

UNIVERSITY OF KENTUCKY

LEXINGTON, KENTUCKY 40506-0032

UNIVERSITY SENATE COUNCIL
10 ADMINISTRATION BUILDING

17 April 1992
(Revised)

TO: Members, University Senate

The University Senate will meet in called, special session on Monday, April 27, 1992, at 3:00 P.M. in room 115 of the Nursing Building (CON/HSLC).

AGENDA:

1. Resolutions.
2. Chair's announcements.
 - a. Waiver request for ten day circulation requirement for several items on the agenda.
 - b. Remarks on faculty governance -- examples from Senate Committees.

Report

From the Chancellor of the Lexington Campus on: a) Admission statistics, last couple of years and projections for next few years. b) Retention. c) scholarship information and trends.

4. Action Items
 - a. Action on the report of the ad hoc Committee on the Status of Minorities (circulated under date of 31 March 1992).
 - b. Action on proposed Honor Code for College of Medicine. (circulated under date of 17 April 1992).
 - c. Action on proposed Honor Code for College of Law -- code very similar to that of Medicine
 - d. Proposed change in University Senate Rules, Section I, 1.2.2.4 (Ex Officio, Voting Membership). To remove the Vice Chancellor of Academic Affairs of the Lexington Campus and substitute the Dean of Undergraduate Studies. (The post of Vice Chancellor of Academic Affairs of the Lexington Campus no longer exists.)
 - e. Proposed addition of Vice Chancellor for Minority Affairs as an ex-officio, non-voting member of the University Senate.

Randall Dahl
Secretary, University Senate

AN EQUAL OPPORTUNITY UNIVERSITY

MINUTES OF THE UNIVERSITY SENATE, APRIL 27, 1992

The University Senate met in a called session at 3:00 p.m., Monday, April 27, 1992, in Room 115 of the Nursing Health Sciences Building.

Marcus T. McEllistrem, Chairperson of the Senate Council, presided.

Members absent were: Jim Arnett, Richard C. Ausness, Robert S. Baker, Bart Baldwin, John R. Ballantine*, Harry V. Barnard*, John J. Bernardo*, Glenn C. Blomquist, Thomas O. Blues*, Peter P. Bosomworth, Douglas A. Boyd, Martha Bruenderman, Joseph T. Burch, D. Allan Butterfield, Rutheford B Campbell, Jr., Bradley C. Canon*, Clyde R. Carpenter, Ben W. Carr, Edward A. Carter, Samuel Q. Castle*, Donald B. Clapp, W. Harry Clarke, Jordan L. Cohen, Patricia Collins, Raymond H. Cox, Clifford J. Cremers, Lenore Crihfield, Scott A. Crosbie, Richard C. Domek, Jr.*, David S. Durant, Jr.*, Paul M. Eakin, Bruce S. Eastwood*, Richard Edwards, Daniel Fulks*, Richard W. Furst, Joseph H. Gardner, Misha Goetz, Lester Goldstein, Tod A. Griffin, Robert D. Guthrie, J. John Harris III, Zafar S. Hasan*, Christine Havice, Robert E. Hemenway, Donald L. Hochstrasser*, Brian Hoffman, Micki King Hogue, Don A. Howard, Jay Ingle, Richard A. Jensen*, Adrian Jones, Kevin S. Kiernan*, Angela Knopp, Kenneth K. Kubota, James M. Kuder, Thomas W. Lester, C. Oran Little, William E. Lyons, Lee Magid*, Pamela McMahon, Shawn Meauz, Peggy S. Meszaros*, Richard S. Milich*, Sandra Miller, David A. Nash, Derby Newman, Clayton P. Omgvig, Clayton R. Paul*, Barbara Phillips, Clyde D. Poe, Daniel R. Reedy, Thomas C. Robinson, Arturo A. Sandoval*, Edward C. Scheiner, Jim Shambhu, Michael C. Shannon, Andrew Shveda, Timothy W. Sineath*, M. Scott Smith*, Robert H. Spedding*, David H. Stockham, Brian Stover, Theodore R. Tauchert*, Michael G. Tearney*, Dennis M. TeKrony, John S. Thompson*, Ann R. Tickamyér, Miroslaw Truszczynski*, Thomas Tucker, Charles T. Wethington*, Eugene R. Williams, Emery A. Wilson*, and Peter Wong*.

The Chairperson called the final meeting of the University Senate for the 1991-1992 academic year into session. He stated that the minutes would not be presented, and he moved immediately to Resolutions. The first Resolution was a Memorial Resolution to be presented by Professor Thomas T. Lillich, College of Dentistry.

Professor Lillich stated that it was his unhappy responsibility to stand before the Senate for the second time in three months to read a Memorial Resolution recording the death of a member of his faculty.

MEMORIAL RESOLUTION

Donald Thomas Anderson
1955 - 1992

Donald Thomas Anderson, an assistant professor in the Department of Oral Health Science in the College of Dentistry, died suddenly at his home on April 18, 1992. He is survived by his wife, Dr. Leslie Carol Horn and two step-children, Ryan and Hope Preece.

*Absence explained.

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Donnie was born July 9, 1955 in Bardstown, Kentucky to James and Sara Anderson. He was one of 18 children. He attended Elizabethtown Community College and then the University of Kentucky where he received a Bachelor of Science in zoology. After working for two years he was accepted into the University of Kentucky College of Dentistry in 1981 and received the Doctor of Dental Medicine in 1985.

Donnie was in the private practice of dentistry for four years in Inez, Kentucky. He returned to the College of Dentistry in 1989 as a full-time Fellow in the Orofacial Pain Program. After completing that Fellowship, he joined the College faculty with joint appointments in Restorative Dentistry and Oral Diagnosis/Oral Medicine and then subsequently became full-time in Oral Diagnosis/Oral Medicine. He continued to teach in the Orofacial Pain Program and maintained an intramural private practice of general dentistry and orofacial pain.

Even in the relatively short time he was on the faculty, Donnie had become a valued colleague and an effective teacher. His diagnostic and clinical skills were exemplary. These abilities, coupled with his infectious good humor, enthusiasm, and accessibility made him very popular with students, staff, faculty, and patients. His advice was frequently sought for clinical problems or to help students deal with the stresses associated with a demanding professional curriculum. He set high expectations as a teacher but approached students with a degree of concern and devotion that earned their admiration and respect. This approach also increased his effectiveness in the often stressful patient care environment. Donnie made friends easily because he so clearly cared about those with whom he associated. Consequently, he had many close relationships among students, faculty and patients as well as many individuals from all walks of life. He enriched the lives of all who knew him.

Donnie Anderson was a valued friend and colleague and a teacher of exceptional effectiveness. His untimely death has shocked and saddened the entire College community not only because it was unexpected but because it cut short the very promising academic career of an individual who had, in a relatively short time, begun making important educational and patient care contributions to the institution.

Professor Lillich asked that the resolution be included in the minutes of this meeting and that a copy be delivered to his family. The Chairperson asked the Senate to stand for a moment of silence in recognition of Professor Anderson.

The Chairperson stated there was one additional resolution to present which was a resolution of celebration rather than a memorial one. The Chairperson recognized Professor Carolyn Bratt, College of Law, to present the resolution to the Senate.

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A RESOLUTION OF APPRECIATION FOR AND THANKS TO
Dr. Raymond F. Betts
from the
University Senate
April 27, 1992

It is a privilege to present this resolution of appreciation for and thanks to Dr. Raymond F. Betts for his years of service to the faculty of the University of Kentucky as a member of the University Senate, the Senate Council and Board of Trustees. It is also very appropriate that we pause, now, to honor him. As you know, the faculty of this University has been under attack recently by some who question our commitment to teaching, the value of our research and our willingness to perform public service. Professor Betts is our best answer to those wrongheaded critics. He is the quintessential professor - a recipient of the University's Great Teacher Award, a nationally and internationally recognized historian, an author, a columnist, a commentator and a public servant in the best tradition of that ideal.

