

Faculty Council
Meeting Specifics

Purpose	Cadence	Executive Sponsor
Regularly Scheduled	Third Tuesday of the Month	Dean DiPaola
Date	Time	Location
Tuesday, October 20, 2020	5:00-6:00 p.m.	Zoom

Committee Chair(s) and Members

Basic Science Members	Clinical Science Members
<input checked="" type="checkbox"/> Campbell, Kenneth	<input checked="" type="checkbox"/> Ballard, Hubert (Chair)
<input checked="" type="checkbox"/> Clark, Claire	<input checked="" type="checkbox"/> Beck, Sandra
<input checked="" type="checkbox"/> Hatcher, April R.	<input checked="" type="checkbox"/> Hays, Lon R.
<input checked="" type="checkbox"/> Mellon, Isabel	<input checked="" type="checkbox"/> Kapoor, Siddharth
<input checked="" type="checkbox"/> Nikolajcyk, Barbara	<input checked="" type="checkbox"/> Neltner, Janna
<input checked="" type="checkbox"/> Spear, Brett (Chair-Elect)	<input checked="" type="checkbox"/> Stevens, Julia C.
	<input checked="" type="checkbox"/> Toney, Dale

Standing Guests

<input checked="" type="checkbox"/> DiPaola, Robert	<input checked="" type="checkbox"/> Huddleston, Alyssa	<input type="checkbox"/> Sawaki-Adams, Lumy
<input checked="" type="checkbox"/> Geddes, Jim	<input checked="" type="checkbox"/> Ross, Shavonna	<input checked="" type="checkbox"/> Tannock, Lisa
<input checked="" type="checkbox"/> Greathouse, Lauren	<input checked="" type="checkbox"/> Rowland, Michael	<input type="checkbox"/> White, Stephanie
<input type="checkbox"/> Harris, Kim	<input checked="" type="checkbox"/> Sanger, Matthew	<input type="checkbox"/> Whiteheart, Sidney

Visitors

<input checked="" type="checkbox"/> Garvy, Beth		
<input checked="" type="checkbox"/> Jones, Davy		

Agenda Item	Presenter/Facilitator
Call to Order and Declaration of a Quorum	Hubert Ballard
Dean's Office Representative Supporting Faculty Council	Matthew Sanger
Approval of Meeting Minutes - September 15, 2020	Hubert Ballard
Election Result for Chair-Elect	Hubert Ballard
Curriculum Committee Course Proposal	Hubert Ballard
Upcoming General Faculty Meeting – October 21, 2020	Hubert Ballard
Tenured Faculty Productivity Evaluation Plan	Beth Garvy
Wethington Award Guidelines	Jim Geddes
Sanders-Brown Center on Aging Transfer	Davy Jones
Center Changes to "Administrative" Centers	Davy Jones
Administrative Regulation 6:2 Revision	Davy Jones
Next Meeting – November 17, 2020	Hubert Ballard

Minutes	
Topic	Discussion
Opening Remarks	<ul style="list-style-type: none"> Meeting called to order by H. Ballard. Quorum declared at 5:00 p.m. (All 12 members present.) Minutes from September 15, 2020, Faculty Council meeting accepted (D. Toney / S. Beck) and approved unanimously.
Dean's Office Representative Supporting Faculty Council	<ul style="list-style-type: none"> Q. Adams has left the University and will no longer assist Faculty Council. Please contact Matthew Sanger (matthew.sanger@uky.edu), executive director and chief of staff, and Shavonna Ross (shav.ross@uky.edu), associate chief of staff, for assistance.
Curriculum Committee Course Proposal	<ul style="list-style-type: none"> Faculty Council reviewed and voted to approve (A. Hatcher / K. Campbell) unanimously the proposed course NS801-Precision Nutrition and Advanced Culinary Medicine.
Election Result for Chair-Elect	<ul style="list-style-type: none"> The election for the Faculty Council Chair-Elect resulted in the selection of Brett Spear, PhD, Professor in Microbiology, Immunology, and Molecular Genetics.
General Faculty Meeting Agenda October 21, 2020	<ul style="list-style-type: none"> H. Ballard reviewed the upcoming General Faculty Meeting agenda. <ul style="list-style-type: none"> Alliance Research Initiative (R. DiPaola – 15 minutes) Communication Update (L. Greathouse – 15 minutes) Distribution of Effort Education Task Force Update (B. Garvy – 20 minutes) Reviewed logistics of the meeting and discussed how questions would be addressed. In the Zoom chat, K. Campbell asked if we had data on how many people access minutes of General Faculty meetings. A. Huddleston said she would follow up with S. Welch to find out.
Tenured Faculty Productivity Evaluation Plan	<ul style="list-style-type: none"> B. Garvy presented the Tenured Faculty Productivity Evaluation Plan. Information was sent to Faculty Council on October 16 for review prior to the meeting. The Task Force was charged by the Dean to standardize the Distribution of Effort (DOE) for education and service across the college to account for value of teaching and service activities in the college. The goal of the Task Force is to develop a plan for improving faculty productivity in the unfunded research or creative activity portion of the DOE. Plan has been vetted twice by Legal. The only issue that remains is the nuance of how the college defines 9- and 10-month appointments in Administrative Regulation (AR) 3:6. The AR speaks to the specific timeframe faculty works. In other colleges, faculty do not work in the summer. The College of Medicine does not enforce that and faculty take off as needed. B. Garvy and Task Force have worked on this plan for 18 months. She has presented the plan multiple times to multiple audiences, including Faculty Council, Basic Science Chairs and Center Directors, Clinical Department Chairs and the college's Executive Committee. The plan will be shared at the October 21 General Faculty meeting.

