

Minutes of the Meeting of the Academic and Student Affairs Committee
University of Kentucky
Friday, April 25, 2025

The Academic and Student Affairs Committee (ASAC) of the University of Kentucky (UK) Board of Trustees met on Friday, April 25, 2025, in the Harris Ballroom of the Gatton Student Center.

A. Meeting Opened

Chair Alex Boone called the meeting to order at 9:30 a.m.

B. Roll Call

The following members of the ASAC answered the call of the roll: Hubie Ballard, Cathy Black, Maddie Duff, David Figg, Ron Geoghegan, Brenda Baker Gosney, Hannah Myers, Paula Leach Pope and Hollie Swanson.

C. Approval of Minutes

Chair Boone reported that the minutes of the February 21, 2025, ASAC meeting had been distributed. Trustee Ballard moved approval of the minutes and Trustee Pope seconded the motion. Hearing no discussion, Chair Boone called for a vote and the motion passed without dissent.

D. ASACR 1: Candidates for Degrees: May 2025

The recommendation was that the President be authorized to confer upon each individual whose name appears on the attached list, the degrees to which they are entitled, contingent upon final certification by the University Registrar. Such certification shall affirm that each candidate has satisfactorily fulfilled all requirements for the respective degree, as approved by the appropriate Colleges and endorsed by the Academic and Student Affairs Committee of the Board of Trustees.

By way of background, final grades for the spring semester were due on the Monday following the last day of final examinations. As a result, the University Registrar would certify the satisfactory completion of degree requirements after the Board of Trustees meets. Therefore, the proposed conferral of degrees, approved by the Board of Trustees, was contingent upon the Registrar's final certification that all academic requirements have been met by each candidate.

This proposed action had the approval of the Colleges. The Provost of the University supported this recommendation.

Trustee Gosney moved approval, which was seconded by Trustee Geoghegan. Hearing no discussion, Chair Boone called for a vote and the motion passed without dissent.

E. ASACR 2: Candidates for Degrees: August 2025

The recommendation was that the President be authorized to confer upon each of the individuals whose names appear on the attached list the degrees to which they are entitled, upon certification by the University Registrar that the individuals have satisfactorily completed all requirements for the degrees for which application has been made and as approved by the Colleges and the Academic and Student Affairs Committee of the Board of Trustees.

By way of background, each individual whose name appears on the attached list was scheduled to complete the work toward the degree for which application is being made at the close of the 2025 Summer Session. Due to licensure or certification requirements for students pursuing job placement or additional education, degrees must be verified as soon as possible.

This proposed had the approval of the Colleges. The Provost of the University supported this recommendation.

Trustee Pope moved approval, which was seconded by Trustee Ballard. Hearing no discussion, Chair Boone called for a vote and the motion passed without dissent.

F. ASACR 3: In Memoriam Degrees: May 2025

The recommendation was that the President be authorized to confer upon the individuals whose names appear on the attached list an In Memoriam Posthumous Degree. The degrees for which application had been made had been approved by the Colleges and the Academic and Student Affairs Committee of the Board of Trustees.

By way of background, an In Memoriam Posthumous Degree allows for the recognition of a connection to the University of Kentucky for undergraduate, graduate and professional students who were registered in a degree program and were in good academic standing at the time of their death but did not complete degree requirements. The Board of Trustees may approve the conferral of this degree upon a student who is a qualified candidate and meets all criteria, with exceptions permitted only for the timing of the student's death.

This proposed action had the approval of the Colleges. The Provost of the University supported this recommendation.

Trustee Ballard moved approval, which was seconded by Trustee Black. Hearing no discussion, Chair Boone called for a vote and the motion passed without dissent.

G. ASACR 4: Candidates for Degrees: April 2025 (Ft. Sam Houston)

The recommendation was that the President be authorized to confer upon each of the individuals whose names appear on the attached list the degrees to which they are entitled, upon certification by the University Registrar that the individuals have satisfactorily completed all requirements for the degrees for which application has been made and as approved by the College and the Academic and Student Affairs Committee of the Board of

Trustees.

By way of background, in 2016, the University of Kentucky established a partnership with the Department of Defense (DOD) to develop well-qualified clinical social workers to fill positions across the military service branches. A satellite site was established within the Army Medical Department Center and School at Fort Sam Houston in San Antonio, Texas, and implements the College of Social Work's full-time, 60-hour Master of Social Work (MSW) program. The curriculum is delivered in a condensed format over 14 continuous months of study.

This proposed action had the approval of the College. The Provost of the University supported this recommendation.

Trustee Myers moved approval, which was seconded by Trustee Pope. Hearing no discussion, Chair Boone called for a vote and the motion passed without dissent.

H. ASACR 5: Deletion of Certificate: College of Education

The recommendation was that the Board of Trustees approve the closure of the graduate certificate of Applied Behavior Analysis within the College of Education.