Professor Betts' accomplishments also include his directorship of the Honors Program and the establishment of the Gaines Center for the Humanities on our campus. The Honors Program and the Humanities Center have nurtured literally thousands of students whose intellectual interests could not be neatly pigeon-holed into one particular discipline. Just as importantly, these two programs have provided nourishment for the faculty participants. They, too, have interests which span the traditional academic disciplines as well as the need for a place where they can fulfill their personal commitment to teaching. Long before an interest in teaching excellence became fashionable in higher education, Professor Betts was a master of this art form. Moreover, he was providing us with forums in which we, too, could hone our teaching skills.

Professor Betts has also demonstrated a strong and lasting commitment to fulfilling the responsibilities as well as asserting the rights attendant to the notion of faculty governance. He has given unsparingly of his time and effort regardless of the personal cost to him to insure that the faculty's voice is heard. And, when he has been charged by us to give voice to our concerns, he has always done so in the most convincing and persuasive manner.

Professor Betts served as the faculty representative on the Board of Trustees of the University of Kentucky for six tumultuous years under three different Presidents. Time and again, he represented us under what can most charitably be described as "difficult" circumstances. Although often without the support or even the understanding of a majority of the Board of Trustees, Professor Betts nonetheless insisted that the faculty voice must be heard on issues as controversial as the NCAA investigation of our basketball program, to the selection of an interim and permanent president, to the most recent attacks on the integrity of the faculty.

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Professor Betts never tested the political winds to determine whether he should articulate our concerns and opinions. Instead, his touchstone was his own unerring sense of what is ethical, fair and just. He never tailored what he said or trimmed his sails because of the impact his words and actions might have on his career at this University. Instead, he consulted with us and then spoke for us, at times courageously, because he believed he was duty-bound to represent our interests, not his self-interest.

And, when Professor Betts spoke at Board of Trustees' meetings, it was always done in the most erudite manner. He drew on his seemingly inexhaustible store of knowledge and vocabulary to find the right combination of thoughts, images and words to demonstrate to the Board the cogency of the faculty's opinion. During Professor Betts' tenure on the Board of Trustees, the faculty was, indeed, well-represented and well-served.

I know that you all join with me in honoring Dr. Raymond Betts, not just for his numerous professional achievements, but because he has set an example of what it means to be a responsible, contributing member of a community of scholars. Please join with me, now, in publicly thanking him.

I move that this Resolution be spread upon the minutes of this meeting of the University Senate and that a copy of these minutes be sent to Dr. Raymond Betts.

Professor Betts was given a round of applause. The Chairperson stated that Professor Betts was celebrated again on the editorial pages of the Kentucky Kernel on April 27, and added that if anyone had not had the opportunity to read that they might enjoy reading the article.

The Chairperson recognized Chancellor Robert Hemenway of the Lexington Campus to report on admissions statistics, scholarship statistics, and retention. Dr. Roseann Hogan assisted Chancellor Hemenway in presenting his report.

Chancellor Hemenway presented charts and made the following remarks.

Thank you Marc. As part of the new admission requirements passed by the Senate last year, and the enrollment management procedures we have been putting into place in the last couple of years, the Senate has asked me to make an annual report on enrollment statistics. I am going to be doing so with the help of Dr. Roseann Hogan, Director of Institutional Research on the Lexington Campus. She has done a terrific job in the last two years in developing the databases that we need to know what our enrollment is, know what the demographics of that enrollment are, and know how to analyze that data and make good judgements about the size of the student body at the University of Kentucky. We also have present Joe Fink, who is Director of Admissions and people from his staff: Don Byars and Kate Johnson. Randy Dahl, University Registrar is here, so we should

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have sufficient expertise so that any questions you have I won't have to answer myself. We do want to answer your questions.

The first chart is first-time freshmen enrollment. It has been fluctuating a little bit from 1986 to 1991, from 2400 plus in 1986 to the high of 2900 in 1988. This year's first-time freshman class was 2836. We might also mention that this year our overall enrollment in Lexington, counting all students, freshmen as well as other students, is over 24,000 for the first time in many years. As a footnote, the statistics being used include both the Lexington Campus and the Medical Center, so entering Medical Center students are included in the charts.

The second chart shows the mix of in-state and out-of-state students. You can see a couple of things from this chart. The point I would make most readily is that 78 percent of the freshmen class of the University of Kentucky in Lexington comes from in-state. Twenty-two percent comes from out-of-state and that out-of-state portion has been growing from about 16 percent in 1986 to 22 percent today. There are a couple of reasons for why that is taking place. One thing that is happening is that the academic reputation of the University of Kentucky is becoming increasingly known. It is becoming increasingly known because we appear in a lot of the publications that students read to decide where they want to go to college. Publications like "How to Get an Ivy League Education at a Public University Price", and "Three Hundred Best Buys in Higher Education." Thus, the out-of-state enrollment is a function of two things; one is the academic reputation of the institution, the fact that you do get considerable quality for a reasonably low price at the University of Kentucky. Second, it is economic factors affecting the students who are enrolling. The out-of-state tuition is around \$5,100, the room and board is around \$4,000. That is \$9,100 and many students can go to the University of Kentucky at considerably less than just the tuition cost of many other institutions.

In the next chart you can see, I think, one reason for the growth of academic reputation at the University of Kentucky, and that is the number of top students who are choosing to go to UK. Three years ago we made a conscious, strategic decision to emphasize the recruiting of excellent students. The premise, I think, was that we cannot have an excellent university without an excellent student body. We also know something characteristic of students who are making their college choices. When they see the best of their class going to an institution, it makes that institution attractive to them. The increases that we have seen in national merit scholars from 12 in 1989 to 48 this last year, and the number of Governor's Scholars increasing over that same period, demonstrate this phenomenon. We might particularly give some praise here to the admissions office, to Joe Fink, Randy Mills, Don Byars, and particularly to Kate Johnson who is the Merit Scholarship Coordinator. They have done an excellent job, along with all of their colleagues, to recruit the very best students in Kentucky and elsewhere.

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The next chart gives us a feeling for where we are in relation to our benchmarks in National Merit Scholars. As you can see, we are behind VPI, but we compare well with Illinois, North Carolina, and two universities we did not put on the chart, Vanderbilt and the University of Pennsylvania. The point we would make with this chart is that the University of Kentucky is in a range of schools that we want to be with when we think about National Merit Scholars enrolling. At the same time that we are focusing on the very best students, we have to be concerned about the overall students as well. What you see next is a chart which shows that over the last three years or so we have been pretty much at stasis in improving the entering ACT score of all freshmen. The entering ACT score is simply one index by which you measure your entering freshman class, but it is a useful index. It is less predictable for some groups than others, but the point we need to make about this chart is that we have been basically at the same 23.9 average entering ACT for the last four years. It is my hope, and at least a preliminary judgement, that we will see some improvement this year, but we won't know for sure until the fall. You compare 23.9 with the average ACT score nationally and you can see the difference between the students who are entering the University of Kentucky and the national average.

There are some interesting demographic features of the freshman class. Frankly, the charts I'm going to show you I didn't believe when Roseann first put them together, and it took her about two months to convince me that they are right. When we look at our first-time freshmen, they are almost all 19 years of age or less. It is a very, very small portion of our freshman class that comes from a higher age group. When you combine that with the next chart, which shows the full-time versus part-time status of first-year freshmen, you realize something about our freshman class. It is young, it is almost entirely full-time, it is traditional. National statistics show a much higher number of part-time students entering a freshman class.

I think this should affect our pedagogy. When we look at the freshman year for students at the University of Kentucky, we have to keep this kind of data in mind. We have to keep the age of those students in mind. For example, one reason we see many students at the University of Kentucky frustrated with bureaucratic procedures for a freshman class of 2800 students is age. As faculty, one of the things we can be sensitive to is that these are relatively young students who are going full-time. They may be working, but they are not working even half-time and certainly not full-time. We have various mechanisms in place to help these students. I have been particularly impressed with UK 101, which is really a kind of freshman orientation course. The demographics of the freshman class show a 6.7 percent African-Americans enrollment, with 22 percent increase in minority enrollment last year. The significant part of that to me is that it means we are approaching the percentage of the populace of Kentucky which is African-American, which, is a little over seven percent.