<p>Tenured Faculty Productivity Evaluation Plan (cont.)</p>	<ul style="list-style-type: none"> • Per the plan, it would take a faculty member three years to have a reduction in assignment period if productivity was unmet. • K. Campbell asked if the plan has had an impact on the morale of basic science faculty. B. Garvy stated an anonymous comment box has been created via Qualtrics and 15-20 comments have been submitted. She has been surprised at how open to the plan faculty have been. Those that are worried are the ones that fall within specific categories that warrant a reduction in assignment period if criteria are not met.
<p>Wethington Award Guidelines</p>	<ul style="list-style-type: none"> • J. Geddes provided an update on the current draft of the Wethington Award Guidelines. He has previously presented to the clinical and basic science chairs. If Faculty Council has no major revisions to the plan, he suggests we implement the plan and move forward. • J. Geddes stated the guidelines are similar to previous years. However, due to current year budget cuts due to the COVID-19 pandemic, the budget for Wethington Awards is \$2M instead of \$4M. This amount will be divided among those eligible to receive an award based upon the amount of non-cost shared salary above the 30% threshold, calculated on a monthly basis. It is estimated that the award will be approximately 25% of salary recovery above the 30% threshold. The maximum award is \$50,000. • Faculty receiving the award will continue to have the option of using it as a salary bonus or for lab needs or splitting between the two. If used as a bonus, the award amount will be reduced by approximately 12% to accommodate for fringe benefits. • Eligibility for the award: (1) all full-time faculty on regular, special, and clinical title series; (2) awards incorporate all extramural research funds from which salary support was garnered for research effort; (3) eligibility is based on faculty with salary charged to research functional area extramural funds that, in aggregate, are above a threshold of 30%. Grants/contracts related to instruction and clinical care are excluded. The 30% threshold will be based on the funds contributed to the non-cost shared component of salary. • The hope is to inform faculty of the guidelines early in the next fiscal year. Dean DiPaola would like additional discussions next year to make the award more optimal for others. He suggested a slide be used to remind faculty of the cuts the college endured. To be eligible for award payout, the calculated award must be at least \$1,000 for the individual faculty member. In addition, the faculty member must still be employed at the University on the date of the distribution. • B. Nikolajcyk asked if a reduction in indirect costs were factored into the equation. J. Geddes said the indirect component comes from expenditures.