By way of background, due to upcoming changes in board certification standards, the graduate certificate in Applied Behavior Analysis will no longer be eligible for Board Certified Behavior Analyst certification. There was one student in the certificate program who is anticipated to complete the required coursework in Fall 2025. The faculty had asked to close the graduate certificate in Applied Behavior Analysis.

The proposed closure of this graduate certificate was recommended to the Provost by the College of Education faculty given their expertise within their respective disciplines. The Provost of the University supported the program faculty's recommendation.

Trustee Swanson moved approval, which was seconded by Trustee Gosney. Hearing no discussion, Chair Boone called for a vote and the motion passed without dissent.

I. ASACR 6: Undergraduate Certificate: Martin-Gatton College of Agriculture, Food and Environment

The recommendation was that the Board of Trustees approve the establishment of an undergraduate certificate in Companion Animal Studies in the Martin-Gatton College of Agriculture, Food and Environment.

By way of background, the proposed certificate in Companion Animal Studies would explore the roles and significance of companion and working animals in society. It is unique in its interdisciplinary appeal, attracting students from various majors. Participants will critically evaluate multiple perspectives and apply their knowledge to real-world scenarios.

The certificate would address specific needs at the University of Kentucky (UK)

and across the state by equipping students with valuable skills and knowledge related to the care, management and societal roles of companion and working animals. In Kentucky, where agriculture and animal industries are significant economic drivers, there is a growing demand for professionals who understand the complexities of human-animal relationships, including animal welfare, behavior and the human-animal bond. Students would benefit tangibly through enhanced career opportunities in veterinary medicine, animal-assisted therapy, animal welfare, research and agriculture. Intangibly, the program fosters critical thinking, ethical reasoning, and cultural awareness, preparing students to engage thoughtfully with societal challenges involving animals.

The proposed undergraduate certificate was recommended to the Provost by the Martin-Gatton College of Agriculture, Food and Environment faculty given their expertise within their respective disciplines. The Provost of the University supported the program faculty's recommendation.

Trustee Ballard moved approval, which was seconded by Trustee Black. Hearing no discussion, Chair Boone called for a vote and the motion passed without dissent.

J. ASACR 7: Academic Degree: College of Nursing

The recommendation was that the Board of Trustees approve the establishment of a bachelor of science degree in Surgical First Assistant in the College of Nursing.

By way of background, the proposed bachelor's degree in Surgical First Assistant (SFA) would provide students who are interested in healthcare with a pathway to a bachelor's degree in a health care field with robust experiences in a variety of surgical specialties. Graduates would enter the workforce with an opportunity for a competitive rate of pay while improving health and increasing access to Kentuckians for needed surgical services through workforce development.

SFAs are governed by the medical licensure board. Graduates would be eligible to sit for the national surgical first assistant exam. The program is highly specialized and would be the only SFA program at the Baccalaureate level in the state of Kentucky.

SFA graduates would help significantly with workforce needs in the expansion of surgical services that serve all Kentuckians.

The proposed bachelor's degree was recommended to the Provost by the College of Nursing faculty given their expertise within their respective disciplines. The Provost of the University supported the program faculty's recommendation.

Trustee Pope moved approval, which was seconded by Trustee Geoghagan. Hearing no discussion, Chair Boone called for a vote and the motion passed without dissent.

K. Provost Report

Provost DiPaola reported that the Office of Faculty Advancement (OFA), which operates under the Provost's Office, plays a critical role in developing and supporting

faculty talent. He emphasized the importance of aligning faculty advancement with the University's mission and strategic plan, highlighting key elements such as hiring, development and retention of faculty. He stated that academic strength is defined by the cultivation of skilled scholars, clinicians, and instructors, all of whom contribute significantly to student instruction and patient care. He added that strong scholarship and research not only enhance faculty expertise but also strengthen the University's impact in education and healthcare.

Provost DiPaola continued by addressing the concept of a transdisciplinary strategy, explaining that collaboration across multiple disciplines increases the effectiveness of both research and educational programs. He noted that the University's comprehensive structure provides a unique advantage in fostering these synergies. He reported that greater integration among colleges can equip students with more meaningful and impactful learning experiences. He also highlighted the importance of program sustainability and accountability, stating that the University continues to assess research and instructional productivity. These efforts are designed to ensure faculty growth while also increasing their contributions to scholarship and student success. He concluded by reiterating the University's commitment to a team-based approach within faculty advancement and invited Associate Provost for Faculty Advancement Tannock to present further.