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The next chart is a geographic chart which explains where the students come from, and you see there are 31 percent from central Kentucky, 21 percent from Louisville, 8 percent from Northern Kentucky, and 22 percent from Appalachia. You still have a large number of students coming from central Kentucky, as one might expect.

The reason we wanted to share this application information with you was that as we get into enrollment management and think seriously about it, we have to keep an eye on the admission process. We will monitor this very carefully the next year, and it is conceivable that we may want to make some adjustments in the way we admit students. Eighty-three percent of the students we are admitting to our freshman class are automatic admits, meaning that they are coming in automatically under the rules. Seventeen percent are going into a delayed pool to be decided with a more total review of their credentials. When you separate it according to ACT cohorts, you realize that there are over a thousand students who are being admitted to the University of Kentucky with ACT's of less than 24. If 24 is where we are now, and we are trying to increase that entering ACT score, then the question has to be, 'Will we be able to significantly increase the entering ACT, if we are admitting a thousand students automatically who are below the average we want?' I am not ready to make a recommendation on that, because I think it needs some further study; but it is something that showed up when we started to analyze this data, and I think we all might want to give some thought to it.

How well does this freshman class do? You see in this retention chart for the freshman class about 91 percent of them are still here for the spring semester, and about 76 percent are here for the fall semester of their sophomore year. When you chart retention over seven-years, about six percent of those freshmen are still with us, still seeking a degree at the end of the seventh year, while 52.3 percent of them have graduated.

How we go about projecting future enrollments? This is a chart showing the number of Kentucky High School graduates who are attending college. You can see very quickly why 1992 is a critical year. There are only 34,000 plus high school graduates, graduating from Kentucky high schools this year. That is clearly the lowest in a number of years, and the percentage of graduates who are attending college is pretty stable over the next few years. The number goes down a little bit, but it is basically somewhere around 19 to 21 thousand students attending college. Thus, this year is a particularly tough year for recruiters. The Admissions Office has to work that much harder this year to hit the target numbers that we have given them, because there are simply fewer people graduating from high school in the state of Kentucky.

This is current data as of this date, or near this date, from the Admissions Office for the Fall 1992 class. You see that we are

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down a little bit in in-state applications, up a little bit in out-of-state applications, and slightly up overall. However, in people admitted we are down in-state, down out-of-state, and the total admissions are down about five percent. We have admitted about five percent fewer students this year at this time than we did last year. We are, however, up over where we were in 1989-90.

The quality of the freshman class for this coming fall looks pretty good to us. At this point we will not get all of these students, but in our academic scholarship pool, there were 748 applicants with an ACT of 28 or above and 3.0 GPA. Of that group there were 270 Singletary scholarship candidates with at least a 31 ACT and 3.5 GPA. Included in that list are 135 valedictorians, 93 National Merit or National Merit semifinalists and 173 perfect grade point averages.

The Senate asked us to think in terms of 2700 freshmen for 1992-93. That was the number that I also had concluded was a proper goal. It may be a little over that, it may be a little bit under that, but somewhere in that range is probably what we will come up with. Kate Johnson is always conservative, and her estimate was 50 National Merit Scholars, but I estimate 50 to 60 National Merit Scholars because I have such confidence in Kate's recruiting ability.

There are also three National Achievement Scholars that we know will be attending the University in Fall 1992. National Achievement Scholars are special, high achieving minority scholars who are identified by the College Board. That is an improvement on what we have been able to do in the past, and we are very pleased with that too.

That's basically the story to tell as far as freshman class enrollment applications, etc. I will be glad to answer any questions that you may have.

Professor Ray Betts (Gaines Center for Humanities) wanted to know if there has been an increase or decline in the retention rate over the last few years. People who give reports are for a conglomerate of the four-year students and, of course, there is a disparity if the retention rate is not as high as the increase in scores. He imagines that will change. He wanted to know if Chancellor Hemenway has noticed a change in the last year or last two years. Dr. Hogan stated that there is no pattern that can be seen at the present. Chancellor Hemenway stated that the one thing that would suggest to him there might be that kind of pattern is that, as the Senate has recognized, there is a correspondence between ACT scores and graduation rates when starting to break down the cohorts. The thing that has impressed him the most is some data that showed the 1984 class compared to the 1983 class. The 1983 class was the last year of open admissions; the 1984 class was the first year of selective admissions. The retention rate for the class of 1984 jumped about 11 percent. That seems to him to conclude that it was a good decision to go to selective admissions, and it is going to pay off in retention. He

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feels retention is something that really needs to be studied; it is important to retain students, every student that is retained is a "paying customer." They are people who pay tuition, and both the state funding is programmed on the basis of tuition paying students and enrolled students and also the tuition itself is going to be important in a time of financial difficulty. Professor Jesse Weil (Physics and Astronomy) feels the news is as good as the report of the very fine performance of Dr. Betts and suggested that a round of applause should be given to the people who had done the terrific recruiting. [The Senate gave those people a round of applause.] Chancellor Hemenway stated they are always glad to ride on Professor Betts' coattail at any time.

The Chairperson thanked the Chancellor and Dr. Hogan for the informative report. He thinks one of the goals in the Strategic Plan is to take the retention rate to 75 percent.

The Chairperson stated that the first action item was on the floor of the Senate when it recessed at the last meeting, and he recognized Professor John Picoro, to present the item. Professor Picoro stated that the last time the Senate was dealing with the recommendations of the ad hoc Committee on Minorities. Professor Picoro pointed out some changes that the Senate Council is recommending in the recommendations that are dated April 7, 1992. On page 2, No. 5, line 3 beginning with "including but not limited to department heads....." Before "department heads" chairpersons should be inserted. In the last line of No. 5 delete "encourage valuing of." Professor Picoro added that items 5 and 6 of the recommendations are being implemented in the revised Administrative Regulations and items 7, 8, 9 and 10 have been included in the Women's Report and items 11, 12, and 13 have been started and most of those have been accomplished. The floor was opened for discussion.

Professor Weil suggested that in No. 5, five lines down to be reworded to state, "required to show evidence." He also feels it would be helpful to add "of" before "efforts." The Chairperson stated it is "efforts to improve the encourage valuing....." Professor McMahon asked what No. 5 means. He wanted to know what the Dean of the College of Law is expected to do to comply with No. 5. Professor James Applegate (Communications) stated that basically the thrust is that in the current system of evaluating department heads, chairpersons, deans, supervisors, directors, etc. that it be assured when reporting various accomplishments for merit evaluations, one part of the evaluation would involve their efforts to improve cultural diversity. The committee intentionally left that general, but the idea would be that the administrator could be asked to document what they have done to give leadership in this area and that they would be evaluated accordingly. Professor McMahon wanted to know what would happen if an administrator had looked at Yugoslavia and what is about to happen to Canada and say that cultural diversity is a very bad idea? Professor Betts stated there is a difference between cultural adversity and cultural antagonism and he feels the Senate should look upon that to diversify does not necessarily mean fractionalize.

Professor Roberta Harding (Law) does not understand what is wrong with cultural diversity. She wanted to know what Professor McMahon's objections are? Professor McMahon stated that all he had done was ask questions.

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Professor Harding stated that his questions contained suggestions that an administrator might feel that cultural diversity is not a good goal. Professor McMahon asked whether or not someone has a right to their own political opinions? Professor Harding added that anyone could have a right to their own political opinions, but the University can also say that this is a goal of the University as a state agency, but as Chancellor Hemenway has said before and as Professor Bratt said in Professor Betts' resolution the community of the University can show that cultural diversity is important. At one's home one may not think this is important.