<p>Wethington Award Guidelines (cont.)</p>	<p>While indirects were reduced, it was not as much as we had feared. Since the budget for the Vice President for Research is based on indirects, the amount distributed to departments will be reduced slightly.</p>
<p>Sanders-Brown Center on Aging Transfer</p>	<ul style="list-style-type: none"> • D. Jones discussed the Board of Trustees approval of making the Sanders-Brown Center on Aging a big C center at the September 2020 meeting. He provided a brief history of the center. Gerontology formerly reported to The Graduate School but was never officially transferred to the College of Medicine. Even though the Center is not degree-granting, it is considered an educational unit because of the non-credit bearing component it possesses. • Faculty Council (S. Beck / J. Nelter) unanimously endorsed, to the University Senate, the proposal to transfer the educational unit "Sanders-Brown Center on Aging" from The Graduate School to the College of Medicine.
<p>Center Changes to “Administrative” Centers Close an Educational Unit Center</p>	<ul style="list-style-type: none"> • Both the Center for Minimally Invasive Surgery (2000) and the Center for the Advancement of Women’s Health (2000) have programmatically changed and are more focused on clinical appliance rather than research. Both have been managed at the department level, have no Human Resources prime faculty, and director appointments have not been submitted to the Board of Trustees. • The Center for Microelectrode Technology (1999) falls into a similar category as the two centers aforementioned. • On a programmatic basis, Faculty Council (D. Toney / J. Neltner) unanimously endorsed, to the University Senate, the proposal to change these three units from educational unit centers to administrative centers. • On an infrastructure/reporting basis, Faculty Council (D. Toney / A. Hatcher) unanimously endorsed, to the University Senate, the proposal to change these units from educational unit centers to administrative centers. • The Center for Research on Environmental Disease (2013) research activities have been discontinued and there is no plan to restart within the auspices of this center. The center has no budget, personnel or space and all employees have either been reassigned or separated from the University. • On a programmatic basis, Faculty Council (D. Toney / L. Hays) unanimously approved, to the University Senate, the proposal to close the Center for Research on Environmental Disease. • On an infrastructure/personnel basis, Faculty Council (D. Toney / L. Hays) unanimously endorsed, to the University Senate, the proposal to close the Center for Research on Environmental Disease. • D. Jones will coordinate with the Dean’s office the necessary next steps to effectuate these actions.
<p>Administrative Regulation 6:2 Revision</p>	<ul style="list-style-type: none"> • D. Jones reviewed potential changes to Administrative Regulation (AR) 6:2, which guides the procedure for how the University determines responsibility for charges of sexual misconduct on our campus community, including sexual harassment under Title IX, due to changes in Federal Regulations. The University is seeking feedback from faculty on the matter.

<p>Administrative Regulation 6:2 Revision (cont.)</p>	<ul style="list-style-type: none"> • Current Situation <ul style="list-style-type: none"> – The recently issued Title IX Federal Regulations appear to require that all 'maximum penalty' cases for students (expulsion), staff (termination) and faculty (tenure dismissal) must use the same standard of proof (These being similar cases in the sense that the sanction in each case is the maximum penalty possible.). – The AR 6:2 Hearing Panel in all 'maximum penalty' Title IX cases of students, staff, and faculty currently uses a 'preponderance of evidence' standard (50.1% more likely than not). In the case of tenured faculty dismissal, after the AR 6:2 Hearing Panel, there is another step of adjudication before a Senate Hearing Panel. The Senate Hearing Panel uses a 'clear and convincing' (70-80% more likely than not) standard for all tenure dismissal cases, including the subset of cases that it receives from the AR 6:2 Hearing Panel. Hence, there is the need to resolve that the AR 6:2 Hearing Panel uses a 'preponderance of evidence' standard and that the Senate Hearing Panel uses a 'clear and convincing evidence' standard. The two panels must use the 'same one standard' for 'maximum penalty' cases arising from a Title IX issue. The Federal Regulations do not specify which standard is the 'same one standard' that must be used, leaving that decision to the educational institution. • Faculty Council will be asked to vote on one of the following three potential solutions that they feel best represents the interest of the college's faculty. <ul style="list-style-type: none"> – 1. Change the charge to the AR 6:2 Hearing Panel so that in all Title IX cases of students, faculty and staff the panel uses a 'clear and convincing evidence' standard, and keep the Senate Hearing Panel using its current 'clear and convincing evidence' for all tenure dismissals. – 2. Keep the AR 6:2 Hearing Panel using its current 'preponderance of evidence' standard for all students, staff and faculty, and change the charge to the Senate Hearing Panel so that all tenure dismissals use the 'preponderance of evidence' standard. – 3. Keep the AR 6:2 Hearing Panel using its current 'preponderance of evidence' standard for all students, faculty and staff, and carve out in the charge to the Senate Hearing Panel that it uses 'preponderance of evidence' in tenure dismissal cases from an AR 6:2 action, but the Senate Hearing Panel retains using 'clear and convincing' standard in all other tenure dismissal cases. • S. Ross will distribute a Qualtrics survey to Faculty Council members on Wednesday, October 21, 2020. The deadline to cast a vote is 3:00 p.m. on Friday, October 23, 2020. Results of the vote will be shared with Faculty Council and D. Jones, who will relay them to Jennifer Bird-Pollan, a co-chair of the administration-Senate joint committee on AR 6:2.
<p>Other Business</p>	<ul style="list-style-type: none"> • The next Faculty Council meeting is October, 2020, at 5:00 p.m. • H. Ballard adjourned the meeting at 6:13 p.m.