other goals, enrollment, retention and graduation goals. Accordingly, Dr. Kustra stated that the University needs to incorporate the CPE Vision 2020 into its planning process. Dr. Kustra advised that work is progressing on the development of a model for strategic planning and institutional effectiveness planning and stated that a progress report on both initiatives will be presented at the January board meeting.

Report of Voluntary Support

The Board was provided information on voluntary support to the University for the first quarter of fiscal year 2000-2001. The report revealed total private giving for this time period to be $1,206,881.91. A copy of the report will be filed with the Official Minutes of the Board.

Report on Extended Campus Centers

President Kustra called on Dr. Ken Nelson, Director of Extended Programs, to make a presentation to the Board on the University’s extended campus centers. Dr. Kustra advised that information presented by Dr. Nelson, a copy of which appears in the Official Minutes of the Board, would be valuable as the University considers the role and scope of these centers in helping the institution fulfill its mission through the provision of access to education.

Mr. Abney thanked Dr. Nelson and commended him on an excellent presentation.

ACTION ITEMS

Personnel Actions

The President presented, for the Board’s approval, personnel actions including new and continuing faculty and staff, employment of persons whose employment is contingent on outside funding, resignations and other personnel matters, including contract revisions and corrections. Dr. Kustra noted that all actions had come to him with the recommendation of the appropriate directors, chairs deans or vice-presidents.

Ms. Boyer made a motion to approve the personnel actions as submitted, with Dr. Thompson seconding. The roll was called and the following members vote aye: Mr. Abney, Ms. Boyer, Dr. French, Mr. Rednour, Ms. Rhodes, Mr. Rice, Ms. Ricke, Dr. Thompson, Mr. Williams, and Mr. Gilbert.

Faculty Tenure Review Policy

President Kustra presented to the Board a proposed policy on post-tenure review. Dr.
Kustra advised the Board that the proposal was the result of the development of a concept paper by the Faculty Senate. Following the development of the concept paper, a committee was appointed, consisting of senior faculty, the provost, a dean and a departmental chair and were asked to use the concept paper as the basis for the development of a policy on post tenure review. President Kustra stated that the draft policy has received the approval of the Faculty Senate and the Council on Academic Affairs and he recommended approval by the Board.

Dr. Thompson made a motion to approve the Faculty Tenure Review Policy. Dr. French seconded and the motion carried. A copy of the policy is filed with the Official Minutes of the Board.

**Proposed Suspension of Transcription Option in Medical Administrative Certificate Program, Department of Health Promotion and Administration, College of Health Sciences - and- Proposed New Certificate in Public Child Welfare**

President Kustra advised the Board that the availability of a Medical Transcription Certificate Program has eliminated the need for the transcription option in the Medical Administrative Certificate Program and that suspension of the program has been recommended by the Departmental and College Curriculum Committees, the Council on Academic Affairs and the Faculty Senate.

Further, the President advised that with the growing problems of child abuse and neglect a need exists for better prepared persons to more effectively address these issues. The program proposed has been enthusiastically received nationally in professional journals and at professional meetings. Dr. Kustra advised the Board that this program is a collaborative effort among seven Kentucky institutions and that students are accepted into the program from each of the seven universities. The program has operated for almost two years as a pilot project and has received approval by participating parties as an ongoing program. In addition, the program has been approved by the Department and College Curriculum Committees, the Faculty Senate and the Council on Academic Affairs and the President recommended approval by the Board for the joint certificate program and to authorize notation of same on the student’s official transcript and to approve the suspension of the transcription option in the Medical Administrative Certificate Program. Mr. Rice moved for approval of both actions, seconded by Ms. Boyer, and the motion carried. Detailed information on the approved actions appears in the Official Minutes of the Board.

**EKU Degree Completion for Accomplished Professionals**

The President advised the Board that several individuals have completed three or more years of undergraduate work at Eastern Kentucky University and have then departed from the University to enter into professional schools. Further, the President told the Board that several students who have left the University after only three years have gone on to distinguish themselves in their chosen professions and have regretted not having completed an undergraduate
I. Tenured Faculty Member Review (Post Tenure Review)

II. Issue

Faculty tenure is an essential factor in the preservation of academic freedom and the intellectual vitality of an institution. In recent years, the public and public policy makers have questioned the role of tenure in the seeming shielding of tenured faculty who performance has changed since the granting of tenure. In some states, legislatures have mandated the initiation of post tenure review. Kentucky encourages the development of such policies and their filing with the Council on Post Secondary Education. The challenge to an institution is to provide for the review of tenured faculty to protect the valid interests of students and the public without creating an environment that might run counter to the preservation of academic freedom.

III. Background and Process

The proposed post tenure review policy for Eastern Kentucky University was developed following the development of a concept paper by a committee of the Faculty Senate. Subsequently, a committee including senior faculty, the provost, a dean, and a chair appointed and asked to use the concept paper as the basis for the development of a policy on post tenure review. The committee’s draft policy has now been approved by the Faculty Senate and the Council on Academic Affairs.

IV. Alternatives

The fundamental alternatives in the adoption of a post tenure review policy lie between adopting a punitive policy with the objective of simply "weeding out" tenured faculty who performance has waned to a more positive approach which seeks first to identify the problems and plan for their remediation. The policy before the Board today takes the latter approach.