Professor Frank Scott (Economics) pointed out that in the Women's Report there was a suggestion he feels is particularly appropriate and bears repeating in the discussion on the floor. On page 5, Section II, item 4 which states, "Undertake a multivariate analysis for gender, race and age bias in wages and salaries of all University System employees." As a matter of record, he pointed out that has been suggested in the document adopted by the Senate, and maybe does not need to be repeated in the Minority Report, but it does cover the same issues involved to look at potential pay discrimination within the University. His suggestion is that with some of the controversy which arose as a result of the statistical analysis that was part of the original Women's Report that some experts in the area be included on the committee that undertakes the task and particularly he suggested perhaps some labor economists be included in the study of wages. The Chairperson assumed that Professor Scott was not recommending any specific changes in the report. Professor Scott stated that he was only making a request that it be recognized there are those on campus who have spent their careers doing this, and they might be brought in to work on such an analysis.

Professor Carolyn Bratt (Law) is not opposed to the inclusion of anyone with expertise to do the analyses, but she thinks it should be pointed out to the Senate that the people who were involved in doing the initial Women's Report were, in fact, trained to do the analysis, although they were trained in other disciplines. The implication that somehow the folks who were involved initially, who were Professors Tickamyer and Jones, lacked the expertise is not correct. She added that does not mean she is disagreeing with including other people, but she wanted the Senate to be aware there were professionally trained people working on the report.

Professor Scott stated that the entire report might be made privy to the controversy of the view of the statistical work that was done that was never made public to the Senate. The Chairperson does not feel that is relevant to the Minorities Report at this time. Furthermore, that disagreement, in his interpretation, mooted when the President decided to look at each person individually, and not rely on a statistical analysis. The President did it on a one by one, person by person basis. The belief must be that all the recommendations will be implemented in a sensible way.

Professor Bratt pointed out that what the President ordered was an analysis for everybody who is an employee of the University of Kentucky, one by one. The faculty, the staff and administrators were looked at on an individual basis and salary differences were found that could not be accounted for by facts other than gender and salaries were adjusted because of that

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review and also done on the basis of race at the same time. The Chairperson stated it was not just for faculty but for faculty and staff and was done on an individual, person-by-person basis.

There were no further questions. In a unanimous voice vote the Senate approved stopping debate. In a voice vote to adopt the Minorities Report and to transmit its recommendations to the president for full implementation unanimously passed and reads as follows:

Background:

The ad hoc Committee on Minorities at the University of Kentucky was appointed jointly by the University Senate Council and the University Administration. The report was received by the Senate Council in the Fall 1990.

The Senate Council adopted recommendations at its April 6, 1992 meeting with the recommendation that they be transmitted to the Senate for adoption by that body.

Therefore at this time the Senate Council is transmitting these recommendations to the Senate, with the recommendation that they be adopted by the Senate, and that that action and the recommendations be forwarded to the President. Many of the original recommendations of the report have been acted upon by President Wethington. The Administration's response to these recommendations is an encouraging chapter in the University's march toward full equity for all members of our Community.

RECOMMENDATIONS

The report of the committee includes specific actions for implementation, those who should assume responsibility, and rationale. Specifically, the Committee recommends that:

1. University leaders visibly demonstrate commitment to cultural diversity and the elimination of discrimination against employees.
2. A proactive affirmative action plan be promoted and implemented in the University.
3. The University promote greater tolerance and appreciation for a culturally diverse environment.
4. A statement be issued to the University community indicating the University's policy on diversity, and a policy statement be placed in the Governing Regulations.
5. All those administering academic and non-academic units in the University (e.g. departments, divisions, colleges,

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sectors) including but not limited to chairpersons, department heads, supervisors, deans, directors, vice chancellors, chancellors, and vice presidents be required to evidence, as part of their regular merit evaluation report of activities, efforts to improve the cultural diversity in their programs.

6. Academic unit reviews reflect concern with cultural diversity. That this be reflected by including a question in the procedures that addresses cultural diversity.
7. The University's contribution to its employee health costs and employees' costs of University day care be scaled to reflect ability to pay.
8. The Personnel Division be directed to expand the number and the scope of its workshop activities with particular attention given to the development of workshops in the basic crafts.
9. The Personnel Division be directed to develop a mandatory seminar program structured to inform managers of their responsibilities in eliminating racism and sexism in the work place.
10. The Personnel Division be instructed to review its policies and procedures and develop a more effective personnel management system.
11. University administration provide incentives for departments and colleges to recruit and retain qualified minority faculty.
12. University administration provide support for departments to recruit minority graduate students as a means to enhance faculty and professional staff recruitment.
13. The University hire more minority administrators with broad-base decision making responsibilities.

The Chairperson recognized Professor John Piecoro for the next agenda item. Professor Piecoro, on behalf of the Senate Council, recommended approval of the proposed Honor Code for the College of Medicine. Professor Piecoro stated that the Senate had received on April 17 a copy of the Honor Code. It has since been revised, and the Senate Council reviewed it again. Professor Piecoro read the six changes in the Honor Code and pointed out that if the Code is approved, it would be in effect for five years and in the last year would be reviewed as well as the Dental Code which was approved at the April 12 meeting and others to follow subsequently. (The revised Honor Code and the minor modifications dated 20 April 1992 were distributed at the meeting.)

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The floor was opened for discussion. Professor Weil had a question on the Honor Code which the student would sign. In item three, "Stealing" seems to him to be limited to taking any academic material from a member of the Medical Center Community. He wonders if it should be limited to academic material and why it could not be stealing any material. The Chairperson stated that the Honor Code deals only with academic or professional responsibility related problems. Students are still bound by the University Code of Student Conduct. He added that the Medical Center tried to have the Code relate particularly to the notion of professional responsibility for people entering the field of medicine.

Professor William O'Connor (Pathology) commented that the faculty, faculty counsel and the students themselves firmly endorse the Honor Code, and it has gone through several modifications. Professor Weil asked about the final appeal which the student is allowed to make to the Ombud. He wanted to know the nature of that appeal and if the Ombud can reverse the decision that has been made. The Chairperson stated that the normal route of appeal to the University Appeals Board, which is usually the final appeal, is through the Academic Ombud.

There were no further questions or comments. In a voice vote the proposed amendment to University Senate Rules, Section IV, Honor Code: College of Medicine unanimously carried and reads as follows:

Background and Rationale:

Upon approval by the College of Medicine, the proposed Honor Code of the College of Medicine was reviewed by the Senate Committee on Admissions and Academic Standards. As part of that review process, input was requested from the University Legal Counsel and the current University Ombud. Where appropriate, recommendations from both were incorporated into the Committee's report. In addition the Committee reviewed 1) the current Senate Rules on cheating and plagiarism, 2) the Student Rights and Responsibilities booklet, and, 3) the Health Sciences Student Behavior Code. Dr. William Connors from the College of Medicine worked with the Committee to discuss their proposal.

The Committee on Admissions and Academic Standards believes the College of Medicine has made a good argument for the initiation and participation of students in the management and disposition of issues affecting acceptance of professional responsibility in a profession where self-regulation is the norm. Unfortunately the current Senate procedures for handling these kinds of professional responsibility in addition to the usual category of academic offenses make no provision for student initiation or participation. The implementation of an Honor Code is the only mechanism currently available to obtain this participation.

The College of Medicine Honor Code is one of several being proposed and recently adopted. While the Committee recognizes that a proliferation of different Codes may be confusing and a uniform

Minutes, University Senate, April 27, 1992

template of procedures and wording may be more desirable, few colleges have sufficient experience to allow development of a uniform template. The suggested procedure to allow colleges to adopt different Codes, gain experiences with the Codes, and, after some years of experience, meet to compare experiences and develop a uniform template makes much more sense than recommending a uniform template at this time.

The attached proposal is recommended for adoption by the Senate Committee on Admissions and Academic Standards and the University Senate Council.

Implementation Date: July 1, 1992.

NOTE: This Code will be approved from the period July 1, 1992 to June 30, 1996. During the 1995-96 academic year, all colleges with Honor Codes will meet with the Senate Admissions and Academic Standards Committee to review their experiences with their Codes, discuss the strengths and weaknesses of their Codes and propose common wording and methods of procedure. If it becomes apparent that common wording is not appropriate and workable, then a justification for individual Codes shall be formulated and the individual proposals resubmitted. One person or group from each college shall be appointed by the college now to follow the working of the Code and be responsible for reporting in 1995-96.