Associate Provost Tannock stated that the mission of the OFA is to support faculty success across career stages by providing centralized services and collaborating with departments and colleges. She reported that the office oversees a wide range of responsibilities, including faculty evaluations, leadership appointments, and conflict of interest reviews. She highlighted the office's engagement in onboarding, training, and exit interviews, which help identify both strengths and areas for improvement in the faculty experience. She further discussed several leadership development programs, including WELD and the newly launched Emerging Leaders Academy, designed to address earlier career development needs. She noted that the inaugural class of the Emerging Leaders Academy included 17 participants and reflected the University's continued efforts to build inclusive and strategic leadership capacity among faculty and staff.

Associate Provost Tannock reported on the development of a promotion and tenure workshop series aimed at demystifying what faculty often perceive as an intimidating process. She emphasized that although the University has strong success rates in faculty promotion, feedback from exit interviews indicated that faculty found the process confusing and unclear. She stated that, in response, a structured series of workshops was created and offered multiple times per year, with sessions recorded and posted for wider access. These workshops target leadership, administrative support staff, and faculty across different title series, including specific sessions for those moving from associate to full professor. She added that the University's decentralized expectation model allows departments to tailor criteria, but a standardized process is necessary to ensure fairness and consistency across all units.

Associate Provost Tannock continued by highlighting various leadership development initiatives, including Chairs Academy I and II, New Dean Orientation and external development opportunities. She reported that while past programs were well received, participants expressed a desire for continued engagement and peer support. In

response, the University launched a monthly department chair town hall with two main goals: to provide ongoing education (e.g., budgeting and mentoring) and to strengthen peer support among academic leaders. She further noted that several University leaders, including herself, have become certified professional coaches, allowing them to offer no-cost coaching services to faculty and staff for professional development. She clarified that this service is exclusive to faculty and staff, as students already have coaching resources through student success services.

Associate Provost Tannock stated that the OFA also oversees all faculty hiring and appointment processes. She described the implementation of an electronic workflow system that streamlines every stage—from budget approval to appointment confirmation. She reported that the workflow ensures clarity and efficiency, particularly in offer letters, where misalignment of expectations had previously led to early faculty departures. The office now reviews all proposed appointments for clarity on teaching loads, service and scholarship expectations and potential funding requirements. She concluded by noting the success of this system, with each step typically completed within 24 hours, and shared that since the beginning of fiscal year (FY) 2023, the University has hired 636 faculty members, illustrating the volume and importance of this work.

Associate Provost Tannock stated that the Center for the Enhancement of Learning and Teaching (CELT), led by Assistant Provost Trey Conatser, operates as an independent unit under OFA and is dedicated to supporting faculty, staff and students in becoming more impactful educators. She reported that CELT provides individual and group consultations, workshops, and instructional development events, including highly requested midterm student feedback sessions. These sessions are especially beneficial for new faculty who wish to improve their teaching before receiving end-of-semester evaluations. She highlighted CELT's leadership in programs such as the quality enhancement plan initiative, Teaching Innovation Institute, and its role in research collaborations. In 2023, CELT hosted the inaugural University Teaching Excellence Symposium, drawing 250 participants and receiving positive feedback, with the next event scheduled for Fall 2025.

Associate Provost Tannock continued by reporting that CELT has seen a steady increase in service volume and remains integral to new faculty orientation. She emphasized that early engagement with CELT is encouraged for first-time faculty to ensure teaching success.

Trustee Vance asked how many faculty have left since FY2023. Dr. Tannock stated approximately 540 have left due to resignation, retirement, or other reasons, resulting in a net increase of 72 faculty. Responding to Trustee Swanson's question about promotion and tenure data, Dr. Tannock clarified that the OFA tracks applications reaching the provost level, with most colleges allowing dossiers to proceed rather than stopping them early. She explained that the University has allowed units to evolve their statements of evidence to account for collaborative work, such as team science and team teaching, with 40–50 documents updated in the past year to reflect these disciplinary shifts.

L. SGA President Report

Maddie Duff, Student Government Association (SGA) President, began with updates from the SEC Board of Student Body Presidents and the Kentucky Board of Student Body Presidents, including ongoing transition plans for incoming student administrations. SGA President Duff announced that McKenna Dowell and Jackson Baird would serve as the new Student Body President and Vice President starting July 1. She stated that SGA held its year-end banquet and presented awards for outstanding contributions, including dedication and senator of the year. She highlighted recent initiatives such as Rally for Higher Education, meetings in Washington, D.C. on student welfare issues, and support for increased Campus Recreation funding. She also announced the success of the Campus Kitchen collaboration addressing food insecurity, the Wildcat Wardrobe and Coats for Cats programs, and parking support services, which together served over 1,600 students. She concluded by celebrating student leadership development milestones, previewing the upcoming Wildcat Wrap-Up celebration and expressing pride in reviving the “State of the Student Body” address at the University.

Chair Boone called for questions. There were none.

M. Meeting Adjourned

Hearing no further business, Chair Boone adjourned the meeting at 10:08 a.m.

Respectfully submitted,

Shavonna Ross
Academic and Student Affairs Committee
Secretary