V. President’s Recommendation

It is recommended that the Board approve the following Post Tenure Review policy for Eastern Kentucky University.
TENURED FACULTY MEMBER REVIEW  
(POST-TENURE REVIEW)

PREAMBLE

The faculty members of Eastern Kentucky University accept the responsibility for the level of teaching, service, and scholarship of our membership. The University with the consent of the Faculty Senate is implementing a post-tenure review process to ensure the individual performance of all tenured faculty members.

Eastern Kentucky University's tenured faculty member review process is initiated by the annual merit review system of all faculty members. The annual merit review system is based on the expectations for professional performance within the department at Eastern Kentucky University. Therefore, the standards and measurement of the individual performance that meet or exceed University standards must be made at the level of the department. The performance criteria may be in no way inconsistent with the standards of academic freedom.

All elements of the review process will be approved by a majority vote of the tenure-track faculty in the department, with final approval provided by the college dean and the provost/vice president for academic affairs. The process for a tenured faculty member review must be accomplished in a timely and orderly fashion. The process must be designed to be carried out within the context of the departmental, college, and university merit pay, tenure, promotion, and termination of employment for cause policies.

PROCEDURES

A. All departments will be required to file a list of minimum performance standards with the Provost's Office.

B. Non-participation in the annual merit review system will be equated with performance below the established standard. In cases of unusual circumstances, the chair and dean may grant an exemption.

C. A tenured faculty member who does not meet the minimum standards for a standard/ across the board pay increase must complete a tenured faculty member review. The tenured faculty member review will follow the completion of established merit appeal procedures.

D. The specific procedure and standards for the tenured faculty member review evaluation will be developed by the department and approved by the college dean and provost for consistency with University policies and procedures as stated in the Faculty Handbook.

E. The chair and faculty member will prepare a report to the committee, that includes all documents, materials, and statements relevant to the decision to activate a tenured faculty member review.
F. The committee that conducts the tenured faculty member review will be composed of three EKU tenured faculty members, at least, (not including the chair). Two members will be selected by the college dean from the department faculty, and one member will be selected by the faculty member from within or outside the department.

G. If the tenured faculty member review committee decides that the faculty member needs to be engaged in a formal development plan, the individual will be required to participate in the formulation and implementation of the plan. In the event that the faculty member objects to the plan, he or she may appeal within five working days to the Provost. The purpose of the development plan will be to increase the faculty member's effectiveness and productivity in areas of identified concerns. The time frame for plan completion should be no more than two years with the length of time dependent on the nature of the concerns. The plan will:

1. Identify the specific concerns to be addressed,
2. Define specific outcome objectives to remedy the concerns,
3. Outline the activities required to achieve the objectives,
4. Set timelines for the activities and reaching the objectives,
5. State the criteria for progress reviews and completion of the plan, &
6. Identify sources of funding required to implement the plan.

The chair, dean, and provost must approve the development plan and allocation of resources.

H. The faculty member will provide the committee with a summary of accomplishments, documentation that objectives were met and future plans within 30 working days of the end of the designated review period. The committee will determine successful completion of the development plan, as measured by attainment of the objectives.

Failure to satisfactorily complete the development plan would initiate the process for recommending a termination of employment for cause as specified in the Faculty Handbook (see section on Tenure).

A written record of all committee decisions and recommendations will be maintained.
The Minimum Salary by Rank discussed for 2001-2002 is as follows:
Professor $54,000 Terminal degree required, tenured & fifteen years
Associate Professor $45,000 Terminal degree required & tenured
Assistant Professor $36,800 Terminal degree required
Instructor $27,100

3. University Compensation Committee and Benefits Committee. The Executive Committee were in agreement that two committees need to be formed on a university-wide basis by the President. A committee on faculty/staff compensation and a separate committee to review university benefits as compared to other Kentucky institutions.

OLD BUSINESS:

Election of Faculty Senate Secretary: Senator Harley nominated Paulette King Rogers as Faculty Senate Secretary, seconded by Senator Miller and the motion was passed by the Faculty Senate.

Tenured Faculty Member Review: The post tenure review document, in its amended state, was approved by the Faculty Senate. The corrected document can be viewed at: http://www.eku.edu/academics/facultysenate/posttenure.htm.

Domestic Partner Benefits. Senator Goodwin moved that the Faculty Senate recommend that Eastern Kentucky University adopt the following definition of domestic partnership and add it to the Faculty/Staff Handbook.

A domestic partner is defined as a person over 18, unrelated by blood to an extent that would preclude marriage under the laws of the Commonwealth of Kentucky, who has demonstrable financial interdependence with an employee of Eastern Kentucky University and shares an exclusive relationship which both partners intend to maintain indefinitely.

In addition, Senator Goodwin further proposed that the Faculty Senate extend the following recommendation to the President and the Board of Regents to consider:

Eastern Kentucky University considers domestic partners of employees, as defined by the Faculty/Staff Handbook, to be eligible for all benefits extended by the University to spouses of married employees. Eligible employees must complete the Declaration of Domestic Partner Relationship form to enroll the non-employee partner for benefits, and a Termination of Domestic Partner Relationship form must be completed within sixty days of the dissolution of a domestic partner relationship.

The Faculty Senate approved the motions with a majority ruling.

Phase II Reorganization. As an informational item, Dr. Marsden shared with the Faculty Senate that the Medical Services Technology program changed the program name to Medical Assisting Practices and requested to join the Department of Health Promotion and Administration. In addition, Clinical Laboratory Sciences and Environmental Health Science have combined to form a