UNIVERSITY OF KENTUCKY
Medical Student
HONOR SYSTEM

An Honor System empowers the student-body to assume a level of responsibility for their conduct. All medical students at the University of Kentucky College of Medicine shall be held to an Honor System whereby they are trusted to engage in self-regulation. Medical students will be asked to sign an Honor Code pledge recognizing that ethical and competent execution of responsibilities entrusted to the physician demands the highest standard of not only knowledge and compassion but also personal integrity. An Honor Code is strongly endorsed by past and current UK medical students and the ideals of the Honor System are supported by the College of Medicine faculty who agree to help in the administration of a fair and unbiased system that adheres to the principles of due process.

Honor Code

The Honor Code requires honorable and ethical behavior in all professional and academic affairs of students at the University of Kentucky College of Medicine. Failure to exhibit such behavior shall constitute a violation of the Honor Code.

Minutes, University Senate, April 27, 1992

The following are violations of this code:

1. CHEATING - copying another's work; use of crib notes; use of unauthorized material during examinations; unauthorized collaboration during an exam, report, or writing a paper; plagiarism; falsification of data.
2. LYING - deliberately misrepresenting the truth in areas relating to academic or professional performance.
3. STEALING - taking or acquiring possession of, without permission, any academic material from a member of the Medical Center Community.
4. Breach of Confidence of the proceedings of the Honor Council.
5. Deliberate misuse of the Honor Code to harass another student.

I agree to uphold the Honor System of the College of Medicine and to report violations of this code should I become aware of them.

Signature

Organizational Framework

Administration of the Honor System shall be the responsibility of the Honor Council. This group consists of eight students and five faculty members. The Council shall elect a student as Chairperson. The Council shall establish, with University Legal Counsel, rules of procedure to govern its proceedings in conformity with the adopted code of student conduct in the UK Student Rights and Responsibilities Handbook - section 2.3, p. 19 (rights of the accused). These procedures shall be reviewed by the Academic Standards Committee, approved by the University Senate Council, be made available to all students when signing the honor code, and on file in the University Ombud's office. (See attached flow chart)

Annually, each class will select a pool of six Honor System Representatives. The pool from each class will be responsible for selecting two members from among themselves to serve on the Honor Council. The remaining four students from each class will serve on Ad Hoc Honor Committees. The five faculty members will be appointed annually by the Dean, with recommendations by Faculty Council/Chairperson.

Ad Hoc Honor Committees

When an infraction is reported to the Honor Council Chairperson, he/she will establish two Ad Hoc Honor Committees. Committee membership will come from the Honor System Representatives and the Honor Council Faculty and be individuals who do not have special interest in the outcome.

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Investigation Committee - composed of two students and two faculty members. This body has the responsibility of investigating alleged failure of a student to adhere to the honor code. This committee will review their findings and will recommend to the Honor Council Chairperson whether to conduct a formal inquiry.

Judicial Committee - composed of six students from the Honor System Representatives and three Honor Council Faculty. This body is responsible for holding formal inquiries of alleged violations, determining innocence or guilt, and recommending a penalty for each violation to the Dean. For all committee functions, a quorum of the Committee will be all nine members. A guilty verdict requires a 2/3rds majority vote of the nine members.

Notifications to the Student

After investigation into an alleged violation of the Honor Code, if the Investigation Committee informs the Honor Council Chairperson that a formal hearing is required, the Dean of the College of Medicine shall:

1. Notify the student in writing at a meeting or by certified mail that the student is charged with a violation of the Honor Code; and
2. Notify the student in writing of the student's rights:
 - a. The student has the right to waive the rights to a hearing and an appeal.
 - b. The student has the right to a hearing before an impartial committee of faculty and students (the Judicial Committee). A request from the student for a hearing must be communicated in writing to the Dean and received within ten working days of the student's receipt of notification of the charge.
 - c. The student may have an advisor of the student's own choice.
 - d. The student shall not be compelled to give testimony which might tend to be incriminating. Refusal to do so shall not be considered evidence of guilt.
 - e. The student shall receive a written statement of the conclusions and recommendation reached by the Judicial Committee.
 - f. The student shall have the right to appeal the decision of the Dean to the Academic Ombud of the University.

Penalties/Sanctions

The Dean is responsible for a) imposition or modification of any penalty and b) reporting to the Registrar according to Senate Rule 6.4.9. Dependent upon the violation, possible penalties would include: official written warning, failure of course,

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probation with specific conditions, suspension and dismissal. For defined University academic offenses, such as cheating, penalties will follow University policies (i.e. minimum penalty failure of course.) Suspension or dismissal shall be imposed only with the recommendation of the Dean and upon approval by the Chancellor of the Medical Center.

Appeal

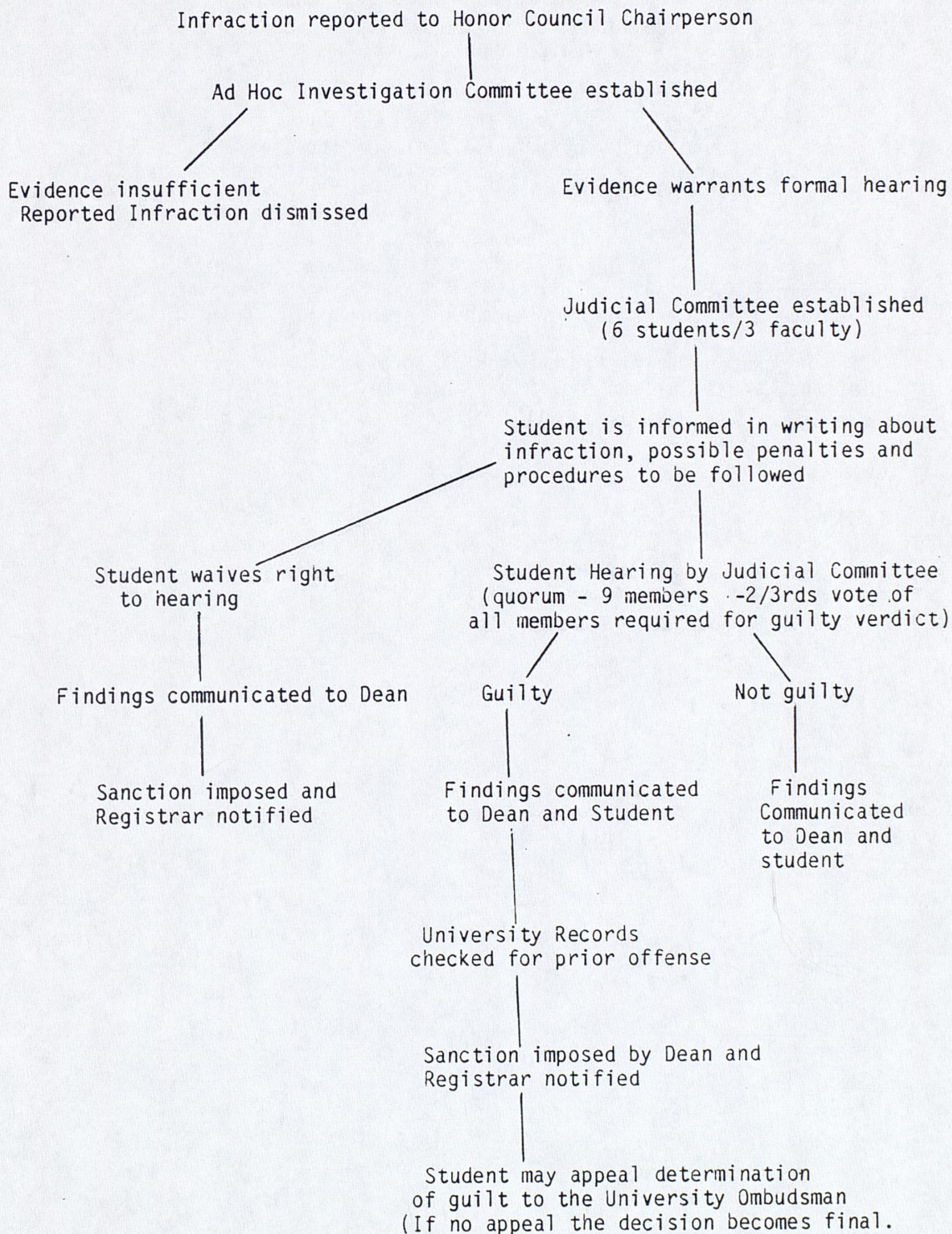
A student found guilty by the Judicial Committee will have all rights of appeal according to university policy. The student may appeal the determination of guilt to the Academic Ombud.

