 - Online teletherapy access for every student;
 - Two sessions per month, including unlimited text messaging; and
 - Clinicians in all 50 states and approximately 130 who speak other languages in addition to English; and
- Responding to student complaints using the following resources:
 - Bias Incident Support;
 - VIP Center; and
 - Dean of Students Hotline.

H. Vice President for Institutional Diversity Report

Vice President for Institutional Diversity Katrice Albert acknowledged Latinx and Hispanic Heritage month.

Vice President Albert focused on accelerating inclusive excellence and UK's consequential impact, including updates on the following:

- Diversity, Equity and Inclusion (DEI) Implementation Plan Project 11: Committee on Responsible Speech;
- Diverse Faculty Success;
- New Associate Vice President in the Office of Institutional Diversity; and
- INSIGHT into Diversity magazine's Higher Education Excellence in Diversity (HEED) award.

Vice President Albert highlighted the importance of and the progress made by the Committee on Responsible Speech, including:

- Greater understanding of, and appreciation for, academic norms of discourse;
- Proactive communication efforts around diversity and inclusion to help reduce incidents that negatively impact the campus climate; and
- Recommendations for the following:
 - Encourage data collection and reporting of irresponsible and harmful speech incidents;
 - Review, revise, recommend for approval and implement current recommendations made previously;
 - Evaluate the progress the university has or has not made on improving the speech climate on campus;
 - Propose additional policy recommendations to address any shortcomings in the existing policy responses; and
 - Focus attention on a communication plan with higher expectations for all of us.

Vice President Albert provided an overview of UK's commitment to Diverse Faculty Success, including:

- Representation matters to students by providing the following:
 - Academic development and success;
 - Improved cultural awareness;
 - Overall satisfaction with the college experience; and
 - Increased desire to promote acceptance;
- National challenges for diverse faculty, including:
 - Hiring and promotion;
 - Disparity in funding;
 - Biased teaching evaluations and assessments;
 - Increased work load and decreased workforce; and

- Inadequate resources;
- Impact made by establishing the following:
 - Employee Resource Groups;
 - Office for Institutional Diversity (OID) partnership with the Office for Faculty Advancement:
 - Chairs' Academy;
 - New Faculty Orientation; and
 - Women's Executive Leadership Development Program;
 - Commonwealth Institute of Black Studies:
 - A multidisciplinary research institute that serves as a think tank for Black studies; and
 - Created with \$250,000 of seed funding in fall 2021 and will receive funding annually in the amount of \$200,000 through OID;
 - Partnership with National Center for Faculty Development and Diversity; and
 - Associate Vice President/Associate Provost for Diverse Faculty Success.

Vice President Albert introduced the new Associate Vice President for the Office for Institutional Diversity, Damon L. Williams, Jr.

Vice President Albert announced the recent honor related to DEI that UK received from INSIGHT into Diversity Magazine for the sixth consecutive year: Higher Education Excellence in Diversity Award and a Diversity Champion.

Trustee Swanson inquired at what point can UK implement solutions for biased teaching evaluations into common practices. Vice President Albert emphasized the support of Provost DiPaola allowing OID to interact closely with the deans, who in turn work with the chairs, to encourage an understanding of accountability. Implementing accountability measures would be very beneficial for retaining UK's diverse top talent.

I. Meeting Adjourned

Hearing no further business, Chair Webb adjourned the meeting at 4:08 p.m.

Respectfully submitted,



Rachel Watts Webb
Academic and Student Affairs
Committee

RW/sjr