The final decision disposition shall be recorded in writing and made part of the student's permanent record.

The Honor Code fulfills the requirements stated in Section VI, 6 of the Senate Rules.

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UNIVERSITY OF KENTUCKY
Medical Student - Honor System
INFRACTION PROCEDURES - FLOW CHART



Minutes, University Senate, April 27, 1992

The Chairperson recognized Professor John Piecoro for the next action item. Professor Piecoro, on behalf of the Senate Council, recommended approval of the proposal to amend University Senate Rules, Section 1, 1.2.2.4, Ex Officio Membership. This proposal is to remove the Vice Chancellor for Academic Affairs for the Lexington Campus and add the Dean of Undergraduate Studies. (This proposal was circulated to members of the Senate under date of 20 April 1992.)

The Chairperson stated that the proposal was really a "housekeeping item" because there is no longer a Vice Chancellor for Academic Affairs. There were no questions or comments. In a voice vote the proposal unanimously passed and reads as follows:

Proposal: (delete material in brackets; add underlined portion)

1.2.2.4 Ex Officio Membership

Voting:

The ex officio voting members shall number 13 or 14. In academic years beginning with an even number (e.g., 1984-1985, 1986-1987), this group shall be composed of the following: Chancellor for the Medical Center, Vice President for Research and Graduate Studies, Director of Libraries, [Vice Chancellor for Academic Affairs for the Lexington Campus], the Dean of Undergraduate Studies, Vice Chancellor for Academic Affairs for the Community College System, and Deans of the Colleges of Allied Health Professions, Architecture, Communications, Dentistry, Education, Engineering, Law, and Social Work. In academic years beginning with an odd number, the ex officio voting members shall be the following: Chancellor for the Lexington Campus, Chancellor for the Community College System, Vice Chancellor for Academic Affairs for the Medical Center, the Dean of the Graduate School, the President of the Student Government Association, and the Deans of the Colleges of Agriculture, Arts and Sciences, Business and Economics, Fine Arts, Human Environmental Sciences, Library and Information Science, Medicine, Nursing, and Pharmacy. (US:10/12/81 and BofT:4/6/82; US: 11/10/86; US: 4/13/87 and BofT:9/15/87)

Non-Voting:

The ex officio non-voting membership shall include the President, all vice presidents, University System Registrar, Vice Chancellor for Minority Affairs, Dean of Students, Professor of Military Science, Professor of Aerospace Studies, [the Director of the University Studies Program.] and, if they are not already elected members of the Senate, the University System faculty members of the Board of Trustees, the Academic Ombud, the Director of the Honors Program, and the chairs of the University Senate Committees, including University Senate

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Advisory Committees. All officials mentioned in the preceding paragraph who are not voting ex officio members in any year shall be considered non-voting ex officio members. Other ex officio non-voting members may be added by the University Senate Council for the purpose of supplying information and viewpoints on problems considered by the Senate. Ex officio non-voting members shall enjoy all privileges of the elected membership except the right to vote. (US:10/12/81 and BofT:4/6/82) (US: 12/10/84 and BofT:4/1/86) (US: 10/14/85 and BofT: 4/1/86) (US: 11/10/86 and BofT: 1/20/87)

Background and Rationale:

The proposals to add and/or delete ex officio members to the Senate are made to comply with current administrative structure. The position Vice Chancellor for Academic Affairs of the Lexington Campus has been abolished. The Director of University Studies is also the Dean of Undergraduate Studies. Accordingly, the changes above are proposed.

Implementation: Fall, 1992.

Professor Piccoro stated that on the last item there was no mailing. On behalf of the Senate Council, Professor Piccoro recommended approval of the proposed addition of the Vice Chancellor for Minority Affairs as an ex officio non-voting member of the University Senate. The Council feels this is a person that can add to the Senate in matters that are pertinent.

The Chairperson stated this proposed change is a technical matter. We have a Vice Chancellor for Minority Affairs. He added that we are interested in cultural diversity now, and the minorities recommendations have been adopted, so it would be good if that person were here as a source of information to the Senate. There were no questions. In a voice vote the Senate unanimously passed the proposed change which follows:

Proposal: (delete material in brackets; add underlined portion)

1.2.2.4 Ex Officio Membership

Non-Voting:

The ex officio non-voting membership shall include the President, all vice presidents, University System Registrar, Vice Chancellor for Minority Affairs, Dean of Students, Professor of Military Science, Professor of Aerospace Studies, [the Director of the University Studies Program.] and, if they are not already elected members of the Senate, the University System faculty members of the Board of Trustees, the Academic Ombud, the Director of the Honors Program, and the chairs of the University Senate Committees, including University Senate Advisory Committees. All officials mentioned in the preceding paragraph who are not voting ex officio members in any year

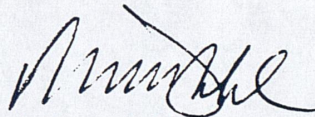
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shall be considered non-voting ex officio members. Other ex officio non-voting members may be added by the University Senate Council for the purpose of supplying information and viewpoints on problems considered by the Senate. Ex officio non-voting members shall enjoy all privileges of the elected membership except the right to vote. (US:10/12/81 and BofT:4/6/82) (US: 12/10/84 and BofT:4/1/86) (US: 10/14/85 and BofT: 4/1/86) (US: 11/10/86 and BofT: 1/20/87)

The Chairperson thanked everyone for participating--everyone who participates in the debates contributes substantially to the well-being of the academic governance at the University. He also pointed out that various committees: Admissions and Academic Standards, Organization and Structure, and all of the Senate committees work very hard and contribute very substantially to the well-being of academic work and to faculty governance at the University. He feels the Senate has a right to be proud of the role it plays, and he hopes will continue to play in the years ahead.

Professor Weil pointed out that action item "c" for the Honor Code for the College of Law was omitted. The Chairperson stated that the proposal was withdrawn at the present time. He added it would be brought to the Senate in the fall.

There was no further business, and the Chairperson entertained a motion to adjourn until next fall. Motion was made and the Senate adjourned at 4:00 p.m.



Randall W. Dahl
Secretary, University Senate

5/11/92



University Registrar

Funkhouser Building
Lexington, Kentucky 40506-0054
FAX: 606-257-7160

May 7, 1992

Dr. Leslie Carol Horn
717 Cooper Drive
Lexington, KY 40502

Dear Dr. Horn:

At the meeting of the University Senate on **April 27, 1992**, Professor Thomas T. Lillich, College of Dentistry, read the enclosed Memorial Resolution on the death of Dr. Donald Thomas Anderson. Professor Lillich requested that the Resolution be made a part of the minutes of that meeting and that a copy be sent to you.

We express our sympathy to you and the family in the loss of Professor Anderson.

Sincerely,

A handwritten signature in black ink, appearing to read 'Randall W. Dahl'. The signature is fluid and cursive, written over the word 'Sincerely,'.

Randall W. Dahl
University Registrar and
Secretary, University Senate

s

Enclosure

cc: Marcus T. McEllistrem, Chairperson
Senate Council

MEMORIAL RESOLUTION

Donald Thomas Anderson
1955 - 1992

Donald Thomas Anderson, an assistant professor in the Department of Oral Health Science in the College of Dentistry, died suddenly at his home on April 18, 1992. He is survived by his wife, Dr. Leslie Carol Horn and two step-children, Ryan and Hope Preece.

Donnie was born July 9, 1955 in Bardstown, Kentucky to James and Sara Anderson. He was one of 18 children. He attended Elizabethtown Community College and then the University of Kentucky where he received a Bachelor of Science in zoology. After working for two years he was accepted into the University of Kentucky College of Dentistry in 1981 and received the Doctor of Dental Medicine in 1985.

Donnie was in the private practice of dentistry for four years in Inez, Kentucky. He returned to the College of Dentistry in 1989 as a full-time Fellow in the Orofacial Pain Program. After completing that Fellowship, he joined the College faculty with joint appointments in Restorative Dentistry and Oral Diagnosis/Oral Medicine and then subsequently became full-time in Oral Diagnosis/Oral Medicine. He continued to teach in the Orofacial Pain Program and maintained an intramural private practice of general dentistry and orofacial pain.

Even in the relatively short time he was on the faculty, Donnie had become a valued colleague and an effective teacher. His diagnostic and clinical skills were exemplary. These abilities, coupled with his infectious good humor, enthusiasm, and accessibility made him very popular with students, staff, faculty, and patients. His advice was frequently sought for clinical problems or to help students deal with the stresses associated with a demanding professional curriculum. He set high expectations as a teacher but approached students with a degree of concern and devotion that earned their admiration and respect. This approach also increased his effectiveness in the often stressful patient care environment. Donnie made friends easily because he so clearly cared about those with whom he associated. Consequently, he had many close relationships among students, faculty and patients as well as many individuals from all walks of life. He enriched the lives of all who knew him.

Donnie Anderson was a valued friend and colleague and a teacher of exceptional effectiveness. His untimely death has shocked and saddened the entire College community not only because it was unexpected but because it cut short the very promising academic career of an individual who had, in a relatively short time, begun making important educational and patient care contributions to the institution.

UNIVERSITY OF KENTUCKY

LEXINGTON, KENTUCKY 40506-0032

UNIVERSITY SENATE COUNCIL
10 ADMINISTRATION BUILDING

17 April 1992

TO: Members, University Senate

FROM: University Senate Council

RE: AGENDA ITEM: University Senate meeting, Monday, April 27, 1992.
Proposed amendment to University Senate Rules, Section IV,
Proposed Honor Code: College of Medicine.

Background and Rationale:

Upon approval by the College of Medicine, the proposed Honor Code of the College of Medicine was reviewed by the Senate Committee on Admissions and Academic Standards. As part of that review process, input was requested from the University Legal Counsel and the current University Ombud. Where appropriate, recommendations from both were incorporated into the Committee's report. In addition the Committee reviewed 1) the current Senate Rules on cheating and plagiarism, 2) the Student Rights and Responsibilities booklet, and, 3) the Health Sciences Student Behavior Code. Dr. William Connors from the College of Medicine worked with the Committee to discuss their proposal.

The Committee on Admissions and Academic Standards believes the College of Dentistry has made a good argument for the initiation and participation of students in the management and disposition of issues affecting acceptance of professional responsibility in a profession where self-regulation is the norm. Unfortunately the current Senate procedures for handling these kinds of professional responsibility in addition to the usual category of academic offenses make no provision for student initiation or participation. The implementation of an Honor Code is the only mechanism currently available to obtain this participation.

The College of Medicine Honor Code is one of several being proposed and recently adopted. While the Committee recognizes that a proliferation of different Codes may be confusing and a uniform template of procedures and wording may be more desirable, few colleges have sufficient experience to allow development of a uniform template. The suggested procedure to allow colleges to adopt different Codes, gain experiences with the Codes, and, after some years of experience, meet to compare experiences and develop a uniform template makes much more sense than recommending a uniform template at this time.

The attached proposal is recommended for adoption by the Senate Committee on Admissions and Academic Standards and the University Senate Council.

Implementation Date: July 1, 1992.

NOTE: This Code will be approved from the period July 1, 1992 to June 30, 1996. During the 1995-96 academic year, all colleges with Honor Codes will meet with the Senate Admissions and Academic Standards Committee to review their experiences with their Codes, discuss the strengths and weaknesses of their Codes and propose common wording and methods of procedure. If it becomes apparent that common wording is not appropriate and workable then a justification for individual Codes shall be formulated and the individual proposals resubmitted. One person or group from each college shall be appointed by the college now to follow the working of the Code and be responsible for reporting in 1995-96.

5537C



UNIVERSITY OF KENTUCKY
Medical Student
HONOR SYSTEM

An Honor System empowers the student-body to assume a level of responsibility for their conduct. All medical students at the University of Kentucky College of Medicine shall be held to an Honor System whereby they are trusted to engage in self-regulation. Medical students will be asked to sign an Honor Code pledge recognizing that ethical and competent execution of responsibilities entrusted to the physician demands the highest standard of not only knowledge and compassion but also personal integrity. An Honor Code is strongly endorsed by past and current UK medical students and the ideals of the Honor System are supported by the College of Medicine faculty who agree to help in the administration of a fair and unbiased system that adheres to the principles of due process.

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The following are violations of this code:

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2. LYING - deliberately misrepresenting the truth in areas relating to academic or professional performance.
3. STEALING - taking or acquiring possession of, without permission, any academic material from a member of the Medical Center Community.
4. Breach of Confidence of the proceedings of the Honor Council.
5. Deliberate misuse of the Honor Code to harass another student.

I agree to uphold the Honor System of the College of Medicine and to report violations of this code should I become aware of them.

Signature

Organizational Framework

Administration of the Honor System shall be the responsibility of the Honor Council. This group consists of eight students and five faculty members. The Council shall elect a student as Chairperson. The Council shall establish, with University Legal Counsel, rules of procedure to govern its proceedings in conformity with the adopted code of student conduct in the UK Student Rights and Responsibilities Handbook - section 2.3, p. 19 (rights of the accused). These procedures shall reviewed by the Admissions and Academic Standards Committee, approved by the University Senate Council, be made available to all students when signing the honor code, and on file in the University Ombud's office. (See attached flow chart)

Annually, each class will select a pool of six Honor System Representatives. The pool from each class will be responsible for selecting two members from among themselves to serve on the Honor Council. The remaining four students from each class will serve on Ad Hoc Honor Committees. The five faculty members will be appointed annually by the Dean, with recommendations by Faculty Council/Chairperson.

Ad Hoc Honor Committees

When an infraction is reported to the Honor Council Chairperson, he/she will establish two Ad Hoc Honor Committees. Committee membership will come from the Honor System Representatives and the Honor Council Faculty and be individuals who do not have special interest in the outcome.

Investigation Committee - composed of two students and two faculty members. This body has the responsibility of investigating alleged failure of a student to adhere to the honor code. This committee will review their findings and will recommend to the Honor Council Chairperson whether to conduct a formal inquiry.

Judicial Committee - composed of six students from the Honor System Representatives and three Honor Council Faculty. This body is responsible for holding formal inquiries of alleged violations, determining innocence or guilt, and recommending a penalty for each violation to the Dean. For all committee functions, a quorum of the Committee will be all nine members. A guilty verdict requires a 2/3rds majority vote of the nine members.

Notifications to the Student

After investigation into an alleged violation of the Honor Code, if the Investigation Committee informs the Honor Council Chairperson that a formal hearing is required, the Dean of the College of Medicine shall:

1. Notify the student in writing at a meeting or by certified mail that the student is charged with a violation of the Honor Code; and
2. Notify the student in writing of the student's rights:
 - a. The student has the right to waive the rights to a hearing and an appeal.
 - b. The student has the right to a hearing before an impartial committee of faculty and students (the Judicial Committee). A request from the student for a hearing must be communicated in writing to the Dean and received within ten working days of the student's receipt of notification of the charge.
 - c. The student may have an advisor of the student's own choice.
 - d. The student shall not be compelled to give testimony which might tend to be incriminating. Refusal to do so shall not be considered evidence of guilt.
 - e. The student shall receive a written statement of the conclusions and recommendation reached by the Judicial Committee.
 - f. The student shall have the right to appeal the decision of the Dean to the Academic Ombud of the University.

Penalties/Sanctions

The Dean is responsible for a) imposition or modification of any penalty and b) reporting to the Registrar according to Senate Rule 6.4.9. Dependent upon the violation, possible penalties would include: official written warning, failure of course, probation with specific conditions, suspension and dismissal. For defined University academic offenses, such as cheating, penalties will follow University policies (i.e. minimum penalty failure of course.) Suspension or dismissal shall be imposed only with the recommendation of the Dean and upon approval by the Chancellor of the Medical Center.

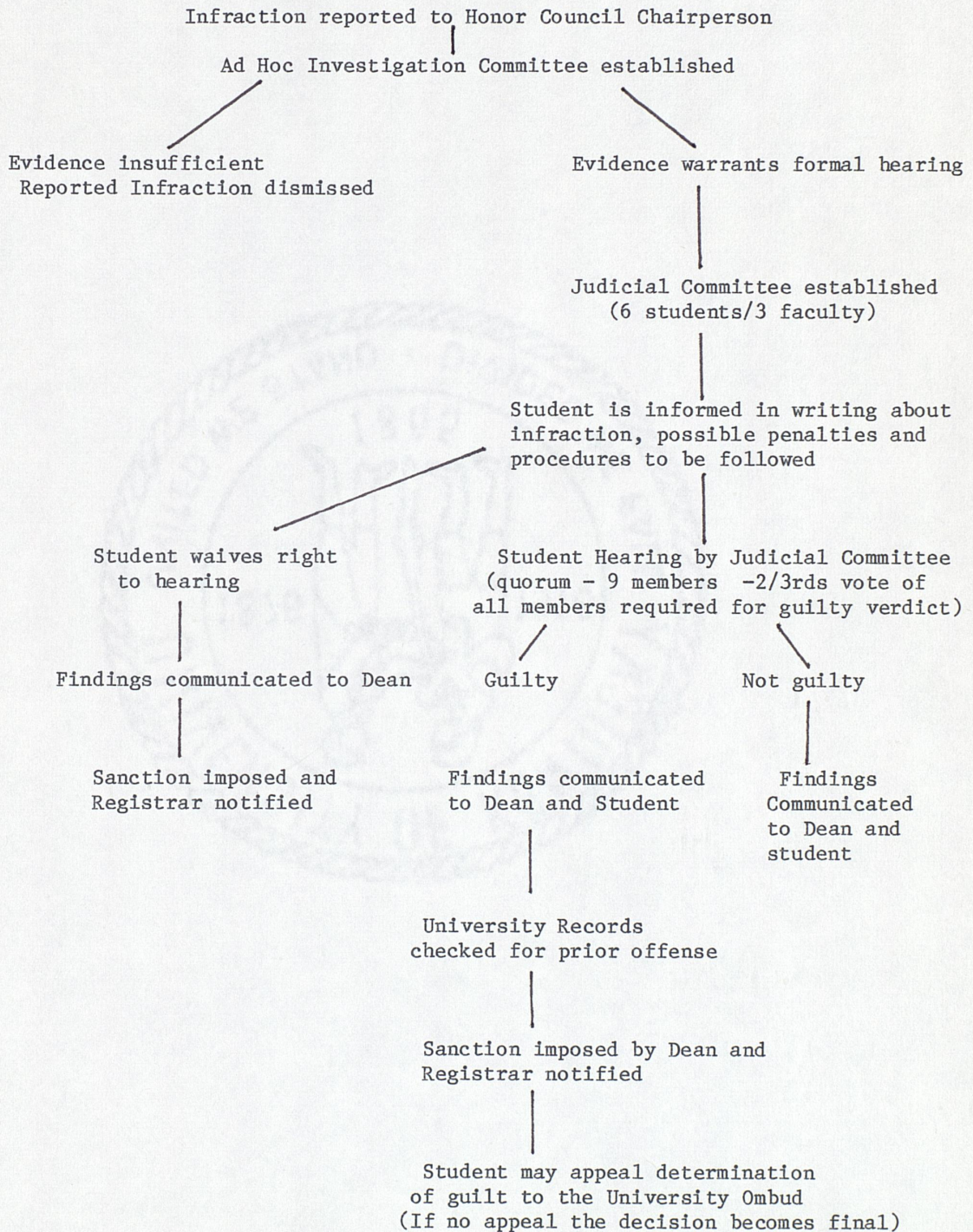
Appeal

A student found guilty by the Judicial Committee will have all rights of appeal according to university policy. The student may appeal the determination of guilt to the Academic Ombud.

The final decision disposition shall be recorded in writing and made part of the student's permanent record.

The Honor Code fulfills the requirements stated in Section VI, 6 of the Senate Rules.

UNIVERSITY OF KENTUCKY
Medical Student - Honor System
INFRACTION PROCEDURES - FLOW CHART



UNIVERSITY OF KENTUCKY

LEXINGTON, KENTUCKY 40506-0032

UNIVERSITY SENATE COUNCIL
10 ADMINISTRATION BUILDING

20 April 1992

TO: Members, University Senate

FROM: University Senate Council

RE: AGENDA ITEM: University Senate Meeting, Monday, April 27, 1992. Proposal to amend University Senate Rules, Section I, 1.2.2.4 (Ex Officio Membership). If approved, the proposal will be forwarded to the administration for a change in the Governing Regulations.

Proposal: (delete strike-through; add double underlined portion)

1.2.2.4 Ex Officio Membership

Voting:

The ex officio voting members shall number 13 or 14. In academic years beginning with an even number (e.g., 1984-1985, 1986-1987), this group shall be composed of the following: Chancellor for the Medical Center, Vice President for Research and Graduate Studies, Director of Libraries, ~~Vice Chancellor for Academic Affairs for the Lexington Campus,~~ the Dean of Undergraduate Studies, Vice Chancellor for Academic Affairs for the Community College System, and Deans of the Colleges of Allied Health Professions, Architecture, Communications, Dentistry, Education, Engineering, Law, and Social Work. In academic years beginning with an odd number, the ex officio voting members shall be the following: Chancellor for the Lexington Campus, Chancellor for the Community College System, Vice Chancellor for Academic Affairs for the Medical Center, the Dean of the Graduate School, the President of the Student Government Association, and the Deans of the Colleges of Agriculture, Arts and Sciences, Business and Economics, Fine Arts, Human Environmental Sciences, Library and Information Science, Medicine, Nursing, and Pharmacy. (US:10/12/81 and BofT:4/6/82; US: 11/10/86; US: 4/13/87 and BofT:9/15/87)

Non-Voting:

The ex officio non-voting membership shall include the President, all vice presidents, University System Registrar, Associate Vice Chancellor for Academic Affairs, Dean of Students, Professor of Military Science, Professor of Aerospace Studies, ~~the Director of the University Studies Program,~~ and, if they are not already elected members of the Senate, the University System faculty members of the Board of Trustees, the

Page 2

US Agenda Item: Section I 1.2.2.4

20 April 1992

Academic Ombud, the Director of the Honors Program, and the chairs of the University Senate Committees, including University Senate Advisory Committees. All officials mentioned in the preceding paragraph who are not voting ex officio members in any year shall be considered non-voting ex officio members. Other ex officio non-voting members may be added by the University Senate Council for the purpose of supplying information and viewpoints on problems considered by the Senate. Ex officio non-voting members shall enjoy all privileges of the elected membership except the right to vote. (US:10/12/81 and BofT:4/6/82) (US: 12/10/84 and BofT:4/1/86) (US: 10/14/85 and BofT: 4/1/86) (US: 11/10/86 and BofT: 1/20/87)

Background and Rationale:

The proposals to add and/or delete ex officio members to the Senate are made to comply with current administrative structure. The position Vice Chancellor for Academic Affairs of the Lexington Campus has been abolished. The Director of University Studies is also the Dean of Undergraduate Studies. Accordingly, the changes above are proposed.

Implementation: Fall, 1992.

WPPplus-43